



**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
OFFICE OF POLICE COMPLAINTS**

March 7, 2025

Sent via Email

The Honorable Brooke Pinto  
Chair, Committee on the Judiciary & Public Safety  
Council of the District of Columbia  
1350 Pennsylvania Avenue, N.W. Suite 106  
Washington, DC 20004

Dear Chairperson Pinto:

I am writing on behalf of the Office of Police Complaints (OPC) in response to your request for answers to your questions in advance of the annual performance oversight hearing for this agency on March 11, 2025. Included below are responses to each question.

Sincerely,

*Michael Tobin*

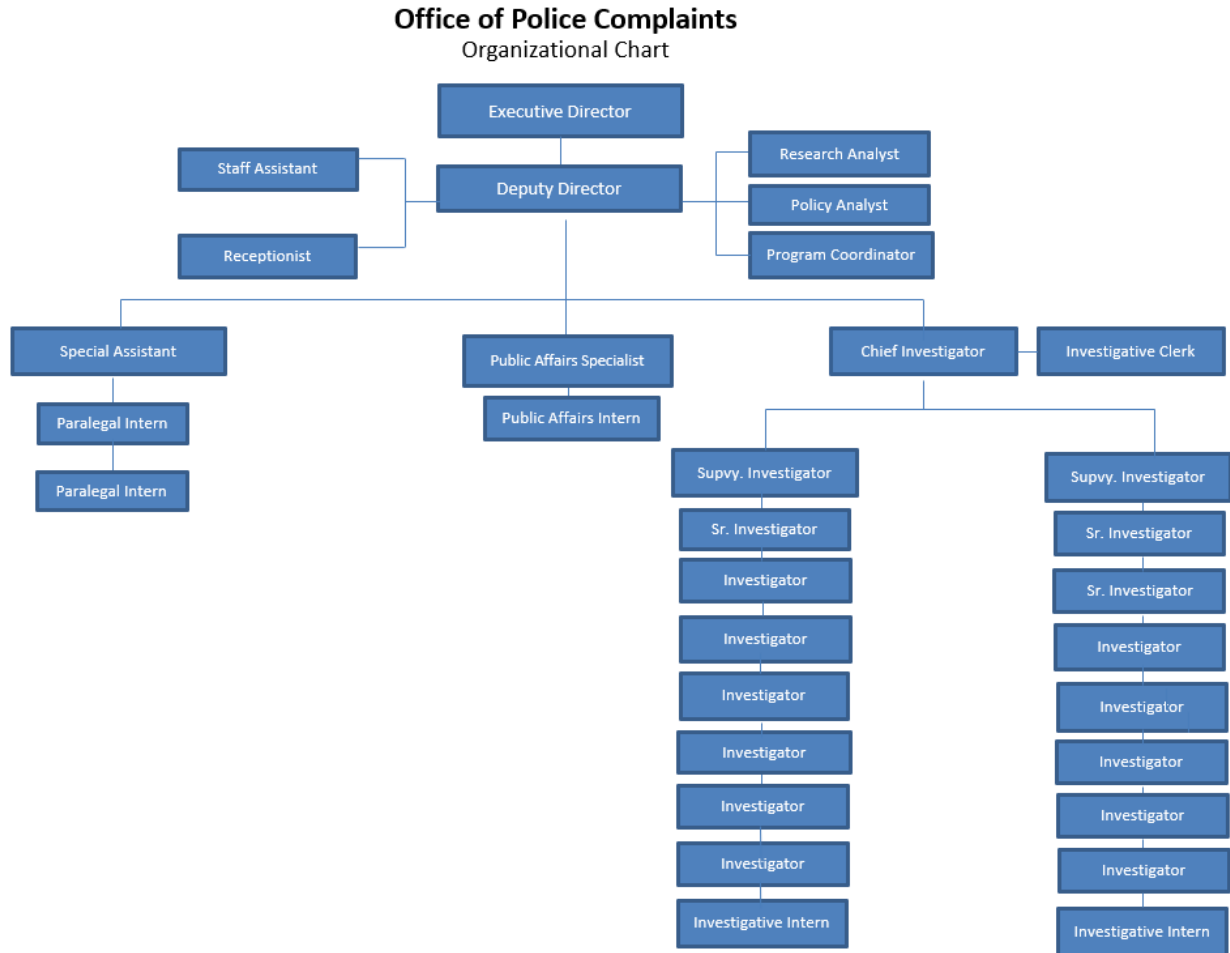
Michael G. Tobin  
Executive Director

## ORGANIZATION AND OPERATIONS

1. Please provide the agency's mission statement.

The mission of the Office of Police Complaints (OPC) is to increase community trust in the District of Columbia police forces by providing a fair, thorough, and independent system of civilian oversight of law enforcement.

2. Please provide a complete, up-to-date organizational chart for the agency and each division within the agency, including the names and titles of all senior personnel.



Senior Personnel includes:

Executive Director: Michael Tobin

Deputy Executive Director: Marke Cross

Chief Investigator: Mona Andrews

Special Assistant: Jacqueline Hazzan

Supervisory Investigator: Natasha Smith

Supervisory Investigator: Lindsey Murphy

- a. Please include an explanation of the roles and responsibilities for each division and subdivision within the agency.

Investigation Division: Includes 18 full-time staff members (1 Chief Investigator, 2 Investigation Managers, 14 Investigators, and 1 Investigative Clerk) that manage investigations and other case management responsibilities. There is a year-round intern program that includes Fall, Spring, and Summer investigative interns.

Executive Division: Includes 9 full-time staff members (Executive Director, Deputy Director, Special Assistant, Research Analyst, Public Affairs Specialist, Program Coordinator, Executive Assistant, Staff Assistant, and Receptionist) that manage the day-to-day operations of the agency, customer service, public relations, FOIA and subpoenas, police policy review and recommendations, and communications with other District agencies, the Council, and other city administrators. This division also administers the mediation and complaint examination programs through independent contractors who act as neutral mediators and neutral complaint examiners. There is a year-round intern program that includes Fall, Spring, and Summer legal interns, and well as a summer public affairs intern.

- b. Please include a list of the employees (name and title) for each subdivision and the number of vacant, frozen, and filled positions for each subdivision. For vacant positions, please indicate how long the position has been vacant and the date on which the vacant position was posted for re-hiring, if applicable.

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# J&PS Performance Oversight Questions (FY24-25)

OPC

As of March 7, 2025:

Subdivision	Position Number	Title	Name	Vacancy Status	Date of Vacancy	Date Posted for Re-hire
Executive Administrative Office	00000195	Executive Director	Tobin, Michael G	F	N/A	
	00021018	Investigator	Sutton, Danielle	F	N/A	
	00024773	Staff Assistant	Grant, Darlene L.	F	N/A	
	00073080	Deputy Executive Director	Cross, Marke D	F	N/A	
Research Analysis & Policy Recommendation Office	00036669	Special Assistant	Hazzan, Jacqueline	F	N/A	
	00091227	Research Analyst	McCullough Vidal, Corina	F	N/A	
	00004941	Student Intern	VACANT	V	08/10/24	.25 FTE Summer intern to be hired in Q3
Public Affairs Office	00012551	Public Affairs Specialist	Cleveland, Nykisha T	F	N/A	
	00069594	Clerical Assistant	Stevenson, Crystal Y.	F	N/A	
Investigation Office	00001219	Program Analyst	Weber, Christopher	F	N/A	
	00003480	Investigator	Walker, Tamika C.	F	N/A	
	00013878	Supervisory Investigator	Andrews, Mona G.	F	N/A	
	00034841	Investigator	Comeau, Witney	F	N/A	
	00045458	Investigator	Valerio, Amicaela	F	N/A	
	00048812	Supervisory Investigator	Smith, Natasha N	F	N/A	
	00048814	Supervisory Investigator	Murphy, Lindsey	F	N/A	
	00069541	Investigator	Jackson, Quentin E	F	N/A	
	00070918	Clerical Assistant	Makdonado, Kevin	F	N/A	
	00071978	Investigator	Hailes, Shaylah	F	N/A	
	00075267	Investigator	Davis, Samuel	F	N/A	
	00078179	Investigator	Clarke, Onyee	F	N/A	
	00099661	Investigator	Donahoe, Allison	F	N/A	
	00104800	Investigator	Mottley, Brandon M.	F	N/A	
	00000295	Investigator	VACANT	V	12/13/24	
	00001858	Student Intern	VACANT	V	08/10/24	.25 FTE Summer intern to be hired in Q3
	00002513	Student Intern	VACANT	V	08/10/24	.25 FTE Summer intern to be hired in Q3
	00002977	Student Intern	VACANT	V	08/10/24	.25 FTE Summer intern to be hired in Q3
	00034881	Student Intern	VACANT	V	08/10/24	.25 FTE Summer intern to be hired in Q3
	00042322	Investigator	VACANT	V	01/10/25	
	00070897	Investigator	VACANT	V	11/18/24	
	00112197	Investigator	VACANT	V	9/5/2024	
	10012695	Policy Analyst	VACANT	V	N/A	Pending approval
	10012696	Administrative Assistant	VACANT	V	N/A	Pending approval
	10013349	Policy Analyst	VACANT	V	N/A	Pending approval

22 Total Filled  
12 Total Vacant  
0 Total Frozen  
34 Total Positions

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- c. Has your agency experienced a hiring freeze at any point in FY 2024 or FY 2025? If yes, please indicate the dates of the freeze.

The agency did not experience a hiring freeze at any point in FY 2024 or in FY 2025 to date.

- d. Please provide a narrative explanation of any major changes to the organizational chart made during the previous year.

There are no substantive changes to the chart.

3. Please list each new program implemented by the agency during FY 2024 and FY 2025, to date. For each initiative please provide:
  - a. A description of the initiative, including when it began and when it was completed or is expected to be completed;
  - b. The funding required to implement the initiative; and
  - c. Any documented results of the initiative.

The agency did not implement new programs in FY24 or FY25 to date. However, the agency is currently reviewing all programs for potential changes related to the Secure DC Omnibus Amendment Act of 2024 in the event the relevant sections of the statute become funded by the Council.

4. Please provide a complete, up-to-date position listing for your agency, ordered by program and activity, and including the following information for each position:
  - a. Title of position;
  - b. Name of employee or statement that the position is vacant, unfunded, or proposed;
  - c. Date employee began in position;
  - d. Salary and fringe benefits (separately), including the specific grade, series, and step of position;
  - e. Job status (continuing/term/temporary/contract); and
  - f. Whether the position must be filled to comply with local or federal law.

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# J&PS Performance Oversight Questions (FY24-25)

## OPC

As of March 7, 2025:

Bureau	Bureau Description	Program	Program Description	Position Number	Title	Name	Hire Date	Salary	Fringe @ 19.9%	Grade	Step	Reg/Temp/Term
PS022	Executive Office Of The Director	100151	Executive Administration	00000195	Executive Director	Tobin,Michael G	11/3/2014	\$ 249,605.00	\$ 49,671.40	11	0	Term
PS022	Executive Office Of The Director	100151	Executive Administration	00021018	Investigator	Sutton,Danielle	6/1/2015	\$ 90,805.00	\$ 18,070.20	12	5	Reg
PS022	Executive Office Of The Director	100151	Executive Administration	00024773	Staff Assistant	Grant,Darlene L.	8/20/2018	\$ 73,677.00	\$ 14,661.72	11	5	Reg
PS022	Executive Office Of The Director	100151	Executive Administration	00073080	Deputy Executive Director	Cross,Marke D	1/29/2024	\$ 134,454.00	\$ 26,756.35	10	0	Reg
PS022	Executive Office Of The Director	800066	Policy Reports	00004941	Student Intern (Clerical)	VACANT		\$ 36,546.00	\$ 7,272.65	5	0	
PS022	Executive Office Of The Director	800066	Policy Reports	00036669	Special Assistant	Hazzan,Jacqueline	8/2/2021	\$ 113,522.00	\$ 22,590.88	14	2	Reg
PS022	Executive Office Of The Director	800066	Policy Reports	00091227	Research Analyst	McCullough Vidal,Corina	6/3/2024	\$ 85,794.00	\$ 17,073.01	12	3	Reg
PS022	Executive Office Of The Director	800067	Outreach	00012551	Public Affairs Specialist	Cleveland,Nykisha T	7/23/2007	\$ 84,167.00	\$ 16,749.23	11	10	Reg
PS022	Executive Office Of The Director	800067	Outreach	00069594	Clerical Assistant	Stevenson,Crystal Yvette	7/1/2024	\$ 51,091.00	\$ 10,167.11	7	5	Reg
PS057	Investigation Office	800063	Investigation	00000295	Investigator	VACANT		\$ 65,285.00	\$ 12,991.72	11	0	
PS057	Investigation Office	800063	Investigation	00001219	Program Analyst	Weber,Christopher	11/28/2016	\$ 79,971.00	\$ 15,914.23	11	8	Reg
PS057	Investigation Office	800063	Investigation	00001858	Student Intern (Paralegal Spec	VACANT		\$ 54,183.00	\$ 10,782.42	9	0	
PS057	Investigation Office	800063	Investigation	00002513	Student Intern (Clerical)	VACANT		\$ 36,546.00	\$ 7,272.65	5	0	
PS057	Investigation Office	800063	Investigation	00002977	Student Intern (Paralegal Spec	VACANT		\$ 54,183.00	\$ 10,782.42	9	0	
PS057	Investigation Office	800063	Investigation	00003480	Investigator	Walker,Tamika C.	12/7/2020	\$ 83,289.00	\$ 16,574.51	12	2	Reg
PS057	Investigation Office	800063	Investigation	00013878	Supervisory Investigator	Andrews,Mona G.	12/13/2004	\$ 145,817.53	\$ 29,017.69	14	0	Reg
PS057	Investigation Office	800063	Investigation	00034841	Investigator	Comeau,Witney	2/13/2023	\$ 69,481.00	\$ 13,826.72	11	3	Reg
PS057	Investigation Office	800063	Investigation	00034881	Student Intern (Public Affairs	VACANT		\$ 36,546.00	\$ 7,272.65	5	0	
PS057	Investigation Office	800063	Investigation	00042322	Investigator	VACANT		\$ 65,285.00	\$ 12,991.72	11	0	
PS057	Investigation Office	800063	Investigation	00045458	Investigator	Valerio,Amicaela	8/2/2021	\$ 69,481.00	\$ 13,826.72	11	3	Reg
PS057	Investigation Office	800063	Investigation	00048812	Supervisory Investigator	Smith,Natasha N	8/13/2001	\$ 125,468.13	\$ 24,968.16	13	0	Reg
PS057	Investigation Office	800063	Investigation	00048814	Supervisory Investigator	Murphy,Lindsey	2/8/2016	\$ 101,965.03	\$ 20,291.04	13	0	Reg
PS057	Investigation Office	800063	Investigation	00069541	Investigator	Jackson,Quentin E	2/18/2020	\$ 85,794.00	\$ 17,073.01	12	3	Reg
PS057	Investigation Office	800063	Investigation	00070897	Investigator	VACANT		\$ 54,183.00	\$ 10,782.42	9	0	
PS057	Investigation Office	800063	Investigation	00070918	Clerical Assistant	Maldonado,Kevin	5/8/2023	\$ 51,091.00	\$ 10,167.11	7	5	Reg
PS057	Investigation Office	800063	Investigation	00071978	INVESTIGATOR	Hailes,Shaylah	7/17/2023	\$ 65,285.00	\$ 12,991.72	11	1	Reg
PS057	Investigation Office	800063	Investigation	00075267	Investigator	Davis,Samuel	1/17/2023	\$ 67,383.00	\$ 13,409.22	11	2	Reg
PS057	Investigation Office	800063	Investigation	00078179	Investigator	Clarke,Onyee	8/2/2021	\$ 69,481.00	\$ 13,826.72	11	3	Reg
PS057	Investigation Office	800063	Investigation	00099661	Investigator	Donahoe,Allison	8/28/2023	\$ 73,677.00	\$ 14,661.72	11	5	Reg
PS057	Investigation Office	800063	Investigation	00104800	Investigator	Mottley,Brandon Marc	1/22/2019	\$ 67,383.00	\$ 13,409.22	11	2	Reg
PS057	Investigation Office	800063	Investigation	00112197	Investigator	VACANT		\$ 65,285.00	\$ 12,991.72	11	0	

- Please provide a list of all memoranda of understanding (“MOUs”) entered into by your agency during FY 2024 and FY 2025, to date, as well as any MOUs currently in effect. For each, indicate the date on which the MOU was entered and the termination date (if applicable).

The agency did not enter into any memoranda of understanding during FY24 and has not entered into any memoranda of understanding for FY25 to date.

- Please provide a list of each collective bargaining agreement that is currently in effect for agency employees.
  - Please include the bargaining unit (name and local number), the duration of each agreement, and the number of employees covered.
  - Please provide, for each union, the union leader’s name, title, and his or her contact information, including e-mail, phone, and address if available.

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## OPC

- c. Please note if the agency is currently in bargaining and, if so, its anticipated completion date.

The agency does not operate under any collective bargaining agreements.

7. Please provide the agency's FY 2024 Performance Accountability Report.

Please see Attachment A.

## BUDGET AND FINANCE

8. Please provide a chart showing the agency's approved budget and actual spending, by division, for FY 2024 and FY 2025, to date. In addition, please describe any variance between fiscal year appropriations and actual expenditures for each program and activity code.

FY 2024:

PUBLIC SAFETY AND JUSTICE AGENCY OFFICE OF POLICE COMPLAINTS FY 2024 BUDGET VS EXPENDITURES					
ACTIVITY CODE	DIVISION	APPROVED BUDGET	EXPENDITURES	AVAILABLE BALANCE	VARIANCE EXPLANATION
A0101	AGENCY FINANCIAL OPERATIONS DEPARTMENT	0	0	0	Vacancy Savings
P2201	EXECUTIVE OFFICE OF THE DIRECTOR	1,086,602	945,118	141,484	
P5701	INVESTIGATION OFFICE	1,717,044	1,771,103	(54,059)	
		\$ 2,803,646	\$ 2,716,221	\$ 87,425	

FY 2025:

PUBLIC SAFETY AND JUSTICE AGENCY OFFICE OF POLICE COMPLAINTS FY 2025 BUDGET VS EXPENDITURES					
ACTIVITY CODE	DIVISION	APPROVED BUDGET	EXPENDITURES	AVAILABLE BALANCE	VARIANCE EXPLANATION
A0101	AGENCY FINANCIAL OPERATIONS DEPARTMENT	0.00	3,833.63	(3,833.63)	Fiscal Year in Progress
P2201	EXECUTIVE OFFICE OF THE DIRECTOR	1,275,192.37	271,669.98	992,768.47	
P5701	INVESTIGATION OFFICE	2,034,017.15	417,058.91	1,612,698.24	
		\$ 3,309,210	\$ 692,563	\$ 2,601,633	

9. Please list any reprogrammings, in, out, or within, related to FY 2024 or FY 2025 funds. For each reprogramming, please list:

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- a. The reprogramming number;
- b. The total amount of the reprogramming and the funding source (i.e., local, federal, SPR);
- c. The sending or receiving agency name, if applicable;
- d. The original purposes for which the funds were dedicated; and
- e. The reprogrammed use of funds.

FY 2024:

OFFICE OF POLICE COMPLAINTS						
FY 2024 REPROGRAMMING LIST						
FISCAL YEAR	FUND TITLE	DATE ENTERED	REPROGRAMMING NUMBER	IN/OUT/ WITHIN	RATIONALE	AMOUNT
2024	Local	4/5/2024	11	WITHIN	IT Equipment	\$43,000
2024	Local	4/30/2024	30	WITHIN	Career ladder promotion	\$15,000
2024	Local	8/20/2024	34	WITHIN	Mediation Services	\$3,200
2024	Local	9/30/2024	160	OUT	Year-end Reprogramming	\$450,001

FY 2025:

There have been no reprogrammings for FY 2025 to date.

10. Please provide a complete accounting for all intra-District transfers received by or transferred from the agency during FY 2024 and FY 2025, to date, including:

- a. Buyer agency and Seller agency;
- b. The program and activity codes and names in the sending and receiving agencies' budgets;
- c. Funding source (i.e., local, federal, SPR);
- d. Description of MOU services;
- e. Total MOU amount, including any modifications; and
- f. The date funds were transferred to the receiving agency.

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J&PS Performance Oversight Questions (FY24-25)

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FY 2024:

INTERAGENCY - FY24 OPC AS BUYER AGENCY						
Seller Agency	Program (Parent Level 1)	Program (Parent Level 1) Description	Fund Description	Description	Amount	Date of Transfer
KT0 DEPARTMENT OF PUBLIC WORKS	AMP009	FLEET MANAGEMENT - GENERAL	LOCAL FUNDS	FH0 - KT0 - FLEET MANAGEMENT	\$ 3,827	N/A in DIFS
TO0 OFFICE OF THE CHIEF TECHNOLOGY OFFICER	AMP012	INFORMATION TECHNOLOGY SERVICES - GENERAL	LOCAL FUNDS	FH0 - TO0 - RTS TELECOM - DC NET	\$ 36	N/A in DIFS
Grand Total					\$3,863	

Interagency - FY24 OPC as Seller Agency						
Buyer Agency	Program (Parent Level 1)	Program (Parent Level 1) Description	Fund Description	Description	Amount	Date of Transfer
N/A					\$ -	
Grand Total					\$0	

FY 2025:

Interagency - FY25 OPC as Buyer Agency						
Seller Agency	Program (Parent Level 1)	Program (Parent Level 1) Description	Fund Description	Description	Amount	Date of Transfer
KT0 DEPARTMENT OF PUBLIC WORKS	AMP009	FLEET MANAGEMENT - GENERAL	LOCAL FUNDS	FH0 - KT0 - FLEET MANAGEMENT	\$ 3,826	N/A in DIFS
Grand Total					\$3,826	

Interagency - FY25 OPC as Seller Agency						
Buyer Agency	Program (Parent Level 1)	Program (Parent Level 1) Description	Fund Description	Description	Amount	Date of Transfer
N/A					\$ -	
Grand Total					\$0	

11. Please identify any special purpose revenue accounts maintained by, used by, or available for use by your agency during FY 2024 and FY 2025, to date. For each account, please list the following:

- The revenue source name and code;
- The source of funding;
- A description of the program that generates the funds;

J&PS Performance Oversight Questions (FY24-25)

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- d. The amount of funds generated by each source or program in FY 2024 and FY 2025, to date; and
- e. Expenditures of funds, including the purpose of each expenditure, for FY 2024 and FY 2025, to date.

There are no special revenue accounts maintained by this agency.

12. Please provide a list of all projects for which your agency currently has capital funds available. Please include the following:

- a. A description of each project, including any projects to replace aging infrastructure (e.g., water mains and pipes);
- b. The amount of capital funds available for each project;
- c. A status report on each project, including a timeframe for completion; and
- d. Planned remaining spending on the project.

There are no capital funds for this agency. The agency's only source of funding is local.

13. Please provide a complete accounting of all federal grants received for FY 2024 and FY 2025, to date, including the amount, the purpose for which the funds were granted, whether those purposes were achieved and, for FY 2024, the amount of any unspent funds that did not carry over.

The Office of Police Complaints received no federal grants for FY 2024 or FY 2025 to date.

14. Please list each contract, procurement, lease, and grant ("contract") awarded, entered into, extended and option years exercised, by your agency during FY 2024 and FY 2025, to date. For each contract, please provide the following information, where applicable:

- a. The name of the contracting party;
- b. The nature of the contract, including the end product or service;
- c. The dollar amount of the contract, including budgeted amount and actually spent;
- d. The term of the contract;
- e. Whether or not the contract was competitively bid;
- f. The name of the agency's contract monitor and the results of any monitoring activity;
- g. Funding source; and
- h. Whether the contract is available to the public online.

J&PS Performance Oversight Questions (FY24-25)

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Vendor	Nature of Contract	Amount	Contract Term	Comp Bid Y / N	Contract Monitor	Funding Source	FY
CI Technologies, Inc.	IA Pro software license renewal and maintenance	\$2,760	Annual	N	Darlene Grant	0100	24
		\$2,898			Darlene Grant		25
Consensus Building Institute	Mediation Services	\$8,000.00	1 year with 2 option years	N	Christopher Weber	0100	24
		\$8,000.00	1st year of 2-year option		Christopher Weber		25
Reed Elsevier Lexis Nexis	Online Research	\$4,089.00	Annual	N	Darlene Grant	0100	24
		\$4,260.00			Darlene Grant		25
Park America	Parking Spaces Agency Vehicles Executive Director Space	\$6,480.00	Annual	N	Darlene Grant	0100	24
		\$6,480.00			Darlene Grant		25
Star Office Products	Copier Maintenance	\$6,500.00	Annual	Y/CBE	Darlene Grant	0100	24
		\$6,500.00			Darlene Grant		25
Datawatch Systems	Payment for Office Security System	\$5,780	Annual	N	Darlene Grant	0100	24
		\$5,953			Darlene Grant		25

15. Please provide the details of any surplus in the agency's budget for FY 2024, including:

- a. Total amount of the surplus; and
- b. All projects and/or initiatives that contributed to the surplus.

At the end of FY 2024, OPC had a surplus of \$87,425. Most of this variance is attributed to vacancy savings from delayed hiring of three positions originally created to support sections of the Comprehensive Policing and Justice Reform Amendment Act of 2022 and Secure DC Omnibus Amendment Act of 2024 that were not funded. The agency is ready to move forward with hiring these positions in the event the relevant sections become funded by the Council.

## J&PS Performance Oversight Questions (FY24-25)

### OPC

16. For FY 2024 and FY 2025 to date, please provide the number of contracts and procurements executed by your agency. Please indicate how many contracts and procurements were for an amount under \$250,000, how many were for an amount between \$250,000-\$999,999, and how many were for an amount over \$1 million.

The agency did not execute any contracts in FY 2024 or FY 2025 to date.

### **LAWS, AUDITS, AND STUDIES**

17. Please list and describe any ongoing investigations, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY 2024 or FY 2025, to date.

There were no investigations, audits, studies, or reports on OPC or any employees of OPC completed during FY 2024. There are currently no ongoing investigations, audits, studies, or reports on OPC or any employees of OPC in FY 2025.

18. Please list any reports the agency is required by law to prepare and whether the agency has met these requirements.

- a. Are there any required regular reports that the agency believes are unduly burdensome and/or underutilized by the Council or the public? If so, please provide details on each such report and, to the extent feasible, an estimate of the budget and/or person-hours required to prepare each report.

The agency is required to release an annual report on the agency each year, and an annual use of force report regarding MPD. The annual report includes the required reporting on Body-Worn Camera compliance by MPD. The agency meets these requirements each year.

The FY 2024 annual report was released on December 18, 2024. The most recent use of force report was released on October 9, 2024. These reports are expected to be released on a similar timeline in FY 2025.

There are no reports that the agency believes are unduly burdensome.

19. Please list all lawsuits filed in FY 2024 and FY 2025 to date that name the agency as a party, and provide the case name, court where claim was filed, case docket number, and a brief description of the case.

No lawsuits were filed in FY 2024 or FY 2025 naming the agency as a party.

20. Please list all settlements entered into by the agency or by the District on behalf of the agency in FY 2024 and FY 2025 to date, including any covered by D.C. Code § 2-402(a)(3), and provide the parties' names, the amount of the settlement, and, if related to litigation, the case name and a brief description of the case. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g., administrative complaint).

## J&PS Performance Oversight Questions (FY24-25)

### OPC

The agency did not enter into any settlements in FY24 or FY25 to date.

21. Please list any administrative complaints or grievances that the agency received in FY 2024 and FY 2025 to date, broken down by source. Please describe the process utilized to respond to any complaints and grievances received and any changes to agency policies or procedures that have resulted from complaints or grievances received. For any complaints or grievances that were resolved in FY 2024 or FY 2025 to date, describe the resolution.

The agency does not have any pending OHR complaints. OPC processes all complaints and grievances in accordance with DCHR and OHR procedures. There were no changes to agency policies or procedures in FY 2024 or FY 2025 to date. In FY 2024, three complaints and grievances against OPC were resolved: two from employees and one from a member of the public. The complaint from the member of the public was resolved in OPC's favor with a finding that the agency was in compliance with District government policies and procedures. The two grievances from employees were resolved through settlement agreements.

### WORKPLACE ISSUES AND EQUITY

22. Please describe the agency's procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. List and describe any allegations received by the agency in FY 2024 and FY 2025 to date, and whether and how those allegations were resolved.

In accordance with DCHR policies, the agency follows the below investigative procedure:

Investigation Procedures
<b>Clock Starts:</b> Allegation of sexual harassment. If the allegation was not reported to the Sexual Harassment Officer (SHO), the individual who received the allegation must immediately notify the SHO. Unless the complaint is against the agency General Counsel, the SHO shall immediately notify the agency's General Counsel of the complaint.
<b>Within 3 Days:</b> General Counsel to notify the Mayor's Office of Legal Counsel (MOLC) of the allegation within 3 days
<b>Over the Course of 60 Days:</b> SHO conducts an investigation of the allegation.
<b>Within 60 Days:</b> SHO concludes the investigation and produces a SHO Investigation Report to the Executive Director, outlining the evidence and outcome of the investigation.
<b>After review of the SHO Investigation Report:</b> Executive Director issues Notice of Findings and Conclusions based on the SHO Investigation Report. Executive Director provides the Notice of Findings and Conclusions to the Complainant and Alleged Harasser AND provides a copy to the MOLC within five (5) days after it is issued.

## J&PS Performance Oversight Questions (FY24-25)

### OPC

As reported to DCHR per the Sexual Harassment Data Collection Act (SHDCA), the agency has not received any allegations of sexual harassment or misconduct committed by or against agency employees in FY 2024 and FY 2025 to date.

23. The District defines racial equity as “the elimination of racial disparities such that race no longer predicts opportunities, outcomes, or the distribution of resources for residents of the District, particularly for persons of color and Black residents.” What are three areas, programs, or initiatives within your agency where you see the most opportunity to make progress toward racial equity?

1. Investigations
2. Outreach
3. Publications and Reports

24. In FY 2024 and FY 2025 to date, what are two ways that your agency has addressed racial inequities internally or through the services you provide?

The agency works to be a leader in tracking and analyzing racial data as it relates to agency functions. The agency has tracked race information about complainants and law enforcement officers since the inception of the agency. The agency will continue to do so in FY 2025. To further enhance these services, the agency is exploring new and innovative ways to analyze the data for the purposes of internal processes, to make policy recommendations for law enforcement agencies, and to better inform the public. This includes examining the new census tract data to complement the data that the agency collects, and adding other factors to the analysis, such as economic levels.

The agency has also been committed to using its authority to recommend that the District’s law enforcement agencies do more to collect and publicly report their own data, including race information.

The agency makes it a priority to conduct outreach to communities across the District. This includes speaking at Advisory Neighborhood Commission (ANC) meetings, hosting tables at community events (such as street fairs) and working with partner organizations. The goal of outreach events is to ensure that all members of the community are aware of their right to make complaints about law enforcement. Working with partner organizations allows the agency to target different racial, ethnic, and economic communities. Some examples of the partner organizations are: Greater Washington Urban League, Central American Resource Center, Latin American Youth Center, NAACP DC Branch, Washington English Center, and the Washington Legal Clinic for the Homeless. The agency continually explores new partnerships to allow the agency to reach more people and all the diverse communities in the District.

### AGENCY-SPECIFIC QUESTIONS

25. Please describe any First Amendment assembly monitoring conducted by OPC in FY24 and FY25, to date.

## J&PS Performance Oversight Questions (FY24-25)

### OPC

#### FY 2024:

- National March on Washington: Free Palestine, November 4, 2023 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- March for Israel, November 14, 2023 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- January 6 Anniversary, January 6, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- March for Gaza, January 13, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- March for Life, January 19, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- “Bigger Than Roe” Women’s March, January 20, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- March for Our Lives, March 12, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- Israel-Hamas War student protest, May 8, 2024 (OPC monitored in person at The George Washington University)
- 2024 NATO Summit, July 9 – 11, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- Prime Minister Netanyahu’s Address to Congress, July 24, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)

#### FY 2025:

- 2024 Presidential Election, November 5, 2024 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- January 6 Counting and Certification of Electoral Votes, January 6, 2025 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- The People’s March, January 18, 2025 (OPC monitored in person)
- “Make America Great Again Victory Rally,” January 19, 2025 (OPC monitored in person)
- 2025 Presidential Inauguration, January 20, 2025 (OPC staff obtained United States Secret Service credentials and was trained and on-call to monitor, but ultimately no events warranted monitoring)
- March for Life, January 24, 2025 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)

26. Please briefly describe each policy recommendation released by OPC in FY24 and FY25, to date.

#### FY 2024:

- [Improved Guidance on Protective Pat Downs](#)
- [Differentiating Field Contacts from Investigatory Stops](#)
- [Education-Based Development in Lieu of Discipline](#)

## J&PS Performance Oversight Questions (FY24-25)

### OPC

- [Improved Guidance on Involuntary Emergency Hospitalization Procedures](#)
- [FY22 Implementation Update](#)

FY 2025:

- [FY23 Implementation Update](#)

All policy recommendations are published on the OPC website here:

<https://policecomplaints.dc.gov/page/policy-recommendations>.

- a. Does the agency anticipate releasing policy recommendations in the remainder of FY25? If so, please provide a brief description of the issue(s).

Yes. The agency is constantly evaluating trends in complaints as well as best practices from across the country to determine what issues are appropriate for policy recommendations. Potential policy recommendations currently under review include duties of firearm licensees, stop and identify practices, stop and frisk reports, and warrantless entries.

27. Please describe OPC's process for engaging with MPD regarding its recommendations.

- a. Does OPC request and receive feedback from MPD on each recommendation it makes, whether or not MPD implements the recommendation?

The agency strives to work openly with MPD on the recommendations. The standard practice is to provide MPD with a draft of the recommendations prior to it being presented to the Board for approval. MPD is given at least two weeks and often more time to provide comments to the agency. The agency then considers these comments and makes any necessary changes to the recommendations. When the recommendations are presented to the Board, the Board is also provided with the comments from MPD to take into consideration.

28. Please provide an update on MPD's implementation, or lack thereof, of OPC's recommendations from FY24 and FY25.

The implementation update for FY 2023 was published on January 15, 2025. The implementation review for FY 2024's recommendations will be conducted in FY 2026 and the implementation review for FY 2025 will be conducted in FY 2027.

- a. In particular, has MPD taken any steps to implement OPC's recommendations regarding protective pat downs?

The agency is not aware of any steps taken by MPD related to this recommendation. However, the formal review is currently in progress.

- b. In particular, has MPD taken any steps to implement OPC's recommendations regarding differentiating field contacts from investigatory stops?

The agency is not aware of any steps taken by MPD related to this recommendation. However, the formal review is currently in progress.



## J&PS Performance Oversight Questions (FY24-25)

### OPC

- c. In particular, has MPD taken any steps to implement OPC's recommendations regarding education-based development in lieu of discipline?

The agency is not aware of any steps taken by MPD related to this recommendation. However, in addition to OPC's recommendations, the Office of the District of Columbia Auditor (ODCA) recommended that the Chief of Police should cease allowing officers to undergo education-based development as the sole response to a finding of misconduct by an Office of Police Complaints hearing examiner. In ODCA's most recent report on the implementation status of their recommendations published on January 28, 2025, MPD reported "No action intended; management accepts the risk," in response to ODCA's request for a status update. A formal review by OPC is also currently in progress.

- d. In particular, has MPD taken any steps to implement OPC's recommendations regarding involuntary emergency hospitalization procedures?

The agency is not aware of any steps taken by MPD related to this recommendation. However, the formal review is currently in progress.

29. In FY24 and FY25, to date:

- a. How many individuals contacted OPC to inquire about filing a complaint?
- b. How many complaints were received? How many complaints were related to alleged MPD conduct and HAPD conduct?
- c. How many complaints were closed?
- d. How many full investigative reports were completed?
- e. How many were adjudicated?
- f. How many were successfully mediated?
- g. How many cases were referred to an independent hearing examiner?
- h. How many of those cases resulted in a hearing?
- i. How many complainants were represented by counsel in those hearings?

	<b>FY24</b>	<b>FY25 (to date)</b>
a. How many individuals contacted OPC to inquire about filing a complaint?	133	50
b-1. How many complaints were received?	942	297
b-2. How many complaints were related to alleged MPD conduct?	939	296
b-3. How many complaints were related to alleged HAPD conduct?	3	1

# J&PS Performance Oversight Questions (FY24-25)

## OPC

c. How many complaints were closed?	866	273
d. How many full investigative reports were completed?	13	1
e. How many were adjudicated?	14*	1
f. How many were successfully mediated?	33	9
g. How many cases were referred to an independent hearing examiner?	14	1
h. How many of those cases resulted in a hearing?	0	0
i. How many complainants were represented by counsel in those hearings?	N/A	N/A

\*For one case, the investigative report was completed in FY23, and the adjudication was completed in FY24.

30. How many cases investigated by OPC in FY24 and FY25, to date, involved BWC non-compliance of some form?

<b>FY24</b>	<b>FY25 (to date)</b>
93	19

31. How many subject officers have been referred to MPD and HAPD for policy training or rapid resolution in FY24 and FY25, to date?

Rapid Resolutions:

	<b>FY24</b>	<b>FY25 (to date)</b>
MPD	31	8
HAPD	0	0

Policy Trainings:

	<b>FY24</b>	<b>FY25 (to date)</b>
MPD	30	26
HAPD	0	0

32. In FY24 and FY25, to date, how many decisions sustaining police misconduct allegations were forwarded to MPD?

J&PS Performance Oversight Questions (FY24-25)

OPC

<b>FY24</b>	<b>FY25 (to date)</b>
12	3

33. What were the outcomes of cases referred to MPD in FY24 and FY25, to date? How many cases were upheld by a final review panel?

<b>FY</b>	<b>Complaint Number</b>	<b>Discipline Determination</b>
<b>FY24</b>	23-0079	Education Based Development
	23-0558	Education Based Development
	23-0586	Education Based Development
	23-0260	Education Based Development
	23-0164	8-day suspension without pay; Official Reprimand; Education Based Development
	23-0707 & 23-0857	Official Reprimand
	23-0772	Education Based Development
	23-0735	8-day suspension without pay
	23-0657	Official Reprimand
	23-0708	3-day suspension without pay; Education Based Development
	24-0198	1-day suspension without pay; Education Based Development
	24-0195	PENDING
<b>FY25</b>	24-0310	PENDING
	24-0261	PD 750 (Dereliction Report)
	24-0318	PENDING

There were no cases in FY24 or FY25 that were reviewed by a final review panel.

34. How many matters were referred to the U.S. Attorney's Office for possible criminal prosecution pursuant to D.C. Official Code § 5-1109 in FY24 and FY25, to date?

<b>FY24</b>	<b>FY25 (to date)</b>
17	3

35. How many officers were the subject of multiple allegations of misconduct in FY24 and FY25, to date?

<b>FY24</b>	<b>FY25 (to date)</b>
241	33

## J&PS Performance Oversight Questions (FY24-25)

### OPC

36. What trends did OPC observe in the demographics of officers who were the subject of a complaint in FY24 and FY25, to date?

In FY24, officers with complaints were more likely to be male (83% vs. 17% female). Officers were also most likely to be Black (47%), followed by White officers (32%), and Hispanic/Latino officers (15%). The least likely were Asian (5%) and Multi-Racial and Native American officers (less than 1%). Officers with complaints were also more likely to be younger than 35 (47%), followed by officers aged 35-54 (44%), and officers 55 and older (10%).

The FY25 demographics of officers with complaints as of March 7, 2025, were similar to those in FY24. So far in FY25, 83% of officers were male, while 17% were female. Officers were also most likely to be Black (51%), followed by White officers (30%), and Hispanic/Latino officers (14%). The least likely were Asian officers (5%). Officers with complaints were also more likely to be aged 35-54 (52%), followed by officers younger than 35 (39%), and officers 55 and older (9%).

37. What trends did OPC observe in the demographics of complainants in FY24 and FY25, to date?

In FY24 males comprised 42% of all complainants and females comprised 57%. Two community members also identified as non-binary. Complainants were also most likely to be Black (74%), followed by White (14%). Hispanic/Latino complainants comprised 4% of all complainants while Other Races and Ethnicities comprised 9%. Complainants were also more likely to be aged 35-54 (46%), followed by those aged 15-34 (37%), and those 55+ (17%).

The FY25 demographics as of March 7, 2025, were similar to those in FY24. Thus far in FY25 males comprised 55% of all complainants and females comprised 45%. One community member also identified as non-binary. Also, 68% of all complainants were Black, 16% were White, 10% were Hispanic/Latino, and 6% were members of Other Races and Ethnicities. Complainants were also more likely to be aged 15-34 (46%), followed by those aged 35-54 (39%), and those 55+ (14%).

38. What trends did OPC observe related to allegations of excessive force in FY24 and FY25, to date?

In FY24, use of force allegations comprised 13% of all allegations, which was a 2% decrease from FY23. OPC also saw a 7% decrease in the total number of force allegations. The most common two sub-allegations of force in FY24 were the same as in the previous fiscal year and were complainants experiencing a push or pull either without impact or with impact.

So far in FY25, the force allegations and sub-allegations closely resemble FY24.

- a. What about trends related to allegations of excessive force at First Amendment assemblies?

In FY24 there were eight complaints regarding allegations of excessive force at First Amendment assemblies. Thus far in FY25, there has only been one complaint filed with an allegation of unnecessary or excessive force at a First Amendment assembly.

## J&PS Performance Oversight Questions (FY24-25)

### OPC

39. What is OPC's current average caseload for investigators? Please include actual cases investigated rather than all cases OPC intakes but does not investigate or refers elsewhere. Does this caseload reflect best practices?

OPC's current average caseload for investigators is 10 cases. This caseload does reflect best practices.

40. What was the average length of time it took to resolve a complaint in FY24 and FY25, to date?

<b>FY24</b>	<b>FY25 (to date)</b>
85	50

41. Please discuss any community outreach conducted in FY24 and FY25, to date, and any planned outreach for the remainder of FY25.

In FY24, OPC conducted and participated in more than 25 outreach events and activities throughout the District of Columbia and 10 events in FY25, to date. These events and activities included training sessions, panel discussions, and presentations to the public about the agency's mission, function, and complaint process.

In FY24, OPC continued to build upon its outreach to students by conducting Student Interactive Trainings (SITs) at various D.C. public and charter schools. The agency also conducted SITs for D.C. Department of Parks and Recreation summer camp participants and presented to students attending George Mason University, American University (AU), and American University's Washington College of Law. OPC also participated in informational fairs hosted by AU and its law school.

Additionally, OPC continued its outreach activities in the District's immigrant community during FY24. The agency participated in a new Collaboration for Immigrant Families initiative and formed a community partnership with Ayuda. OPC also participated in the Briya Public Charter's School Know Your Rights panel session, presenting information on the agency's jurisdiction and the services OPC provides to the public.

In continuing with its outreach efforts beyond the District of Columbia, OPC hosted a group of visitors from Kazakhstan as part of the U.S. Department of State's International Visitor Leadership Program. The agency also welcomed officials from the nation of Georgia, sponsored by the U.S. Department of State, to consult on civilian oversight practices.

Further, OPC participated in numerous community centered events, including the DC Housing Authority Police Department's National Night Out and the 2024 DC State Fair. These outreach events underscore the agency's dedication to building community trust and awareness through engaging, informative interactions. In addition, members of OPC's staff and the PCB served as panelists and contributors for workshops and webinars hosted by the National Association for Civilian Oversight of Law Enforcement (NACOLE).

OPC remained committed in FY24 to increasing the agency's public awareness by working with its community partners. The agency will continue these efforts in FY25.

J&PS Performance Oversight Questions (FY24-25)

OPC

42. The Comprehensive Policing and Justice Reform Amendment Act of 2022 empowers the Executive Director, upon the discovery of “evidence of abuse or misuse of police powers that was not alleged by the complainant in the complaint,” to initiate the Executive Director’s own complaint against the subject police officer. How many times has that authority been used in FY24 and FY25, to date? Please explain.

<b>FY24</b>	<b>FY25 (to date)</b>
9 cases	5 cases

*[remainder of page is intentionally left blank]*

# Attachment

## A



# **OFFICE OF POLICE COMPLAINTS**

## **FY 2024 PERFORMANCE ACCOUNTABILITY REPORT**

**JANUARY 15, 2025**



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# 1 OFFICE OF POLICE COMPLAINTS

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*Mission:* The mission of the Office of Police Complaints (OPC) is to increase community trust in the police and promote positive community-police interactions.

*Services:* OPC receives, investigates, adjudicates, and mediates police misconduct complaints filed by the community against Metropolitan Police Department (MPD) and D.C. Housing Authority Police Department (DCHAPD) police officers. In addition to these responsibilities, the agency issues policy recommendations to the Mayor, the Council of the District of Columbia, and the Chiefs of Police of MPD and DCHAPD proposing police policy or practice reforms to ensure the District police forces are using the best practices available.

## 2 2024 ACCOMPLISHMENTS

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Accomplishment	Impact on Agency	Impact on Residents
In Fiscal Year 2024 OPC referred 55 cases for mediation. This is the highest number of referrals since 2019, prior to the COVID-19 quarantine.	OPC contracts with independent mediators to conduct mediations between community members and police officers. The higher number of mediation referrals resulted in an increased cost to the agency for mediations.	OPC's mission also includes helping bridge the gap in understanding that often exists between community members and DC's police forces. OPC's mediation program helps facilitate meaningful conversations to eliminate any misunderstandings between complainants and officers.
In Fiscal Year 2024 OPC received 942 complaints and completed 435 investigations. These are record numbers for the agency.	The higher volume of complaints and completed investigations resulted in a tremendous increase in workflow for OPC, but we still managed to maintain a low average investigation completion time of 125 days.	The higher volume of complaints and completed investigations helped increase the public's trust in DC's police forces by demonstrating to community members that OPC provides a reliable complaint system that holds police officers accountable for misconduct.

### 3 2024 OBJECTIVES

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#### Strategic Objective

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Resolve police misconduct complaints in an impartial, timely, and professional manner.

Promote positive community-police interactions through public education and awareness.

Enhance OPCs mission to improve public confidence and community trust.

Create and maintain a highly efficient, transparent, and responsive District government.

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## 4 2024 OPERATIONS

Operation Title	Operation Description
<b>Resolve police misconduct complaints in an impartial, timely, and professional manner.</b>	
Manage and monitor complaint examiner compliance: Daily Service	Ensure through continuous review and communication that the complaint examiners are complying with the review and analysis requirements and timeline.
Conduct complaint examiner In-Service Training: Key Project	Complaint examiners should be trained each fiscal year on any updates to the program and any new requirements.
Investigators participating in continual professional development: Key Project	Each investigator participates in continuous professional development trainings, workshops, outreach opportunities, or mentoring to develop their technical and industry investigating skills as well as best practices.
Conduct management meetings: Daily Service	Investigation managers meet to ensure that the cases are being investigated with the best techniques and best practices and that they are timely.
<b>Promote positive community-police interactions through public education and awareness.</b>	
Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events: Daily Service	Employ outreach activities to ensure that the community knows about the Office of Police Complaints and its services.
Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships: Daily Service	Employ effective communication strategies through social media, contacts, and media relations to build community partnerships.
<b>Enhance OPCs mission to improve public confidence and community trust.</b>	
Review all OPC complaints received to determine trends and/or patterns: Daily Service	Continuously review the trends and patterns that our complaint data reveals to ensure we are reporting any policy recommendations that could improve MPD or DCHAPD practices and procedures in an effort to best serve the community.
Research policing best practices: Daily Service	Research policing best practices to remain up-to-date on national civilian police oversight of law enforcement trends, police practices, updated legal impacts to better serve the community in ensuring the District police forces are operating with the best practices and procedures.
Conduct regular meetings with MPD leadership to discuss policy change recommendations: Daily Service	With the cooperation of MPD, conduct regular meetings with MPD leadership to discuss the implementation status of OPC's policy recommendations.

## 5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
<b>Resolve police misconduct complaints in an impartial, timely, and professional manner.</b>											
Percent of investigations completed within 180 days	Up is Better	94.2%	92.1%	91.8%	88.2%	94.8%	87.9%	90.3%	75%	Met	
Percent of complaint examiner decisions completed within 120 days	Up is Better	100%	100%	100%	100%	100%	100%	100%	100%	Met	
<b>Promote positive community-police interactions through public education and awareness.</b>											
Percent of mediations completed within 30 days of referral	Up is Better	93.1%	76%	100%	80%	85%	64%	77.1%	100%	Unmet	In FY24, OPC conducted the most mediations since FY19. With this increase, the number of mediations that were rescheduled due to officer or complainant scheduling conflicts also increased.
<b>Enhance OPCs mission to improve public confidence and community trust.</b>											
Number of policy recommendation reports published	Up is Better	5	5	0	0	1	4	5	5	Met	
<b>Create and maintain a highly efficient, transparent, and responsive District government.</b>											
Percent of new hires that are District residents	Up is Better	New in 2023	20%	Annual Mea- sure	Annual Mea- sure	Annual Mea- sure	Annual Mea- sure	66.7%	20%	Met	
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	Up is Better	New in 2023	25%	Annual Mea- sure	Annual Mea- sure	Annual Mea- sure	Annual Mea- sure	0%	20%	Unmet	In FY24 the number of qualified applicants for open positions who graduated from DCPS or District Public Charter Schools was significantly lower than usual.
Percent of employees that are District residents	Up is Better	New in 2023	45.5%	Annual Mea- sure	Annual Mea- sure	Annual Mea- sure	Annual Mea- sure	45.8%	40%	Met	

Key Performance Indicators (continued)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	No applicable incidents	-	-	
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	Up is Better	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	100%	Met	

## Workload Measures

Measure	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024
<b>Conduct complaint examiner In-Service Training</b>							
Number of complaint examiners attended required training	8	0	0	0	0	0	0
<b>Conduct management meetings</b>							
Number of management meetings held	24	23	5	5	4	5	19
<b>Investigators participating in continual professional development</b>							
Number of presentations completed	3	3	0	1	1	4	6
Number of investigators attending annual MPD professional development training	4	49	0	0	9	9	18
Number of investigators attending at least 2 external training sessions	9	8	5	2	2	2	11
Number of new investigators attending Reid Training	3	4	3	0	1	0	4
<b>Manage and monitor complaint examiner compliance</b>							
Number of complaint examiner decisions processed	13	8	1	4	3	4	12
Number of rapid resolution referrals	27	17	7	4	12	8	31
Number of cases withdrawn by the complainant	27	22	7	4	4	10	25
Number of Policy Training Referrals	35	40	6	16	3	5	30
<b>Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships</b>							
Number of community partnerships created	0	0	0	0	0	1	1
<b>Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events</b>							
Number of outreach events held	25	24	6	5	4	10	25
<b>Conduct regular meetings with MPD leadership to discuss policy change recommendations</b>							
Number of meetings held with MPD	4	5	0	0	0	0	0
<b>Research policing best practices</b>							
Number of policy recommendations issued	11	26	0	0	0	8	8
<b>Review all OPC complaints received to determine trends and/or patterns</b>							
Number of complaints received	796	883	Annual Measure	Annual Measure	Annual Measure	Annual Measure	942
Number of contacts	442	302	51	46	61	59	217
Number of mediations referred	40	27	10	21	16	15	62
Numbers of mediations not held	11	11	0	5	4	3	12





**COUNCIL OF THE DISTRICT OF COLUMBIA**  
**OFFICE OF COUNCILMEMBER BROOKE PINTO**  
**THE JOHN A. WILSON BUILDING**  
**1350 PENNSYLVANIA AVENUE, N.W., SUITE 106**  
**WASHINGTON, D.C. 20004**

March 25, 2025

Michael Tobin, Director  
Office of Police Complaints

**Via Email**

Dear Director Tobin,

Thank you for testifying at the Committee's March 11, 2025 performance oversight hearing on the Office of Police Complaints. I am following up on certain issues discussed at the hearing with a list of written post-hearing questions. **Please provide responses to these questions no later than close of business April 15, 2025.** If you have any questions or concerns about these questions or your ability to meet this deadline, please contact Esther Bundens, Legislative Assistant, at (202) 724-7808 or Linn Groft, Committee and Legislative Director, at (771) 224-7234.

Thank you,

A handwritten signature in blue ink, appearing to read "BE Pinto", with a stylized flourish at the end.

Brooke Pinto  
Councilmember, Ward 2  
Chairwoman, Committee on the Judiciary and Public Safety  
Council of the District of Columbia

Post-Hearing Questions

## OPC

1. **Recommendations and follow-up:** When OPC makes policy recommendations to the Metropolitan Police Department (MPD), what is OPC's process for monitoring whether MPD is implementing those recommendations?
  - a. And specifically, what is involved in the formal review that OPC is doing on several policy recommendations that they have *not* seen MPD make any significant progress toward implementing?

OPC conducts annual reviews of the actions taken by MPD in response to its policy recommendations and publishes these findings in its annual implementation update. These reviews are limited to the recommendations made two fiscal years prior to the publication of each current implementation update. For example, in FY 2025 OPC published the implementation update for the recommendations made in FY 2023. The reviews are staggered by two fiscal years to provide MPD with adequate time to implement OPC's recommendations. OPC's review process includes requests made to MPD for status updates regarding each recommendation. OPC then reviews MPD's responses and assigns one of three statuses to each response: fully implemented, partially implemented, and not implemented. In addition to this, OPC also considers other information gleaned from interactions with MPD, revisions to MPD's policies and procedures, media reports, and any other additional pertinent information. There is no separate formal review process for the policy recommendations that MPD has not implemented. OPC publishes its annual implementation updates on its website, which can be found here: <https://policecomplaints.dc.gov/page/policy-recommendations>.

2. **Mediation Timeline:** According to OPC's performance accountability report, the precedent of completing mediations within 30 days was not met. Given that your agency had significantly more mediations in FY24, will OPC reevaluate what a reasonable completion time could be?
  - a. If so, how many days will that be?
  - b. If not, what needs to happen for the 30-day timeline to be achievable again?

OPC routinely reviews its performance plan and goals several times a year before they are finally published on the Office of the City Administrator's website. The 30 days benchmark for mediations is an internal agency goal and meeting this goal is largely dependent on factors that are outside of OPC's control. The most common factors that determine whether this benchmark is met in any given fiscal year are the schedules of the mediators, complainants, and the officers involved in the mediations. OPC will continue to review its performance plans and goals in accordance with the schedule provided by the Office of the City Administrator's website and make any necessary adjustments.

3. **Meeting Definition:** What criteria does OPC use to define whether a meeting has taken place between OPC and MPD?
  - a. Given that the performance accountability report claimed there were no meetings in FY24, how could this definition/metric be changed to better reflect the ongoing communication between OPC and MPD?

The number of meetings reported in the performance accountability report only includes formal scheduled meetings between OPC's Executive Director and the Chief. Nevertheless, there are many less formal meetings and communications that take place between the two agencies throughout the year. Examples of these less formal meetings include informal meetings with MPD staff that take place at both agency offices and the communications that occur through email, phone calls, and Microsoft Teams meetings.

4. **Executive Director Complaint Authority:** [The Comprehensive Policing and Justice Reform Temporary Amendment Act of 2022](#) empowers the Executive Director of OPC, upon discovery of "evidence of abuse or misuse of police powers that was not alleged by the complainant in the complaint," to initiate the Executive Director's own complaint against the subject policy officer.

- a. What are the main reasons for why this authority is used?
- b. You used this authority 9 times in FY 2024 and 5 times already in FY 2025. Do you anticipate the need for this provision to increase?
- c. Is better education needed to ensure that complainants catch all relevant violations?

The most common use of this authority by OPC's Executive Director occurs in situations where the complainant did not witness the violation or did not know that the particular act allegedly committed by the subject officer(s) constituted a violation. Under OPC's statutory authority, the individual filing the complaint does not necessarily have to be the alleged victim of misconduct. OPC's organic statute and administrative rules allow for the filing of complaints by "any individual having personal knowledge of alleged police misconduct [...] on behalf of a victim."<sup>1</sup> Since this statutory provision allows for witnesses to file complaints on behalf of alleged victims, there are many situations that arise wherein a witness did not observe the entire interaction between the alleged victim and officer and therefore did not witness an additional act that might constitute a violation. Furthermore, because parents and legal guardians are allowed to file complaints on behalf of children, some complaints are filed by individuals who did not witness the interaction at all.

5. **Community Partnerships:** OPC has made a few community partnerships to help ensure that every community in the District has knowledge of the work that OPC does and their rights as a District resident. Please list those partnerships and describe them as well as any plans to add to these partnerships.

**OPC Community Partners:**

- American Civil Liberties Union of the District of Columbia
- American Friends Service Committee
- Ayuda
- Briya Public Charter School
- Central American Resource Center
- Covenant House Washington

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<sup>1</sup> § 5-1107(a)(7)(c). Authority of the Office and Processing of Complaint.

- DC Anti-Violence Project
- DC Office of Human Rights
- DC Public Library
- DC SAFE (Survivors and Advocates for Empowerment)
- Greater Washington Urban League
- Latin American Youth Center
- Legal Aid Society of the District of Columbia
- Mayor's Office on African Affairs
- Mayor's Office on Asian and Pacific Islander Affairs
- Mayor's Office of Gay, Lesbian, Bisexual, Transgender and Questioning Affairs
- Mayor's Office on Latino Affairs
- NAACP DC Branch
- Washington Area Bicyclist Association
- Washington English Center
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- Washington Legal Clinic for the Homeless

OPC's Community Partnership Program includes organizations that serve diverse populations across the District of Columbia, ensuring that residents are informed about OPC's mission, function and jurisdiction. These partnerships strengthen OPC's outreach efforts by leveraging community connections to share important information on filing police misconduct complaints.

Looking ahead, OPC plans to expand its partnership program by engaging with more organizations that serve underrepresented communities, faith-based groups, and neighborhood associations. This expansion will enhance OPC's ability to reach more residents and address emerging concerns related to police accountability and misconduct.

6. **Costs:** What would it cost to fund the unfunded portions of the [Comprehensive Policing and Justice Reform Amendment Act](#) as well as [Secure DC](#)?
  - a. How many FTEs would OPC need to cover that work?

OPC estimates that it would cost the agency approximately \$25,000 for a software package to implement the publicly searchable misconduct database, but the other unfunded provisions would not likely require any additional funding for OPC. The implementation of the other provisions of the Comprehensive Policing and Justice Reform Amendment Act of 2022, however, may require additional funding for MPD. For example, it is our understanding that the section requiring MPD to provide OPC with "unfettered access to all information" was not funded on MPD's side.

OPC does not anticipate that the agency will require any additional FTE's in the Policy Recommendation and Executive Administration Divisions if the provisions from the Comprehensive Policing and Justice Reform Amendment Act of 2022 are fully funded and implemented. Although the provisions were not funded, the Council previously funded two additional FTE's to assist OPC with implementing the provisions and these FTE's are currently included in OPC's budget. If the relevant legislative provisions are funded in FY26, then OPC

will likely begin the hiring process for these positions in FY25. OPC also performs periodic assessments of its staffing needs and if the agency determines that it requires additional FTE's, we will notify the Council.