

“Police officers are given tremendous authority in our society – up to and including the authority to use deadly force. If the public is to have trust and confidence in the police, it must believe that we are using this authority with the utmost care and wisdom.” – Chief Charles Ramsey

INTRODUCTION

On November 15, 1998, the front-page headline in the Washington Post declared “*District Police Lead Nation in Shootings.*” The story was the first in a series of five critical articles concerning the Metropolitan Police Department and its poor handling of police use-of-deadly force incidents. The series, entitled *Deadly Force*, won a Pulitzer Prize for Journalism in April 1999. The series revealed that in the 1990s, members of the Metropolitan Police Department shot more people (per capita) than any police department in the United States. The series specifically criticized the department’s internal investigations of these incidents.

In response, Chief of Police Charles H. Ramsey instituted a number of reforms which included the implementation of new force-related policies, a complete overhaul of force-related training, and the establishment of an investigative team to investigate the use of deadly force.

Established in January 1999 within the Office of Professional Responsibility, the innovative new unit, named the *Force Investigation Team*, employed cutting edge measures during its development. As a result, this progressive team has evolved into an internationally recognized police deadly-force investigation unit that has been emulated by other agencies.

One of the original objectives of this investigative team was to provide the Metropolitan Police Department with a standard, comprehensive, neutral investigative response to use of deadly force incidents. The team was tasked to develop internal reporting and investigative mechanisms to ensure quality control and accountability. Obviously, these mechanisms had to clearly chronicle the circumstances and document the volumes of information inherent in deadly force investigations.

“In a very short period of time, our Force Investigation Team has dramatically improved the quality of our own use-of-force investigations, and it has set a new standard of excellence for law enforcement agencies nationwide in this critical area.” – Chief Charles Ramsey

Accordingly, the Force Investigation Team itself was tasked to research, plan, and implement operational procedures once they were approved by the Chief of Police. The creative and unique aspect of this process was that the Force Investigation Team utilized modern business theories and progressive leadership models to improve investigative quality. It was during this period that the team established a system that ensured high quality, comprehensive, and professional police-involved shooting investigations.

The Force Investigation Team became operational on April 11, 1999, and was originally charged with the responsibility to investigate incidents in which Metropolitan Police Department officers shot suspects. Through a process of managed expansion, the responsibilities of the team eventually grew to include the investigation of almost all police-related firearm discharges, as well as the investigation of deaths of persons in police custody.

Force Investigation Team

The Force Investigation Team today is an award winning high quality police unit that set new standards for investigation, innovation, and training. The team now serves as a model for law enforcement agencies worldwide.

In 2000, the Force Investigation Team built on the success from the previous year. The team continued to improve the quality of its investigations, and further expanded its force related statistical data collection and analysis. Additionally, the team garnered more than two thousand hours of training, and continued its tradition of experiential learning via benchmarking with outside organizations. Also, the Force Investigation Team strengthened its commitment to civil rights protection, both for the citizenry and for police officers. Finally, the team further innovated through experimentation and analysis to more efficiently address force-related questions.

FIT was named as one of the top ten quality law enforcement programs in the world by the IACP & Motorola

Statistically, the Metropolitan Police Department continued its marked decline in police deadly force injuries. The department has seen intentional police-related deadly force injuries drop 78% over the past two years. Police firearm discharges at people dropped 41% over last year, and the department has seen overall discharges (including accidental and animal discharges) decline 48% over the past three years. Additionally, the number of rounds fired at people dropped 58% compared to last year.

For 2001, the Force Investigation Team is planning to add a second team to investigate less-lethal use-of force incidents. Furthermore, the team will begin investigating firearm discharged by agents assigned to the District of Columbia Office of the Inspector General.

It is clear that police use-of-force will continue to be a volatile issue for law enforcement in the 21st century. The Force Investigation Team is glad to be part of the formula to keep community confidence and trust in the Metropolitan Police Department.

VISION, MISSION, AND STRUCTURE

A core element of the success enjoyed by the Force Investigation Team is its commitment to its established vision, values, and mission. The team, which self-developed its *Vision/Value Statement* and *Team Mission Statement*, places great importance on these established principles. To ensure quality and professionalism, every action taken by a member of the Force Investigation Team comports with at least one of the vision/value statements. In January 2000, the Force Investigation Team updated its vision and mission to reflect the team's evolution. The team's vision/value statement is revised annually to ensure that it remains a focused, contemporary, and high-quality investigative unit. The vision/value statement is posted conspicuously throughout the Force Investigation Team's offices.

The mission of the Force Investigation Team expanded in 2000. The team now investigates all firearm discharges by MPD officers (with the exception of discharges at animals), as well as in-custody deaths, officer suicides, and any unusual force-related matter as directed by the Chief of Police.

In 2000, the Office of Professional Responsibility raised the issue of potential confusion related to use-of-force by members of the D.C. Office of the Inspector General (OIG). At the insistence of OPR, the OIG agreed to a partnership in which the Force Investigation Team would investigate use-of-force incidents involving OIG Agents. The fact that in 2001 the Force Investigation Team will investigate incidents involving another agency is a testament to the high quality standards maintained by the unit.

One of the team's major responsibilities is to closely track, maintain, and analyze statistical data related to police use-of-force incidents. This data helps department executives to identify and address use-of-force trends involving officers. Also, the team administers the operation of the Use of Force Review Board (UFRB) for the Assistant Chief of Police in the Office of Professional Responsibility.

Currently, the Force Investigation Team consists of four two-member investigative response teams (called Force Review Teams) and one two-member management-level response team. These teams are available for on-duty or call-back response for incidents on a 24-hour basis. An additional lieutenant was recently added to the unit to develop and eventually lead a second team that is expected to handle less lethal force incidents in 2001.

Moreover, a Force Review Operations Liaison and a UFRB administrator provide operations support, which includes statistical data tracking and analysis, liaison duties with the MPD Office of the General Counsel, the D.C. Office of the Corporation Counsel, the Federal Bureau of Investigation, as well as other federal agencies and other organizations.

In 2000, the Force Investigation Team responded to the scene of 30 force incidents. During this period, members of the Force Investigation Team completed 26 Preliminary Investigative reports, 20 Final Investigative reports, 10 F.B.I. Civil Rights Liaison cases, and processed 23 Use-of-Force Review Board cases.

Moreover, members of the Force Investigation Team logged over 796 response hours, participated in 362 interviews, and worked over 1,164 follow-up hours. In addition, members of the Force Investigation Team maintained the department's central repository for police-involved use-of-force incidents, and conducted statistical analysis of the data.

Force Investigation Team Vision/Value Statement - 2000

The Metropolitan Police Department Force Investigation Team will:

Promote the professionalism, values, and ethics associated with the finest traditions of the Metropolitan Police Department

Conduct fair, impartial, and highly professional reviews of use-of-force incidents involving Metropolitan Police officers.

Take our obligation seriously--to the public and our officers--to thoroughly, accurately, and expeditiously investigate these incidents.

To become the model in the nation as it relates to police use-of-force investigations.

Create, welcome, and support the leadership skills and expertise of all members of the team.

Encourage team building, open communication, and mutual respect.

Constantly strive to improve our ability to conduct investigations through professional development. Aspire to become a "learning organization."

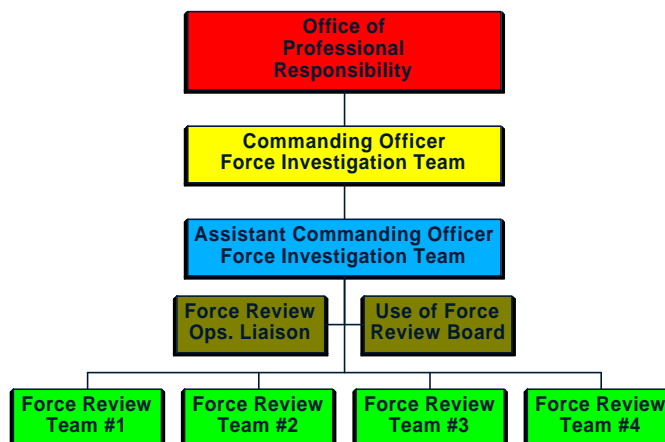
Maintain unbiased and respectful treatment of all people.

Be committed to cultural sensitivity.

Continually strive to enhance the confidence, trust, and support of the community.

Accept accountability and responsibility for our duties and responsibilities

Force Investigation Organizational Plan



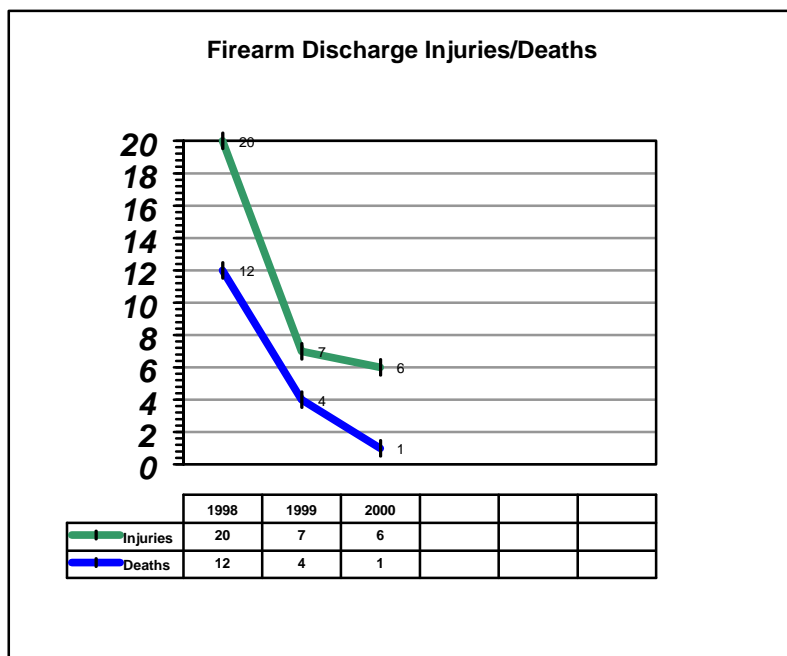
Statistical Review and Analysis

The Metropolitan Police Department realizes it has an obligation to the citizenry to document and analyze police use-of-force data. The following pages contain summary data that has been used to track, analyze, and improve police practices as it relates to police use of force.

The Metropolitan Police Department experienced a marked decline of intentional police firearm incidents that resulted in death or injury to citizens.

- In 1998, officers shot a total of 32 people; 12 were killed and 20 were injured.
- In 1999, officers shot a total of 11 people; 4 were killed and 7 were injured.
- In 2000, only one (1) person was killed and 6 were injured.*

This marks a 78% reduction over 2 years.

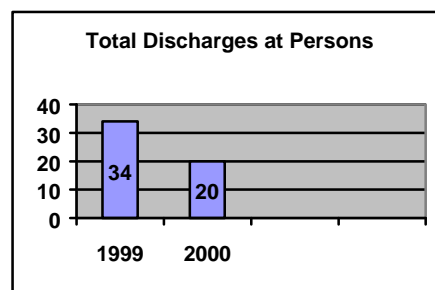


**It should be noted that in 2000, a citizen was wounded as a result of an accidental police firearm discharge. In addition, a MPD Officer was involved in a domestic dispute which resulted in the firearm-related death of his spouse, and that incident is not counted as an intentional line-of-duty firearm discharge. Summaries of these incidents are included later in this report.*

The total number of intentional police firearm discharges at people (whether or not there were injuries) also declined:

- In 1999, there were 34 total firearm discharges at persons by MPD Officers.
- In 2000, there were only 20 total firearm discharges at persons.

This represents a 41% reduction.

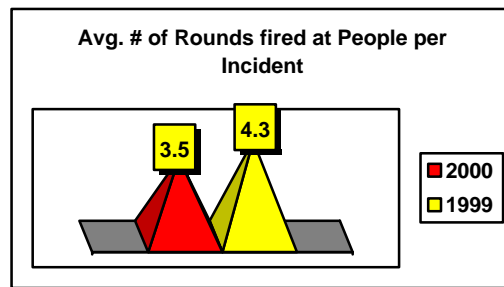


Metropolitan Police officers also fired less rounds in 2000, both at persons and overall. In 1999, officers fired a total of 272 rounds, with 184 fired at persons. In 2000, officers fired a total of 136 rounds, with 78 fired at persons. This reflects a 50% overall reduction, with a 58% reduction of rounds fired at persons.

Rounds Fired at People		
<u>1999</u>	<u>2000</u>	<u>+/-</u>
184	77	-58%

Total Rounds Discharged		
<u>1999</u>	<u>2000</u>	<u>+/-</u>
272	136	-50%

The average number of rounds fired at people *per incident* dropped slightly from 4.3 rounds in 1999, to 3.5 rounds in 2000.



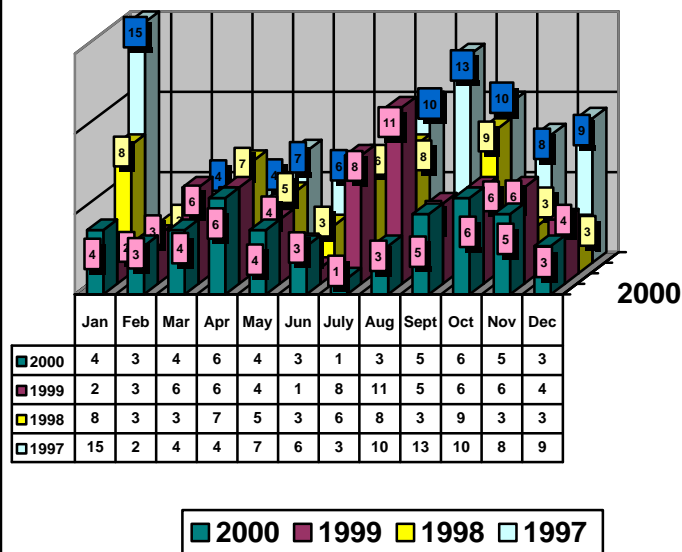
In 1999, there were a total of 62 firearm discharges by Metropolitan Police officers. This figure includes discharges at animals, accidental discharges, and discharges at persons. In 2000, there were a total of 47 overall firearm discharges. This reflects a 24% reduction over last year, as well as a 48% reduction since 1997.

Annual Total Discharges

2000	47
1999	62
1998	61
1997	91

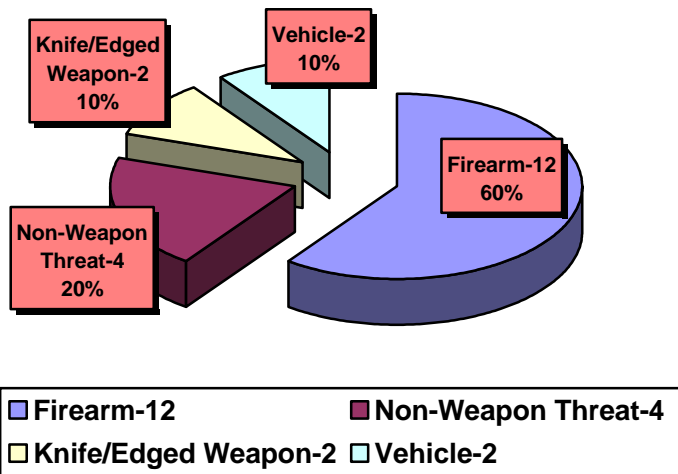
48% Reduction
over 3 Years

Discharges by Month - 2000



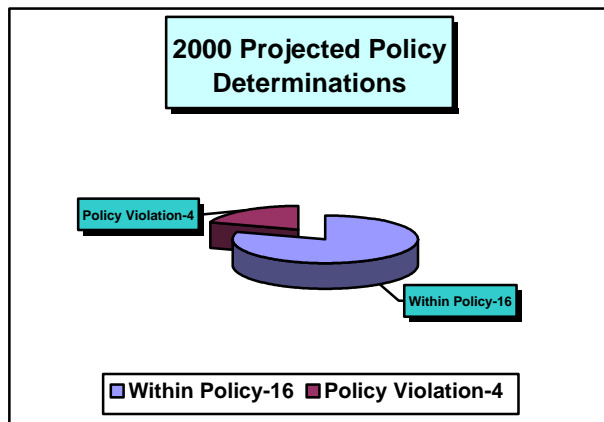
Threats Faced by MPD Officers in 2000

In 2000, Metropolitan Police Officers faced a variety of threats during deadly-force encounters that resulted in police firearm discharges. During these encounters, officers faced firearms 60% of the time.



The Force Investigation Team investigates force incidents and makes findings concerning policy adherence. All investigative findings are subject to final review and determination by the Use of Force Review Board and the Chief of Police. Therefore, many of the team's findings have not completed its route through the investigative and review processes.

In 2000, 20 of the total 47 firearm discharges were at people. Based on the information available, the Force Investigation Team projects that 16 of the 20 discharges at people will be designated as within departmental policy. It is projected that 4 of the discharges at people involve at least one policy violation. (Note: A policy violation does not necessarily mean that a discharge is unjustified, but may mean that procedures were violated during the incident that led to the discharge).



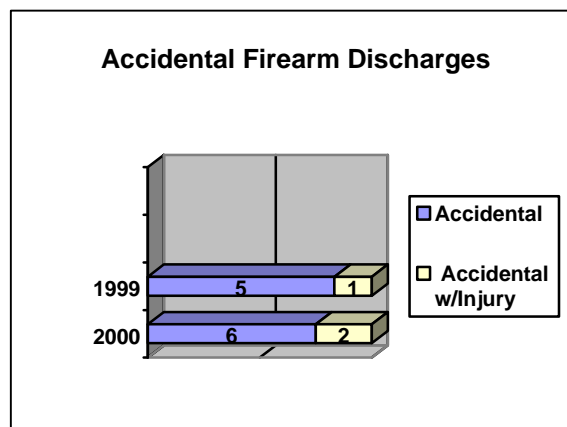
In 2000, Metropolitan Police Department Officers shot a total of 18 animals. This amount was 3 less than in 1999. Of the 18 animal shootings in 2000, 14 involved Pit Bull breed dogs.

Police Jurisdiction		1999 Animal Shootings	2000 Animal Shootings
First District (1D)		0	1
Second District (2D)		0	0
Third District (3D)		2	0
Fourth District (4D)		2	3
Fifth District (5D)		4	6
Sixth District (6D)		5	4
Seventh District (7D)		6	3
Maryland (MD)		2	1
Virginia (VA)		0	0

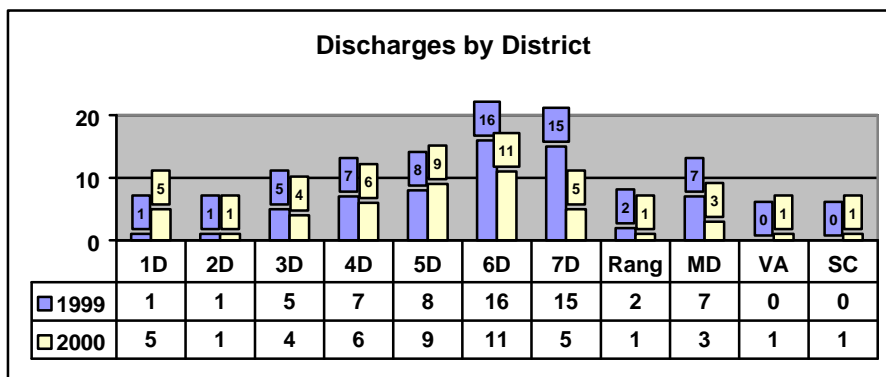


Breed of Dog	1999 Shootings	2000 Shootings
Pit Bull	16	14
Akita	1	0
Rotweiler	1	1
German Shepherd	1	2
Retriever	0	1
Unknown Breed	2	0
	21	18

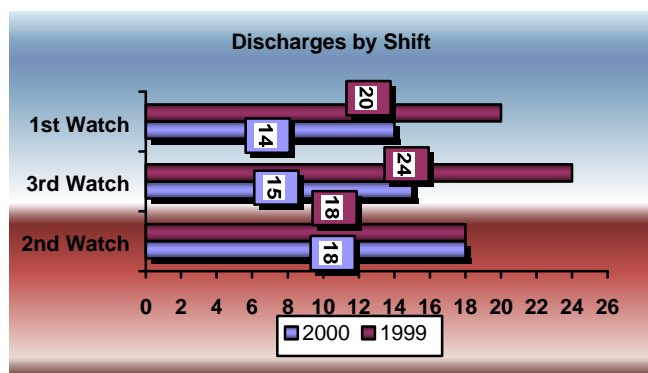
In 2000, there were 8 accidental firearm discharges by Metropolitan Police Department officers, with 2 resulting in injury. In 1999, there were 6 accidental discharges, with one resulting in injury.



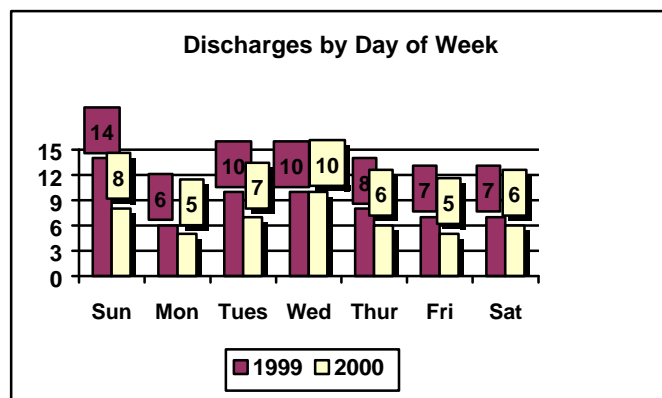
In 2000, of the 47 Metropolitan Police Department officer firearm discharges, the majority were concentrated in the Regional Operations Command – Central. However, ROC-East enjoyed a 48% reduction in discharges over last year with a 67% reduction in the 7th District, and a 31% reduction in the 6th District. Occurrences were distributed as follows: ROC Central -19, ROC East – 15, ROC North – 7, Range Accident – 1, Maryland – 3, Virginia - 1, South Carolina – 1. The below chart compares 1999 and 2000 total firearm discharges by Police District or jurisdiction of occurrence.



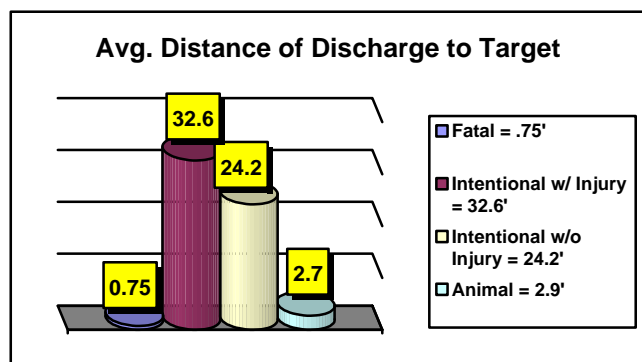
In 2000, the majority of firearm discharges occurred on the 2nd watch (18), as opposed to the 3rd watch in 1999 (24). This marked a 38% decrease in discharges on the 3rd Watch, which is the time period that the department had the greatest number of officers deployed. In 2000, the majority of discharges occurred on Wednesdays, as opposed to Sundays in 1999.



First Watch 2300 – 0700
Second Watch 0700 -1500
Third Watch 1500 - 2300



The average distance of firearm discharge to target is 18.2 feet. Fatal discharges and discharges at animals occurred within close quarters, while other intentional discharges occurred from further distances.



The median age of discharging officers and the average years of service of discharging members remained consistent in 2000. The median age of discharging officers in 2000 was 35 years old, while the average years of service of discharging members was 9 years of service.



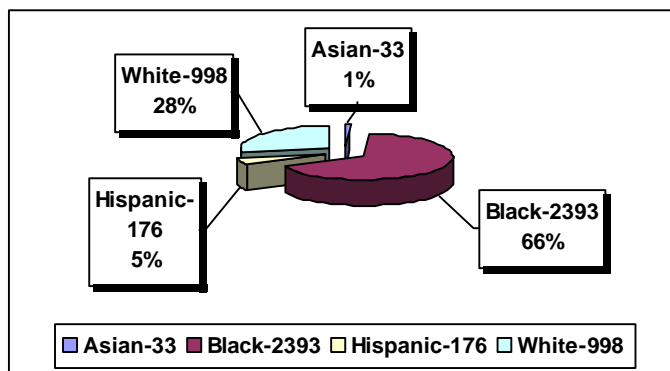
The Force Investigation Team tracked the race and gender of officers and suspects involved in police-shooting incidents. The greatest number of police-involved shootings involved African American police officers and African American suspects.

Race & Gender of Discharging Officers and the Race & Gender of the Suspects that they fired at:**

BLACK MALE OFFICER / BLACK MALE SUSPECT - 12**
BLACK MALE OFFICER / WHITE MALE SUSPECT - 0
BLACK MALE OFFICER / HISPANIC MALE SUSPECT - 0
BLACK MALE OFFICER / BLACK FEMALE SUSPECT - 0
BLACK FEMALE OFFICER / HISPANIC MALE SUSPECT - 0
BLACK FEMALE OFFICER / BLACK MALE SUSPECT - 4**
BLACK FEMALE OFFICER/ WHITE MALE SUSPECT - 1
WHITE MALE OFFICER / BLACK MALE SUSPECT - 3
WHITE MALE OFFICER / BLACK FEMALE SUSPECT - 0

****While there were only 20 firearm discharge incidents at persons, a double asterik indicates that 2 officers of that race and gender fired on the same suspect during the same incident.**

For reference purposes, this chart reflects the racial composition of the 3,600 sworn members of the Metropolitan Police Department. (These statistics were provided by the Human Services Division and were current as of December 29, 2000).



In-Custody Deaths

- In 2000, there was one in-custody death following interaction with Metropolitan Police Department officers. This is the same number as in 1999. A summary of this incident is included in this report.

Case Summary Highlights

Fatal Shooting Incidents

OPR/FIT Case #00-009F

This incident involved six plainclothes officers conducting a traffic stop. After stopping the vehicle the driver attempted to flee, and in doing so struck one of the officers with the vehicle. It was at this time that two officers fired several rounds at the suspect, killing him. The final disposition of this case is pending, however, a preliminary review indicates that policies were violated.

In-Custody Death following Interaction with Police

OPR/FIT Case #LL00-001

MPD officers responded to a call for a burglary in progress. Upon arrival, officers were advised that a burglar was inside a house. Officers observed a suspect inside the house, and when the suspect saw police he fled through a window to the roof. The suspect jumped from roof to roof in an attempt to evade capture, and climbed down a tree. The suspect then fled on the ground, and broke into another residence. Eventually, officers apprehended the suspect following deployment of ASP batons and Aerosol Oleoresin Capsicum (OC) Spray. The suspect was arrested and transported to a police facility. During processing, the suspect was given medical treatment for exposure to OC Spray. During treatment by DCFD personnel, the suspect lost consciousness and was transported to the hospital where he subsequently died. The final disposition of this case is pending.

Other Investigations

OPR/FIT Case #00-003F

This incident involved an off-duty officer involved in a domestic dispute with a spouse. During the dispute, the spouse allegedly attacked the officer with a knife. The officer fired one round killing the spouse. The final disposition of this case is pending.

OPR/FIT Case #A00-013

This incident involved members of a Metropolitan Police Department recruit class participating in a training exercise. The purpose of the exercise was to educate recruit officers about the effect of Oleoresin Capsicum (O.C.) Spray. During the training, an instructor inadvertently sprayed recruits with Chemical Mace instead of OC Spray, injuring several recruit officers. There was a policy violation in this case.

Intentional Firearm Discharges with Injuries

OPR/FIT Case #00-013

This case involved an off-duty officer working outside-employment at a convenience store. The officer observed a suspect flee the store without paying for store items in his possession. The officer chased the suspect outside, at which time the officer observed the suspect display a dark colored handgun. The officer identified himself as a police officer and ordered the suspect to drop the gun. The suspect did not comply and the officer fired, striking the suspect. The suspect was armed with a toy gun. The final disposition of this case is pending.

OPR/FIT Case #00-016

Officers responded to a radio assignment for a mentally unstable male breaking out windows at a church. The first officer on the scene approached the suspect, at which time the suspect reached into the waistband area of his pants as if he were retrieving a weapon. The officer fired, striking the suspect. The suspect was unarmed. While the final disposition of this case is pending, it appears that there was a policy violation.

OPR/FIT Case #00-017

This incident involved three uniformed officers who were advised by a citizen about a suspect walking down the street carrying a machete. After officers approached the suspect and ordered him to drop his weapon, the suspect swung the machete in an attempt to strike the officers. One officer fired, striking the suspect. The final disposition of this case is pending, but there does not appear to be any policy violations.

OPR/FIT Case #00-025

This incident involved an off-duty officer vacationing out of state. As the officer and a family member were walking to their hotel, they were approached by an individual who stated he had a gun and demanded one of the family member's purse. The suspect snatched the purse, and after a brief altercation with the officer fled on foot with the purse. The officer gave pursuit and cornered the suspect in an alley. The suspect emerged from behind a trash dumpster, and approached the officer. The officer fired, striking the suspect. The final disposition of this case is pending, but there appears to be a policy violation.

OPR/FIT Case #00-044

This incident involved an off-duty officer returning home after work. After exiting her vehicle, the officer observed a suspect approach her from behind. The officer turned around and noticed the suspect was armed with a handgun. The officer drew her service weapon and ordered the suspect to drop his weapon. The suspect refused to obey the officer's commands and continued to approach the officer. The suspect started firing his weapon at the officer, and the officer returned fire striking the suspect. The final disposition of this case is pending, but there do not appear to be any policy violations.

OPR/FIT Case #00-045

This incident involved a uniformed officer conducting a traffic stop. While interviewing the driver of the vehicle, the officer observed the driver repeatedly attempt to place his hands in his pockets. After a protective pat down search, a handgun was detected within the driver's jacket. The driver was ordered to remove his jacket and return to his vehicle. At this time, the driver fled the scene driving the vehicle. After a brief pursuit, the suspect's vehicle collided with a police car and a parked vehicle. The pursuing officer approached the suspect's vehicle with service weapon drawn. The suspect instantly exited the vehicle and grabbed the officer's gun. During the struggle to retain her service weapon, the officer fired one round, grazing the suspect. The final disposition of this case is pending.

Accidental Discharges

OPR/FIT Case #00-007A

This incident involves an off-duty officer who, while driving home, observed an assault in progress. The officer exited his vehicle, drew his service weapon, and approached the suspect. As the officer walked from his vehicle, he noticed that it had begun to roll. In an attempt to prevent the vehicle from drifting any further, the officer entered the vehicle. Upon doing so, his weapon struck a small lever on the steering column causing it to discharge.

OPR/FIT Case #00-010A

This incident involved an officer attempting to administratively unload his weapon after a training exercise. While preparing to clean his weapon, the officer failed to check it properly and pulled the trigger causing it to discharge.

OPR/FIT Case #00-019A

Emergency Response Team Officers were participating in a training exercise at a U.S. Navy training facility in Virginia Beach, Virginia. During the exercise, an officer accidentally discharged a firearm. There were no injuries.

OPR/FIT Case #00-029A/I

This incident involved two uniformed officers who responded to a burglary in progress. Upon arriving on the scene, both officers drew their weapons and approached the residence. One officer examined the door and confirmed that it had been forced open. When the officer turned his head to alert his partner that he heard noise emanating from within, the door thrust open and the suspect lunged forward knocking the officer to the ground. The impact caused the officer's service weapon to discharge, striking the suspect.

OPR/FIT Case #00-033A/I

This case involved an officer dressing for duty within a police district locker room. The officer reached down to a bench to retrieve his service pistol from his personally owned holster. Upon picking up the service weapon, the officer accidentally caused his pistol to discharge, striking another officer.

OPR/FIT Case #00-040A

This incident involved an officer conducting a traffic stop for reckless driving. After the vehicle came to a stop, the officer approached and observed the driver attempting to exit the vehicle. As the officer approached, the driver exited the vehicle and lunged at the officer. The officer, who had drawn his service pistol, struck the driver in the head with his service weapon causing it to accidentally discharge. The suspect was not struck by the bullet.

OPR/FIT Case #00-046A

This case involved two uniformed officers on routine patrol who observed a suspect carrying a handgun. After a foot pursuit, one officer attempted to subdue the suspect by grabbing him. The officer lost his balance on a wet sidewalk and unintentionally discharged his service weapon. The final disposition in this case is pending.

OPR/FIT Case #00-047A

This incident involved an officer investigating a radio assignment for a theft from auto. When the officer arrived on the scene, she observed a male matching the description of the suspect. After the officer stopped the suspect, the suspect began to flee. The officer attempted to grab the suspect, but the officer slipped on a patch of ice causing her to lose her balance and unintentionally discharge her service weapon.

Training and Professional Development

Still the question recurs "can we do better?" The dogmas of the quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew, and act anew." – Abraham Lincoln

The Force Investigation Team's sustained its commitment to education and training in 2000. This commitment has helped the team to adhere to the component in its vision statement which challenges members to "*Constantly strive to improve our ability to conduct investigations through professional development. Aspire to become a 'learning organization'*"

Accordingly, in 2000 members of the Force Investigation Team participated in 2,348 hours of training. These hours comprised of both traditional and contemporary training sessions. Highlights of just some of the training are listed below:

- **Suicide by Cop Seminar:** At the request of the Force Investigation Team, the FBI Academy in Quantico, Virginia, created customized training for FIT investigators on the Suicide-by-Cop phenomenon. This residential training program also included force-related psychology, risk management, and court-decision presentations.
 - **Tactics, Techniques, and Procedures to Ensure Officer-Involved Shootings are Properly Investigated:** This seminar, sponsored by the Public Agency Training Council, examined deadly-force investigations from various perspectives.
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- **Lincoln on Leadership:** This program, sponsored by the Mid-Atlantic Regional Community Policing Institute, examined the leadership styles and perspectives of President Abraham Lincoln. Team members learned about leadership decision making and strategic thinking based on the writings of a man who some consider the greatest President in history.
- **Emergency Response Team Training:** Preparing for the possibility of investigating discharges by ERT, members of the Force Investigation Team received classroom and practical training surrounding ERT operations. Members examined ERT's weapons, tactics, and procedures.
- **IACP International Policing Conference:** Members of the Force Investigation Team attended the 2000 IACP Conference in San Diego, California. In addition to being recognized at the 2000 Webber Seavey Awards for Quality in Law Enforcement, team members were able to gather police-improvement information from a global perspective.
- **Crime Scene Examination Training:** Members of the Force Investigation Team received training from members of the department's Mobile Crime Lab. The crime scene processing certificate FIT members earned helps them more efficiently investigate deadly force crime scenes.



Another strategy that the Force Investigation Team uses to expand its perspectives is the practice of *benchmarking*. Benchmarking involves interaction with other agencies and organizations to observe various methods to improve operations. In 2000, benchmarking activities included:

- **Greater Washington Board of Trade Morningstar Series:** This series exposed members of the Force Investigation Team to business perspectives from a host of Washington business leaders. Members learned a great deal about identifying customer base and improving processes through participation in this program.
- **USS Harry S. Truman:** Members of the Force Investigation Team visited this nuclear aircraft carrier to observe the importance of following procedures and systems to ensure quality and safety.



- **National Zoological Park:** Members received behind-the-scenes instruction from staff members of the National Zoo. FIT members saw that the zoo's safety and ethical treatment requirements demanded high quality and adherence to established procedures.

Oceana Naval Air Station: Members of the Force Investigation Team visited three U.S. Navy F-14 Fighter Squadrons. FIT investigators learned a great deal about leadership and commitment to duty by observing the operations and teamwork exhibited by the world's most professional and highly trained pilots. FIT members realized that they too are members of a high performance professional team.



Commitment to Civil Rights

"We must scrupulously guard the civil rights and civil liberties of all citizens, whatever their background. We must remember that any oppression, any injustice, any hatred is a wedge designed to attack our civilization."
– Franklin D. Roosevelt

Protecting the civil rights of the citizenry and the department's police officers is a paramount responsibility that the Force Investigation Team takes very seriously. Accordingly, in 2000, the Force Investigation Team inaugurated the *ICARE* project (Initiative for Civil Rights Awareness, Respect, and Empathy).

The goal of the *ICARE* project is to ensure that members of the Force Investigation Team maintain an impartial and balanced perspective of use-of-force civil rights related issues. The team recognizes that in order to achieve its mission, members of the team must scrupulously guard the rights of both citizens and police officers.

The Force Investigation Team maintains its objectivity through actively seeking diverse ideas and perspectives. Efforts to realize the goal of maintaining a balanced perspective include:

- Receiving training by the Federal Bureau of Investigation and Department of Justice in civil rights law.
 - Attending the National Law Enforcement Memorial's Candlelight Vigil for slain police officers.
 - Attending the Redeem the Dream Rally on the 37th anniversary of Dr. Martin Luther King's civil rights march on Washington. This year's theme was "anti-police brutality and racial profiling."
 - Attending the District of Columbia Hate Crime Summit 2000. This program, held at the Catholic University School of Law, examined hate crime and civil rights issues from a law enforcement context.
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- Attended the Congressional Black Staffers Association Panel on Police Brutality that was held on Capitol Hill.
- Reached out to the NAACP/DC Civil Rights Task Force.
- Obtained research studies that encompass diverse perspectives. Studies included: Amnesty International's report entitled Race, Rights, and Police Brutality, as well as the U.S. Justice Department's report In the Line of Fire: Violence Against Law Enforcement.
- Engaged in a concerted effort to keep abreast of local, national, and international events, reports, and information related to police use of force, police ethics, and civil rights.

The Force Investigation Team will continue its commitment to civil rights and fairness in 2001.

Innovation

In 2000, the Force Investigation Team conducted highly professional police use-of-force investigations and completed high-quality professional investigative reports. During the course of these extremely complicated investigations, questions arise that require enhanced effort to answer them. The Force Investigation Team sought to answer these questions through innovative methods.

For example, in one case, FIT investigators wanted to obtain precise answers in an investigation that involved the discharge of a firearm at a moving vehicle. The investigators rented a vehicle similar to the one involved in the incident, and repeatedly re-enacted the events (see photo).

Their efforts helped to effectively examine the incident as each segment of its occurrence unfolded. The fact that nobody had been injured during the underlying firearm discharge demonstrated that FIT members made extraordinary efforts to obtain answers. Such efforts would not have been made before the team was created.

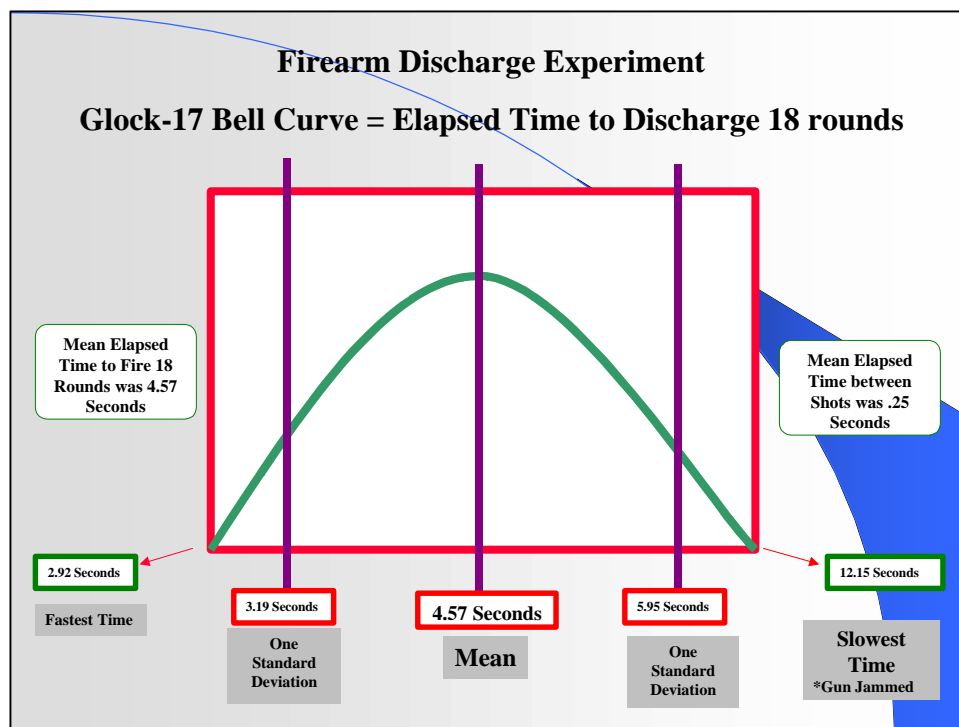


Force Investigation Team members were also faced with the question of how fast a Glock-17 service weapon could be fired and emptied. The lead FIT investigator was unable to find this answer from other law enforcement agencies, the manufacturer, or private organizations. Accordingly, he developed and conducted an experiment to obtain the answer

Nineteen persons of varying shooting abilities were assembled at the indoor firing range at the Institute of Police Science. Twelve of the persons were recruit officers from the D.C. Housing Authority Police, four were veteran members of the MPD, two were MPD Range Instructors, and one was a civilian member of the MPD. Each member fired a variety of Glock-17 service pistols until they were empty. Each member did this 3 times. A total of 1,026 rounds were fired.

An electronic device used to measure the elapsed time between gunshots, a ProTimer, model CED 6000 manufactured by Competitive Edge Dynamics, was used to:

1. Record and display the number of rounds fired by each shooter.
2. Identify the elapsed time to fire the eighteen rounds loaded in each weapon.
3. Record the elapsed time between each round fired (split time)



With the assistance of the department's Media Production Unit, the entire experiment was video recorded.

After analyzing the data, it was determined that the mean time period to fire 18 rounds from a Metropolitan Police Department Glock-17 service pistol was 4.57 seconds. The fastest time was 2.92 seconds, and the longest was 12.15 seconds (which included a gun jam). Additionally, the average time between shots was recorded at .25 seconds. A bell-curve chart was created with the assistance of a University Professor to visually display the experiment results.

This experiment helped the Force Investigation Team understand how fast a service pistol could be discharged and result with multiple rounds fired. Moreover, the results of this experiment were shared with the Institute of Police Science for consideration in training exercises.

The Force Investigation Team will continue its innovative efforts to remain on the cutting edge of force-related issues to continually ensure comprehensive and objective use-of-force investigations.

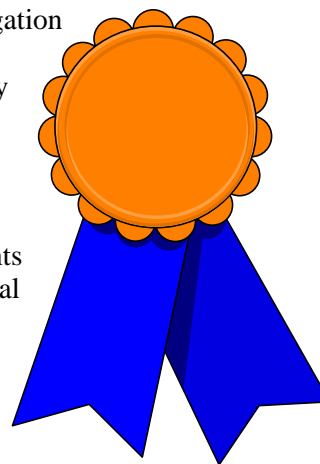
Honors and Awards

The Force Investigation Team's commitment to quality and professionalism has resulted in international recognition.

In November 2000, the Metropolitan Police Department Force Investigation Team was selected as one of the top ten quality law enforcement programs in the world. The selection, connected to the Webber Seavey Award for Quality in Law Enforcement, was sponsored by the International Association of Chiefs of Police and Motorola, Incorporated.

The Force Investigation Team was also honored for its accomplishments by Chief Ramsey, who bestowed the team with the department's Annual Unit Citation Award.

To date, twelve local and federal law enforcement agencies have sought assistance from the team in developing or improving their own deadly-force investigations. In addition, Dutch police commissioners and elected representatives from the government of Brazil visited the Force Investigation Team to learn how police-shooting investigations could be improved in their countries



The Force Investigation Team will continue its efforts into 2001, and will strive to improve on the successes it has garnered. The Force Investigation Team is glad to be part of the solution, and is proud that the Metropolitan Police Department is the trendsetter in the area of police use-of-force investigations.

This Annual Report was prepared by the Metropolitan Police
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