

Metropolitan Police Department

Report to the Community
1993



GOVERNMENT OF THE
DISTRICT OF COLUMBIA

SHARON PRATT KELLY
MAYOR



METROPOLITAN POLICE
DEPARTMENT

FRED THOMAS
CHIEF OF POLICE

This report is dedicated to the memory of
Jason E. White

A Message from the Mayor

I am pleased to have the opportunity in this Report to the Community to recount the progress made during 1993 in improving the Metropolitan Police Department's capabilities to serve our citizens and to reinforce my support for these efforts.

When I appointed Chief Fred Thomas in January 1993, he presented me with both short term and long term plans for bringing better safety services to our neighborhoods through management improvements.

I have been able, with support of the Council of the District of Columbia, to provide the funding to acquire the new technology, vehicles, radios, computers, and other basic infrastructure improvements needed to move our police department into the modern era. Recently implemented recruiting and training innovations will assure our citizens the best and brightest in blue on our streets. Coordination among several District government agencies will allow provision of comprehensive safety and social services to those most in need.

A renewed vigor in our Community Empowerment Policing will forge lasting partnerships among businesses, citizens, and beat officers to prevent crime and apprehend criminals. Programs focusing on our youth to steer them away from violence are a priority of my administration. Coordinated activities and services from the police department, D.C. Public Schools, Department of Recreation, community empowerment centers, and the Metropolitan Police Boys and Girls Clubs are reaching out in the neighborhoods to meet young people's needs and to demonstrate our concern for them. I am committed to continuing these improvements, working with all our own resources, and calling on federal and regional assistance when appropriate.

The availability of lethal weapons in the hands of young people and adults is a constant threat to community and police safety alike. We will continue our efforts to push for stronger national gun control measures to come up to the standards already set in our stringent local laws. We cannot solve this problem alone, even though our police department is using a variety of innovative measures to get more and more guns off the street.

I salute the men and women in blue who put their lives on the line daily while in our community to protect our citizens. Their jobs are so important to all of us, and they are greatly appreciated. Together, we are making a difference.



Sharon Pratt Kelly, Mayor



A Message from the Chief of Police

When I started to prepare this message, I was focused on the need to inform our members and the community about the people, programs and progress of the Metropolitan Police Department during the past year.

The untimely taking of one of our young officers, Jason White, just as 1993 was fading, has reinforced for me the importance of moving forward quickly to improve the safety of this community and of this department's protective blue line. I would like to dedicate this Report to the Community to Jason and his family. We will continue to fight against crime and violence with renewed vigor in their honor.



Upon my selection as Chief of Police in January 1993, an in-depth analysis of the department's needs made it clear to me that a massive investment in infrastructure was necessary. This was especially so in communications and information systems, in providing modern equipment for officers in the field, in revamping training and recruiting, and in building a strong Community Empowerment Program.

Through a working partnership with Mayor Kelly and the Council of the District of Columbia, the support of our citizens, and the hard work and cooperation of the department's civilian and sworn members, great progress has been made during this year to address priority needs. The Department was able to spend eight million dollars on new communications equipment, 700 portable radios, computer systems, telephone systems, 200 new cars and 75 new motorcycles. Crime fighting technology, such as the new Automated Fingerprint Identification system, puts MPD in a lead position in the rapid identification of criminals from latent fingerprints.

The "CAD," Computer-Aided-Dispatch System, will revolutionize the ability of the Communications Division to provide dispatchers with complete information to make the appropriate response to calls faster and more effectively. Citizens will benefit when the new Combined Communications Center is completed to bring together Police, Fire and EMS systems under one roof.

Our new civilian director of training is at work at the Police Academy and has instituted changes and improvements. The entrance exam has been redesigned with high standards, and recruitment is on-going at military installations and colleges. A residential training facility has been opened at Quantico, Virginia, and there are additional training experiences for lieutenants and captains being provided through partnerships with federal agencies, regional police departments and private business. Points will be awarded for higher education in the promotional process to emphasize our commitment to a well-educated and prepared department.

These improvements are laying the groundwork on which to build a Twenty-First Century department. The steps we are taking now will be saving future tax dollars through technological improvements in monitoring court overtime, decentralized purchasing authority for some equipment and services, and conversion of administrative positions from uniform to civilian personnel. Making our management systems more efficient and effective allows us more time to focus on our primary goals.

Our mission continues to be the removal of criminals from our streets. Each day, the men and women of this department engage in unseen and unrecounted acts of courage and humanity to serve our citizens. The abundance of firearms in lawless hands makes their commitment more necessary and more personally threatening, as we have been sadly reminded this past year. Through their hard work in 1993, these dedicated officers arrested over 52,000 persons and processed over 3,500 weapons.

Together with the community we are moving the department forward. We will increase the visibility of our patrols in the neighborhoods, keep our families and businesses flourishing, build strong ties of mutual respect and responsibility with our citizens, and maintain the welcoming spirit of America's Home Town to all who visit Washington, D.C.

We owe it to our fallen members to succeed for them.



Fred Thomas, Chief of Police



The Metropolitan Police Department offers diverse professional opportunities for its members.

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Acknowledgements

Sincere appreciation is extended
to the following persons
who devoted their time and effort
toward the success
of this publication:

Kay McGrath
Special Assistant
to the Chief of Police

Deputy Chief Charles R. Bacon, Jr.
Director, Planning and Research
Division

and to the following members
of the Planning and Research
Division:

Maria E. Adams
Mark W. Brinkman
Lt. Phillip R. Cox
Emanuel U. Ross, Jr.

Alice L. Wingate
and the staff of the
Reproduction Section

William Gresham
Photographer

Published, 1994

Office of the Chief of Police
Metropolitan Police Department
300 Indiana Ave., N.W.
Washington, D.C. 20001

(202) 727-4218

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Police Chiefs Past and Present

William B. Webb	1861-1864	Pelham D. Glassford	1931-1932
A.C. Richards	1864-1878	Ernest W. Brown	1932-1941
Thomas P. Morgan	1878-1879	Edward J. Kelly	1941-1946
William G. Brock	1879-1883	Harvey G. Callahan	1946-1947
William M. Dye	1883-1886	Robert J. Barrett	1947-1951
Samuel H. Walker	1886-1886	Robert V. Murray	1951-1964
William C. Moore	1886-1898	John B. Layton	1964-1969
Richard Sylvester	1898-1915	Jerry V. Wilson	1969-1974
Raymond W. Pullman	1915-1920	Maurice J. Cullinane	1974-1978
Harry L. Gessford	1920-1921	Burtell M. Jefferson	1978-1981
Daniel Sullivan	1922-1925	Maurice J. Turner	1981-1989
Edwin B. Hesse	1925-1929	Isaac Fulwood, Jr.	1989-1992
Henry G. Pratt	1929-1931	Fred Thomas	1993-

Report to the Community

Across the country, police departments are facing an era of increasing violence and decreasing resources. The criminal justice system has become overloaded at every level. Law Enforcement Agencies are experiencing frustrations in dealing with growing workloads, less time to concentrate on individual cases, and citizens who are afraid to cooperate in police investigations.

The Metropolitan Police Department has been aggressive in getting violent criminals off our streets, despite the obstacles. In 1993, the men and women of this department arrested 52,418 persons; an increase of 2,384 arrests for the year.

According to the Department of Justice, Bureau of Justice Statistics' figures for June 1993, the District of Columbia had the highest incarceration rate in the country, an indication of good police work in making cases and tough sentencing laws.

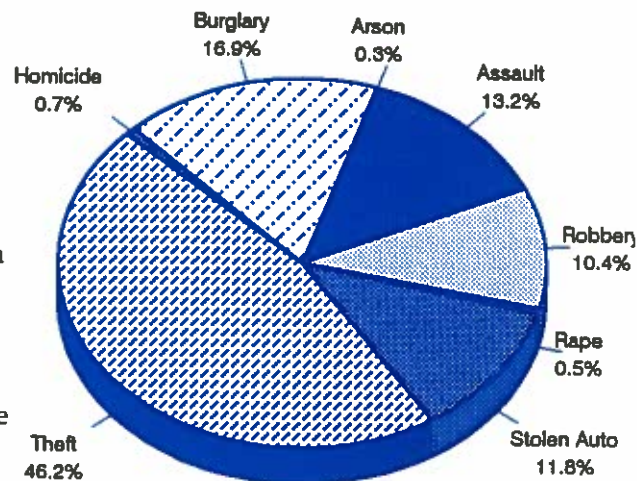
A concentration of local and federal resources led to reductions in robbery, arson and stolen autos. An overall increase of 1% in reported crime for 1993 represented a significant slowdown in the rate at

which crime had been increasing. In 1992, for example, crime increased by 4% over 1991. As 1993 ended, signs were hopeful that new strategies would lead to decreases in crime in the District of Columbia in calendar year 1994.

If aggressive policing and arresting criminals were the sole answers to crime and violence, then police could solve all the problems. This however, is not the case.

The social causes of crime are both wide and deep within the community. The ready availability of guns is a nation-wide problem that cannot be solved by one jurisdiction. In 1993, the department's Firearms Examination Section processed 3,574 firearms. Statistics from 1993 indicate that 30% of recovered guns came from Virginia and 28% were from Maryland, our two neighboring states.

The department has been working to bridge bureaucratic and jurisdictional boundaries to create comprehensive approaches to



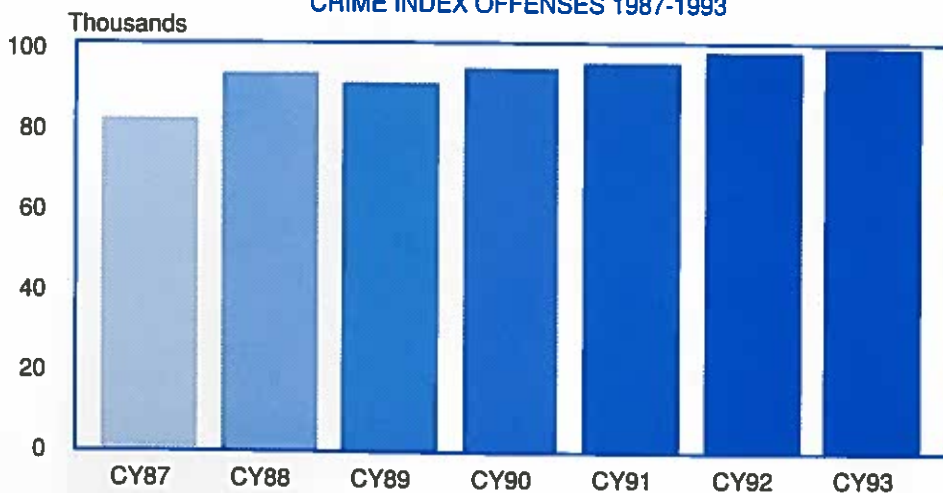
Calendar Year 1993

crime and its prevention. We have included the business and residential communities we serve as partners in this mission. To foster this cooperation and participation, the department is utilizing the Community Empowerment Program (CEP). CEP emphasizes a return to the basics of policing our communities through:

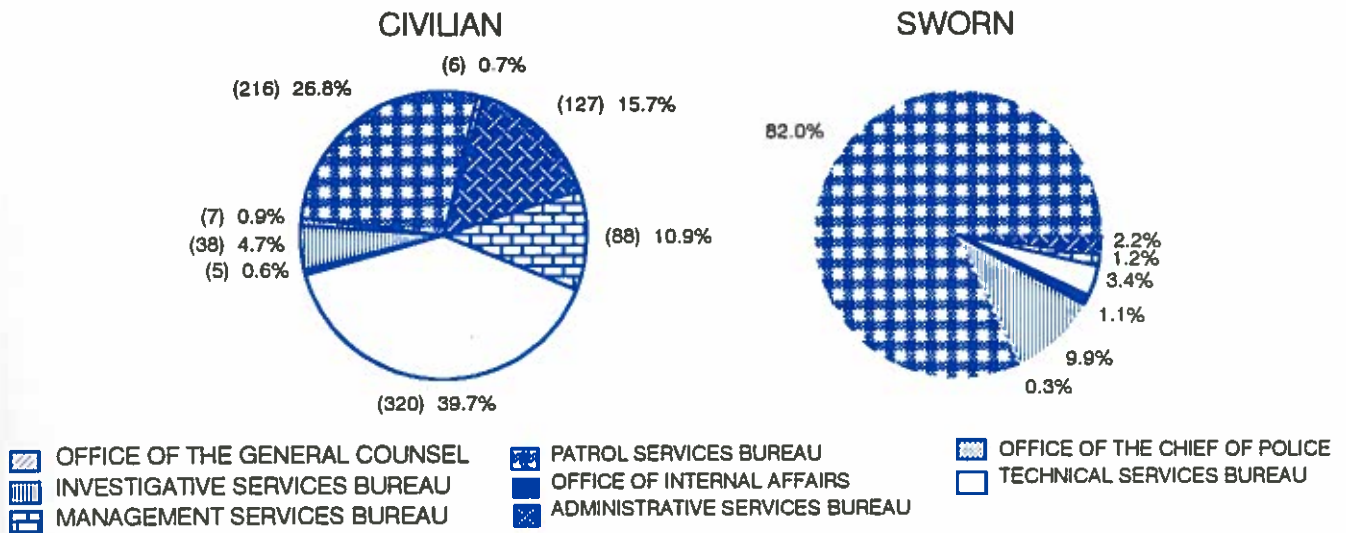
- Beat coverage by foot, car, bike and scooter
- Aggressive enforcement of the law
- Sympathetic understanding of citizens' concerns
- Intelligence gathering to apprehend criminals
- Communicating with our businesses and residents
- Solving neighborhood problems

For CEP to work, patrol officers need the time to interact with the community, and gather intelligence to help solve problems. Support is essential to allow for this needed time. Through organizational realignments, operational changes, and improved technology and equipment, Chief Thomas has provided the support needed to re-establish the primacy of patrol.

CRIME INDEX OFFENSES 1987-1993



Distribution of Personnel



As of December 31, 1993 Source: Finance and Budget Division

Sworn Members By Rank and Unit

as of December 31, 1993

Rank or Grade	Total	Office of Chief	Office Gen. Couns.	Patrol Svcs. Bureau	Police Districts							Invest. Svcs. Bureau	Adm. Svcs. Bureau	Tech. Svcs. Bureau	Mgt. Svcs. Bureau
					1	2	3	4	5	6	7				
Chief of Police	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Assistant Chief of Police	5	-	-	1	-	-	-	-	-	-	-	1	1	1	1
Deputy Chief of Police	9	-	-	3	-	-	-	-	-	-	-	1	2	1	2
Inspector	20	1	-	-	1	1	1	1	1	1	1	3	2	3	4
Captain	49	3	-	6	4	4	3	4	4	4	4	6	2	3	2
Lieutenant	168	8	-	17	13	13	13	13	13	14	14	23	11	8	8
Sergeant	496	29	-	48	48	46	47	39	45	41	50	43	22	24	15
Detective	487	17	-	26	32	26	33	26	26	15	22	265	1	-	1
Officer	2645	-	-	256	325	279	312	317	306	298	344	39	52	100	17
Master Patrol Officer	124	-	-	11	17	16	17	16	19	13	15	-	-	-	-
Other Technicians	175	-	-	8	22	20	16	19	22	19	18	31	-	-	-
Total	4179	59	-	375	462	403	442	434	436	405	468	412	93	140	50

ARRESTS -- CY 1993

OFFENSES	ADULTS		JUVENILES		TOTAL
	MALE	FEMALE	MALE	FEMALE	
Murder and Nonnegligent Manslaughter	265	20	32	2	319
Manslaughter by Negligence	0	0	0	0	0
Forcible Rape	117	0	26	0	143
Robbery	989	95	237	11	1332
Aggravated Assault	2416	944	391	145	3896
Burglary	929	64	47	2	1042
Larceny -- Theft	2443	529	146	44	3162
Auto Theft	1208	99	687	67	2061
Other Assaults	4244	821	251	91	5407
Arson	22	10	1	0	33
Forgery - Counterfeiting	174	86	7	0	267
Fraud	59	63	0	0	122
Embezzlement	1	0	0	0	1
Stolen Property	422	35	25	0	482
Vandalism	588	119	100	5	812
Weapons	1387	87	319	10	1803
Prostitution	516	826	6	2	1350
Sex Offenses	95	25	14	0	134
Drug Laws	6446	1062	753	28	8289
Gambling	204	1	8	0	213
Offense Against Family	11	5	0	0	16
Driving While Intoxicated	3234	345	0	0	3579
Liquor Laws	32	5	5	0	42
Drunkenness	0	0	0	0	0
Disorderly Conduct	5622	1269	356	130	7377
Vagrancy	0	0	0	0	0
Fugitive from Justice	3269	575	450	149	4443
All Other Offenses	4499	1361	195	38	6093
ARREST TOTALS	39192	8446	4056	724	52418

The Primacy of Patrol



Bike, motorcycle and foot patrols increase officers' visibility in the community.

The Patrol Division in the Patrol Services Bureau manages the majority of the department's human resources, with over 3,050 members assigned to seven police districts distributed throughout the four quadrants of the city. The patrols are supported by specialized units of the department.

The Special Operations Division which is part of the Patrol Services Bureau is responsible for Traffic Enforcement, Special Events, the Rapid Deployment and Civil Disturbance Units, and the Harbor and Helicopter Branches. When the Special Operations Division and all Patrol Services personnel are added to the numbers in the districts, the patrol total is 3,425 men and women.

The Youth and Family Services Division provides much needed support to patrol officers working with young people and their families in crime prevention, intervention, and diversion from the criminal justice system.

Increasing Neighborhood Visibility

Citizens want to see more officers in their neighborhoods. Due to normal attrition and time dedicated to changing recruitment and hiring practices, our 1993 end of year strength was 4,179 sworn and 849 civilian members. The Department is moving as quickly as possible to bring in new highly qualified recruits and restore the department to its authorized strength of 4,500 sworn and 929 civilian members.

Patrol Enhancement

Creative techniques which are adding to "beat" coverage while new recruits are trained include:

- Rehiring retired Metropolitan Police Department members for desk, support, and other positions
- Turning administrative positions over to civilians
- Requiring all sworn members in administrative positions to serve on patrol for certain periods each month
- Utilizing the over 150 Metropolitan Police Department Reserve Officers in more responsible and varied functions. In 1993 alone, these volunteer officers contributed over 39,000 duty hours at a cost savings of \$800,000 to the department.

Telephone Reporting

The department is increasing its Telephone Reporting Unit to allow more reports to be handled over the phone without dispatching a police car. Unless the presence of an officer is required by a

crime in progress or other emergency situation, officers will be able to remain on patrol as visible deterrents to crime and important links in community safety.

Keeping People in the Field

The groundwork was laid this year for automating field reports. In 1994, an officer will be able to file a report through a computer (MDT) in his vehicle without leaving his patrol area. In the future, the patrol officer will also be able to call up photos of suspects on this terminal and exchange other information with headquarters. All employees will have training available to them at the Academy's



Councilmember Jim Nathanson welcomes retired police officers back to active duty.

state-of-the-art computer center.

Automating time and attendance will provide managers with immediate, detailed information on assignments and permit the reassignment of uniformed personnel who currently prepare this material manually. It will also help managers keep track of court time and overtime to make assignment changes needed to meet crime fighting needs.

Specialized Police Support

Specialized units give priority attention to getting drugs and guns out of our community. These support units can respond quickly to violent or threatening situations of drug-related and gun-related crime.

Rapid Deployment

The **Rapid Deployment Unit (RDU)** is comprised of approximately 74 sworn members; 75% uniform members and 25% casual clothes members. This unit works to reduce narcotic-related homicides and criminal assaults in areas experiencing a high volume of illicit activity.

The ability to deploy quickly in a cohesive group makes this unit a ready resource to assist the patrol districts. They conduct buy/bust operations, serve search warrants, and add a high degree of flexibility in back-up for patrols.



The MPD Emergency Response Team won a first place trophy in 1993.

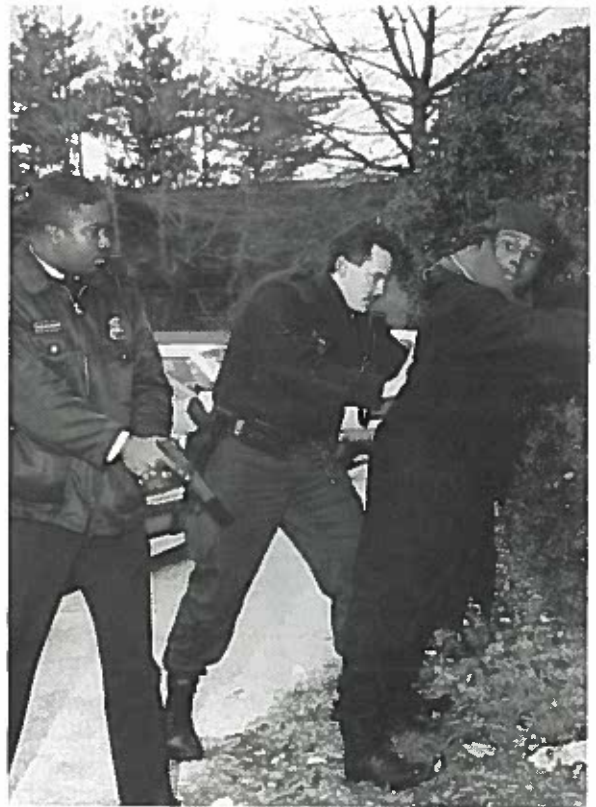
From January 1, 1993 through September 31, 1993, the RDU arrested 1,716 adults and 137 juveniles, seized over \$53,978 in cash, \$123,528 in drugs, 27 vehicles and 79 weapons from the streets of Washington. On October 1, the RDU was reorganized into the newly formed Violent Crime and Gang Task Force.

Emergency Response

The **Emergency Response Team (ERT)** provides management, operation and ultimate resolution of critical incidents. The Team is specifically responsible for the management of barricaded criminals, hostage takings, high risk warrants, attempted suicides and acts of terrorism. It also assists in other special events and civil disturbances.

The four tactical teams of seven members and the nine-member crisis negotiation unit respond to about one hundred incidents a year providing command, containment, counter-sniper, entry, intelligence gathering and negotiation skills. This specially selected team undergoes continual and intense training.

The ERT Team earned significant recognition in 1993 when they participated in the annual SWAT Round Up which brought together 51 SWAT Teams from North America to compete in marksmanship, strength, agility and teamwork. The Metropolitan Police Department's team won the



Specialized police support units back up the patrol units.

Overall First Place Trophy, bringing honor and acclaim to the team members and to our department.

Interdicting and Investigating: Guns, Drugs and Gangs

The Criminal Investigations Division, Narcotics and Special Investigations Division, and the Violent Crime and Gang Task Force in the Investigative Services Bureau bring together experts in investigations of narcotics, homicide, robbery, burglary, gambling, vice, fraud and abuse. The men and women of this unit are very aggressive and successful in taking profit out of crime.

In 1993, the Narcotics and Special Investigations Division, working through its units of Financial Investigations, Prostitution, Gambling and Liquor, seized 348 pounds of drugs with a street

value of \$6,827,146. They made 473 narcotics arrests, 152 arrests for gambling, and 204 prostitution arrests. Almost \$4.3 million in cash was recovered. Real estate and jewelry valued at almost \$2.5 million and 278 vehicles worth \$2.16 million were seized. In addition, 142 hand guns were recovered.

The Metropolitan Police Department and Federal Drug Enforcement Agency working together in a MPD/DEA Task Force that focuses on major drug suppliers in the District of Columbia, seized \$413,575 in cash, 124 pounds of drugs, and four vehicles. This task force also arrested 58 people and served 48 search warrants. The Mass-Transit Interdiction Unit seized drugs valued at \$11,197,223.

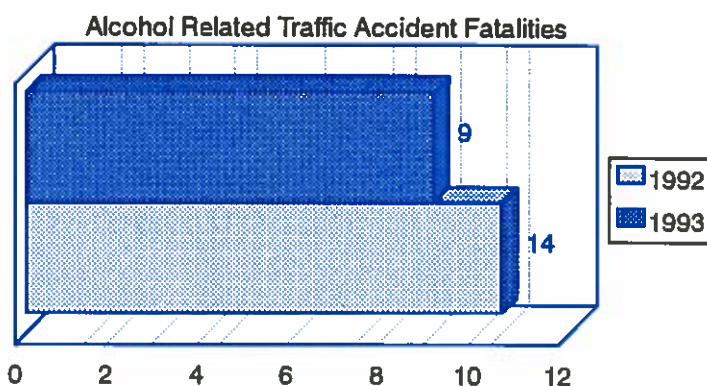
The Violent Crime and Gangs Task Force is assigned to work on cases of violent crimes involving guns. Experienced members of the Homicide Division and the RDU work in the Task Force to provide on-the-scene response

and investigation, collect intelligence on neighborhood gangs, conduct tactical operations and surveillance, and concentrate on removal of guns from the community. Chief Thomas has obtained the cooperation of the U.S. Attorney's office for quick processing of gun cases brought by the Task Force.

Traffic Enforcement and Support

The population of the District of Columbia swells each day from 606,900 residents to over 1.5 million people due to the influx of commuters and visitors to the nation's capital. Managing vehicle and driver safety is complicated by this unique daily phenomenon. To deal with this influx, the Patrol Districts are assisted by the Traffic Enforcement Branch, and the Harbor and Helicopter Branch of the Special Operations Division. The Traffic Enforcement Branch operates many programs to insure

auto occupant safety and driver responsibility. These programs include Operation Buckle Down emphasizing consistent use of seat belts, and Sobriety Checkpoints aimed at drunk drivers.



The Branch hosted the Regional Holiday "Don't Drink and Drive" campaign, featuring our own Master Patrol Officer Maurice Hall on posters throughout the city. A successful highlight of the campaign is SoberRide which provides free cab rides for residents needing an alternative to driving after drinking.

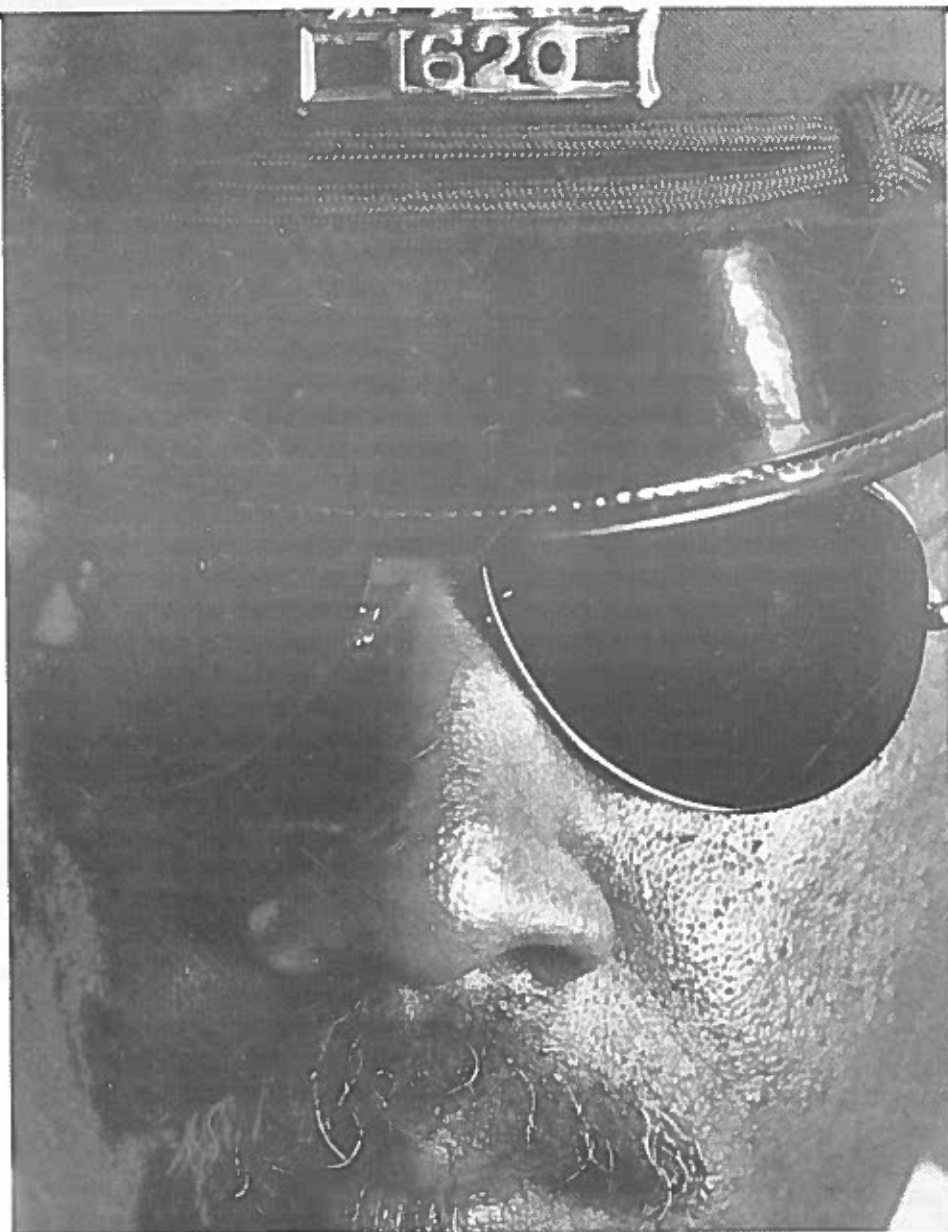
In 1993, there was a 43% decline in alcohol-related deaths. The



The Violent Crime Team provides quick response to situations involving the use of guns.



Drug seizure is a prime goal of RDU.



FACE IT.

DRUNK DRIVING IS A CRIME.
CALL SOBERRIDE FOR A FREE TAXI HOME

1-800-778-TAXI

(1 - 8 0 0 - 7 7 8 - 8 2 9 4)

DECEMBER 1-JANUARY 2



Policing responsibilities are unique in the nation's capital.

Branch was awarded by the International Association of Chiefs of Police for their passenger safety programs, and has won overwhelming community support in their prevention of drunk driving.

Addressing Washington's Unique Needs

As the seat of our elected government and the official residence of representatives of foreign governments, Washington, D.C., experiences demands on its police force that are unique in the country.

Individuals and groups are attracted to this capital city to demonstrate for their beliefs, parade for their causes, meet with their representatives, protest public policy, participate in sporting or cultural activities, celebrate the inauguration of Presidents, and otherwise express their views in a public manner.

Demonstrations can be positive or negative in nature requiring specialized training and handling by the members of the Metropolitan Police Department.

The Special Operations Division contains two units specifically

responsible for policing these aspects of life in the District of Columbia.

Special Events Branch

The Special Events Branch coordinates with many federal law enforcement agencies, international and regional police departments to provide for the safe movement of the President and Vice President as well as

foreign diplomats and our elected representatives in the Congress. They also protect the peace and maintain security during demonstrations.

In 1993, the Special Events Branch handled 316 demonstrations, 238 presidential movements (within the area), 588 vice-presidential movements (within the area), 90 parades, 751 foreign dignitary events, 25 footraces, 47 StarPlex events, and 396 escorts. The Branch performs these duties with two platoons and a Planning Unit, assisted by district personnel and MPD Reserve personnel as needed.

In January 1993, the Special Events Branch was responsible for managing and coordinating all aspects of security for the inauguration of President Clinton and Vice President Gore. The parades, balls, parties, arrivals and departures of special guests,

and the swearing-in ceremonies required detailed, hourly security coordination of all federal and local law enforcement agencies. This monumental undertaking was successfully conducted with the expertise MPD has developed to meet the special requirements of policing in the nation's capital

Civil Disturbance Unit

The Metropolitan Police Department must also be prepared for the negative demonstration of beliefs from any source. Special ability to handle possible terrorist or other disruptive and dangerous activities falls to the Civil Disturbance Unit (CDU).

The Civil Disturbance Unit trained 2,581 personnel in 1993 in weapons certification, mass demonstration, hostage/barricade, and special weapons and tactics. By constructing a "Live Firehouse" with an observation tower, training in situations requiring instantaneous shoot/don't shoot decisions was made possible. This "firehouse" is considered one of the best in the country in its design for tactical training and safety.



MPD's "Live Firehouse" is rated tops in the country for tactical training.

Technical Support

During 1993, an investment of over \$8 million was made in improving technology, equipment and infrastructure to support the work of the police in the field.

Through the leadership of Mayor Kelly and Chief Thomas, and with the cooperation of the City Council and Congress, funds were reprogrammed to purchase 700 portable radios for patrol districts, 600 personal computers for district networking, Mobil Digital Terminals (MDTs) for patrol cars, 200 new cars, a modern telephone system with voice mail and 75 new motorcycles. To function effectively, officers need proper equipment and modern technology.

Crime Fighting Technology

The department acquired state-of-the-art equipment for its automated fingerprint identification system, Printrack. This system scans a fingerprint card every five minutes from a data base of 347,000 ten-print records.

The split screen viewing saves



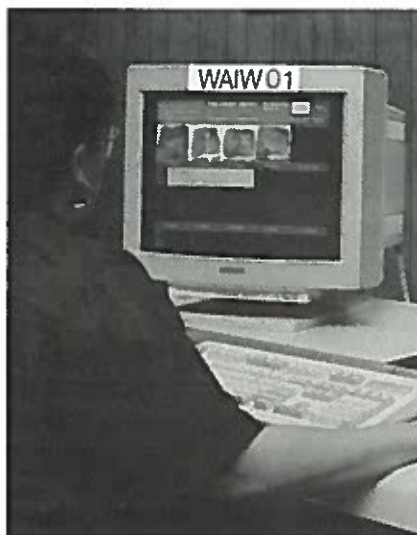
A new Printrack system dramatically speeds up fingerprint identification.



To assure quick and dependable police response to emergencies the Metropolitan Police Department updated its fleet of bikes, motorcycles, cars and helicopters in 1993.

countless manhours in comparing prints. In the first four months of operation, the new Printrack system made 110 latent print hits. In the same period the Department experienced an overall increase of 8% in hits with the new equipment.

Implementation of the Washington



The latest technology allows officers to remain on patrol in the community.

Area Criminal Intelligence Information System (WACIIS) will insure that no information of criminal activity is lost or unavailable to investigators. It will greatly increase time for investigation by eliminating redundancy in report writing and information gathering.

Sharing technology owned by the FBI and DEA will give us added capability to link shell casings and projectiles found at the scene of a shooting with specific weapons. This greatly speeds up the ability of investigators to connect perpetrators with particular weapons and crimes.

Communications and Response

When citizens call for police emergency service on 911, the dispatcher uses a computer system called Computer Aided Dispatch (CAD) to determine which car in what beat area should be dispatched to the scene of the complaint. Several things are being done to improve response times, to better

manage patrol units, and to keep patrol vehicles in service.

New CAD System

A new CAD system is being installed which will eventually interface directly with computers in patrol vehicles, providing better and quicker information to officers in the field. The system will allow supervisors in the district to prioritize assignments, and will dynamically adjust scout car and foot beat boundaries according to analysis of what is going on in the particular neighborhood or district at the time.

Some specific improvements due to the CAD system are:

- Priority calls will be color coded to provide easier recognition for dispatchers.
- Lookouts for persons and vehicles will appear on the dispatcher screens simultaneously for broadcast instead of manually passing this information from zone to zone.
- Incident data will be maintained for two years, and will allow for "caution notes" and the capability for storing up to 999 prior incidents at the same location.
- Supervisors in patrol districts will be able to better manage calls for service and provide for "real time" deployment strategies to meet the needs of the particular community.
- Calls for service, and crime and incident data will be provided by Carney Block, Census Tract, Neighborhood, Square, Ward and ANC for improved planning and management.

The expanded information in the CAD System on scout car locations, amount of time spent on each call, nature of call, history of calls from the same address, etc. will help the dispatcher tailor the response to the caller's need and the officer's safety.

Universal Call Takers

The District is in the process of consolidating all Police, Fire and Emergency Medical Service (EMS)

crucial seconds off response time.

Getting to the Scene

So that our members can respond quickly and safely to calls for service, Chief Thomas has committed to providing the best equipment to the field. The purchase of new vehicles in 1993 and more in 1994 will allow us to replace all district patrol vehicles.

The new civilian director of fleet



A new communications facility will allow all Police, Fire, and Emergency Medical Service calls and dispatches to be coordinated from one point by "universal call takers."

call taking and dispatch into one integrated safety communications facility being constructed adjacent to 400 McMillan Drive, N.W.

The combining of the Office of Emergency Preparedness with Police, Fire and EMS into this one facility will allow for cross training of all telephone receipt clerks as "universal call takers" capable of handling all emergency calls. This strategy is expected to shave

operations will apply his extensive experience in the private sector to innovative plans to establish a back-up fleet of older vehicles and to create a rent-a-car type motor pool for headquarters vehicles. This will free up vehicles for patrol districts. Options in contracting out for minor repairs and maintenance are also in the plans to greatly improve the quality and quantity of motor vehicles available to provide safety services.

Partnership for a Crime Resistant Community



The community is an integral part of the equation in preventing and reducing crime.

It takes a great deal of time and effort to build a strong partnership with our businesses and residents, to gain their trust in identifying offenders and to restore a sense of security to our city. The Metropolitan Police Department has made a large investment in establishing rapport with citizens, serving as role models for young people, and instilling hope throughout our neighborhoods.

Chief Thomas believes that this is the right direction for long term solutions to crime and safety in the District of Columbia.



Service To Families

The Youth and Family Services Division in the Patrol Services Bureau brings together specialists to work with young people and their families as a totality. The division investigates about 1,400 cases of abuse and neglect, and 1,200 cases of missing juveniles each year. Collecting and analyzing information on recidivists is part of their strategy to help patrol units in the districts.



The Division refers young people involved in non-criminal delinquency and minor offenses to the Early Intervention Program of the Police Boys and Girls Clubs and to the Juvenile Intervention Program of the Mayor's Youth Initiative. The Division started three new initiatives in 1993:

- A Citywide Youth Patrol which is being piloted in the Sixth District.
- A Juvenile Absconders unit

concentrating, initially, on residents of the Fifth, Sixth, and Seventh Police Districts and their quick return to detention facilities.

- A Learning Center at Police Boys and Girls Club #11 for students suspended from school. The Center provides a structured and supervised educational program.

Getting to know what young people are doing on a daily basis, working with those already in the criminal justice system, and trying to steer others in positive directions are all part of this Division's important mission.

Prevention Through Example

The Community Affairs Division is intimately involved in management and coordination of all community outreach programs. School-based programs such as Officer Friendly and the School Safety Patrol Program allow police officers to act as role models for young people and to develop trust relationships to help children that may be in trouble. In combination, these programs reached almost 9,000 youngsters in 278 schools in 1993.

The Metropolitan Police Boys and Girls Clubs reach approximately 12,000 boys and girls in Club programs each year. The Clubs play a unique role in intervention programs with at-risk youth. They provide opportunities for recreation, team sports, job referrals, counseling, tutoring, drug prevention and life skills training. Although the Clubs are a separate, non-profit organization, the Metropolitan Police Department provides police officers to them as staff, coaches,

trainers and role models.

A summer camp on the Chesapeake Bay welcomes over 1,200 children between the ages of 8 and 13 years each summer for eight one-week camping sessions. Learning to live, play and work in a group, with responsible role models can provide a valuable foundation for avoiding conflict and temptation when these youngsters return to their home and neighborhood environments.

Community Empowerment

Putting more officers into patrol districts and utilizing the highly visible outreach practices of Community Empowerment Policing (CEP) helps reduce the fear of crime, deters criminal behavior and restores order to threatened communities. Foot, bike and scooter CEP Beats work with citizens to identify the causes of criminal activity and physical conditions that foster crime.

The Metropolitan Police Department has undertaken concrete organizational, tactical and operational steps to make Community Empowerment Policing more than a philosophy. CEP officers coordinate solutions to neighborhood problems through designated liaisons in other public or private agencies. The officers provide this to citizens so that they can assume the control over future situations.

In addition, the department's representatives attend thousands of meetings each year with Advisory Neighborhood Commissions, Civic Associations, Business Associations, School and Church Groups, Block Clubs, and Neighborhood Watch Organizations.

There are specific Police Advisory Councils in each of the seven districts made up of residents who advise the district commanders and their staffs on a regular basis. The Chief of Police has a **Police Chief's Advisory Council** that includes the leaders from district councils and special constituency representatives in a monthly meeting about law enforcement, crime and community issues.

CEP Goes City-Wide

In 1993 the CEP program promoted the following activities on a city-wide basis:

- **Citizens' Police Academies** in the seven districts provided a unified curriculum on operations, laws, rules and procedures of the department for residents of that police district.
- In the city's **National Night Out** programs and projects this year, each patrol district placed great emphasis on intervention with young people at risk. The Metropolitan Washington region won this year's Phillips Cup Award for the best **Night Out Program** in the country. Prior to MPD participation this year, the region finished 8th.
- **Play Streets** were a very popular approach to building police-citizen rapport. Combined with the games, cookouts and fun were counseling services, tutoring and conflict resolution. Thousands of children, who would not otherwise have had summer activities, enjoyed many hours of fun with solid adult interaction and supervision.
- The new **Merchant Patrol** program concentrates on strategies to



address commercial robberies along the city's business strips. Police District personnel and business owners work together in developing undercover operations and other techniques to help small and minority businesses overcome their vulnerability to criminals.

• **The Youth Trauma Services Team** is an innovative merger of mental health specialists with police in an emergency response unit to assist and support children and their families during a crisis involving violence. Operating out of the Seventh Police District between 6 p.m. and 2 a.m., this mobile team emphasizes prevention, engaging youth on neighborhood streets at all hours. They supply information and phone numbers for services.

Tailoring CEP By District

In addition to broadly applied programs each district created its own avenues for reaching into its community.

The **First District** in Southwest Washington effectively utilized the CEAD/Safehouse project in dealing with problems in public housing projects. CEAD (Community Efforts Against Drugs) was located in five public housing areas, each one having an assigned community services officer working with residents on drug enforcement, prevention and youth counseling.

These "Safehouses" provided over 131 children with an opportunity to participate in variety of educational, cultural, recreational and leadership activities.

Other 1D programs included:

VIPs, Volunteers in Police Service, bringing interested citizen volunteers into non-sensitive support positions at the district; establishment of a mini-station kiosk in the Chinatown community and use of the Bicycle Squad in specific directed patrol areas.

The **Second District**, in Northwest Washington, involved 65 children



in its crime prevention poster contest for National Night Out.

Each sector captain in 2D meets regularly with neighborhood associations to plan and target operations suited to the problems being experienced. Auto-related crime and burglary were specifically highlighted with individual office building strategies as well as residential area approaches devised and implemented.

Quality of life issues affecting residential areas have had special attention. Some residential and business areas have complained about prostitutes walking in their area and detracting from its quality. Through consultation with citizens, innovative deterrents were devised using traffic obstacles and vehicle seizures, as well as arrests to effectively reduce this neighborhood disruption.

In the central-city **Third District**, targeting of foot beats, saturation patrols and drug enforcement units led to a 19% decrease in reported crime between July and August 1993. Working with citizens, uniform and plain clothes officers concentrated their enforcement efforts on prostitution at the street level. During this calendar year, the enforcement unit has made in excess of 500 prostitution-related arrests and seized 18 vehicles in conjunction with the Safe Streets Forfeiture Act.

The Community Empowerment Policing initiatives in 3D include designation of 20 CEP patrol beats, coordinated by a CEP Beat Leader, and creation of a CEP Facilitation Team that operates a computerized complaint tracking system and keeps in touch with the community through a set-aside phone number and a monthly Community Empowerment Policing Newsletter.

An Hispanic Community Center has been established and is oper-



ated daily from 8 a.m. to 12 a.m. by four Spanish-speaking officers. The Third District has conducted

both English language and Spanish language Citizens' Police Academies.



In the upper Northwest, east of Rock Creek Park, the **Fourth District** has implemented its CEP bicycle patrols with 12 fully trained members.

To reach out into the community, three satellite offices have been established. Community businesses and neighbors showed tremendous support for the Mount Pleasant satellite facility by raising over \$7,000 to supply office equipment, telephones and security systems. The owner of the building contributed the space.

Other activities included a Summer Youth Arts and Crafts Program, Play Street activity and block parties. The patrol sectors in the district devote a certain portion of time to walk with each of their 16 citizen patrol groups. These dedicated citizens showed their appreciation to the Fourth District by appearing in early August with rakes and shovels to beautify the landscape surrounding the District headquarters.

The **Fifth District** in Northeast Washington organized National Nightout Events at four locations to reach all segments of their com-

munity. The different features included: an anti-crime rally with music and speakers, a Play Street,

an Operation Fingerprint for child safety education, a demonstration of the Emergency Response Team and award-winning youth Double Dutch teams.

The Fifth District has had success in operating the Weed and Seed Program within the Langston and Carver Terrace areas. The objective of the program is to **weed** out drugs and order maintenance problems and then **seed** the community with community-based programs that will bring positive change. This federally-funded program has helped reduce crime in the targeted area by 10.37% in one year.

Two business groups managing



properties in the area presented four motorcycles to the Fifth District to indicate their support for the partnership that has been forged in the community.

In the East of the River **Sixth District**, the number of Part One Criminal Offenses has consistently been lowest in the city, even though it is not the smallest district. The daily patrols on foot beats, motorcycles, scout cars, and in the new Bicycle Squad keep the police in close touch with citizen groups, businesses and associations as partners against crime.

The District has initiated strategies to target specific problems such as: Inside and Outside "Plants" to deter robbers at liquor



and food stores; Car-jacking Decoys, in conjunction with other MPD units and the FBI to arrest car-jackers; Partners on Patrol (POP), a unique joint operation of Prince Georges County and MPD officers; and a Motor Tact Unit using motorcycles effectively to counter specific crimes in targeted areas.

The Sixth District has a unique Domestic Violence Unit vigorously enforcing the Domestic Violence and Anti-Stalking Acts.

In its first year of operation, the unit obtained over 300 arrest warrants for intra-family offenses.

The CEP Beat officers have worked with citizens in developing public-housing beats and solving the priority problems identified. Their Citizens' Police Academies have presented the many sides of policing and built an informed and supportive community.

The Seventh District serves the far southeastern section of the city.



The district's officers are as involved in proactive and preventive activity as they are in finding and arresting offenders. From January to June 1993, officers and investigators from the 7D Vice Unit with assistance from patrol and tact made almost one thousand arrests for violations of the drug laws.

On the proactive side, the Seventh District has focused attention on children and youth through its Play Streets program. The officers involved in this program serve as role models as well as coaches and teachers for these at-risk youth. This program enables children to associate positive qualities with officers, instead of the stereotypical images they have of police

arresting and taking away neighbors, family or relatives.

Several unique situations faced the Seventh District in 1993, including a gas line explosion, a fire and a hostage situation in which officers distinguished themselves above and beyond the call of duty in rescuing innocent citizens. The tactical units had very impressive records in arrests and weapons seizures, leading to recognition by the Council of Governments.

Serving Many Cultures and Many Groups

Representatives of many interest groups in our community have been and continue to be part of District and the Chief's Advisory Groups.

In order to assure sensitivity in handling crimes affecting all segments of our diverse community, a Multi-Cultural Liaison Office began operation of its first section, the Asian Liaison Section, in October of 1993.

Currently staffed by two detectives and an officer of Asian background, this office has been assisting in the investigation of crimes against Asian shopkeepers. The staff members speak Korean and translate for reporting officers to establish a rapport with the Asian community and encourage their cooperation with the department in deterring crime in the area.

In addition to investigative work, these liaison officers assist the victims of crime and their families; provide pro-active crime prevention and detection information in the Korean language; conduct security surveys for small businesses; and provide translations over the phone.

When fully operative, the Multi-Cultural Liaison Office will serve distinctive policing needs of such ethnic and cultural constituencies as the Hispanic community, the Gay and Lesbian community and others.

Citizen Confidence Pays Off

Citizen cooperation throughout the police districts leads to concrete assistance in identifying possible criminals within the community and crime deterrent activity.

Citizens respond by forming Orange Hat and Red Hat citizen patrols, by participating in the Firearms Amnesty program and the Save Our Streets (SOS) pro-



Citizen groups help police by organizing Orange Hat patrols.

gram which are aimed at rewarding people for information on the

location of weapons for their ultimate removal from the community. They join Neighborhood Watch and assist at programs at the Metropolitan Police Boys and Girls Clubs. Citizens feel more comfortable and will help when they work closely with particular officers on a regular basis.

Crime Solvers Tipster Program, which provides rewards for information, is one avenue through which citizens can help police. The use of an anonymous reporting system allays citizens' fears when calling in crime information. Since the beginning of the program in 1981, almost nine million dollars worth of drugs and three million dollars worth of property have been recovered through calls to Crime Solvers. There have been over 600 felony arrests.

In 1993 alone, 186 callers reported to the Crime Solvers line. The Department expended only \$2,800 in reward money and produced 93 felony arrests.

One highly publicized case which showed four men on video tape robbing a jewelry store, and beating and shooting employees resulted in a flood of Crime Solvers calls identifying potential suspects. Three arrests were made within a couple of days, and the fourth soon after.

Information: Internal and External Communications

The Information Services Division, the Planning and Research Division and the Community Affairs Division are all within the Management Services Bureau to provide for greater coordination in preparation of data and dissemination of

factual, accurate information to the press and public.

Sharing the News

The Public Information Office (PIO) employs internal newsletters, meetings and suggestion boxes to keep members up to date on management improvements, fast-breaking news, training opportunities, and in order to receive feedback from the field.

Through press conferences, a media fax line and news releases, information is made available quickly to the press. The PIO uses resources such as cable TV, Call-In Radio Programs and neighborhood and business association newsletters in addition to major print and electronic media to be more proactive in reaching into our communities.



Chief Thomas and Mayor Kelly hold community meetings to help citizens take a proactive stance in fighting crime in their neighborhoods.



Chief Thomas is intent on getting news to the media and community in a timely manner.

Management and Human Resources

Organizational, administrative and technological efficiencies are important to stretch resources for additional police visibility and programs for public safety.

Improving Service Through Management Realignment

Chief Thomas realigned the structures and systems for managing the department to meet his service goals. The new structure cuts down on the steps involved in processing purchases; decentralizes decision making; eliminates redundant and time consuming paper work through technology and improves internal and external communications. These changes are intended to make police service better and faster.

Major Management Changes

Chief Thomas has made some major changes. There are now five Bureaus in the Department: Patrol Services, Administrative Services, Investigative Services, Technical Services and a new Management Services Bureau that will oversee the Planning and Research, Information Services, Community Affairs and the Court Liaison Divisions.

Changing Who Does What

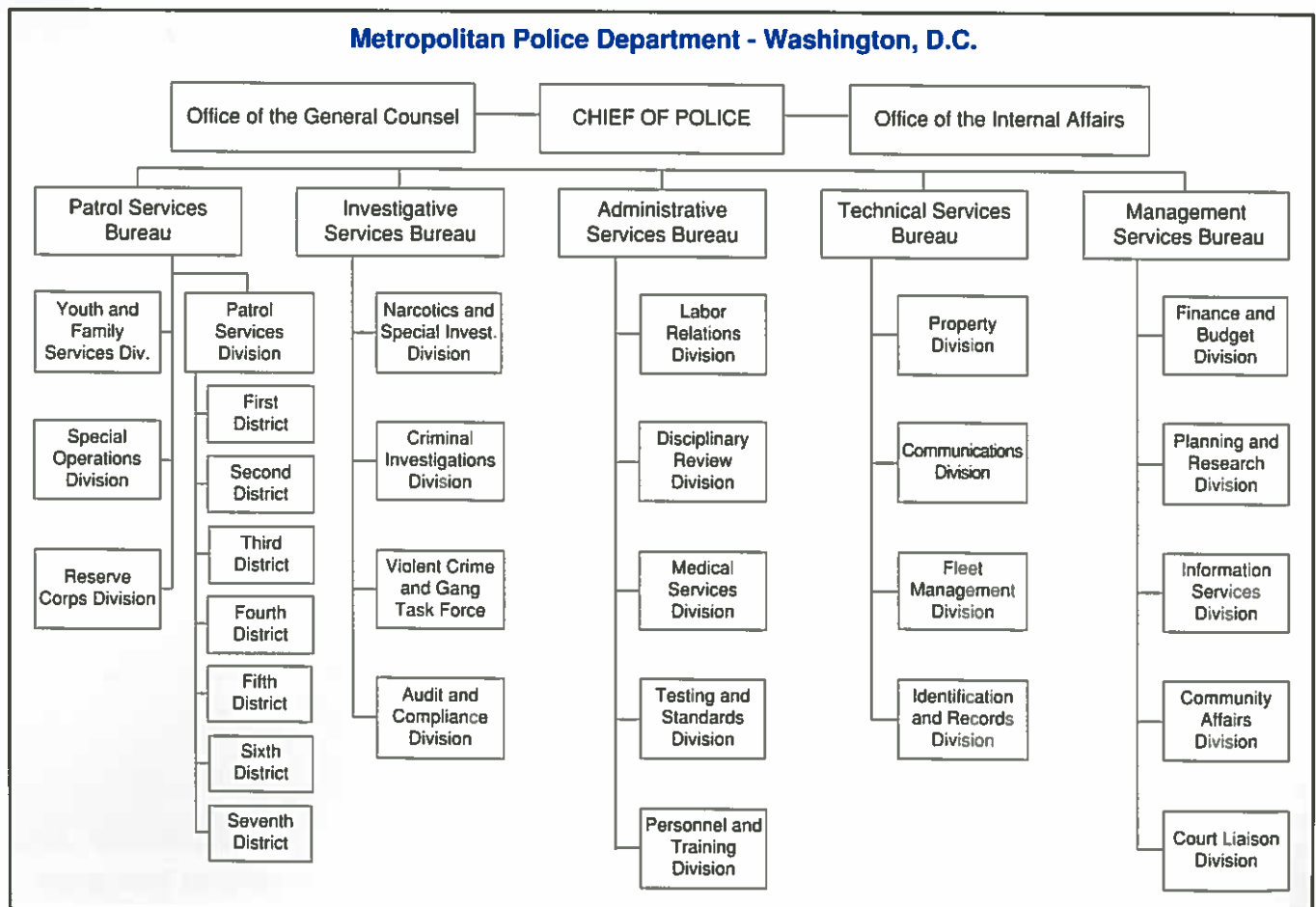
The Chief has created a more flexible use of upper management positions by intermixing inspectors and deputy chiefs in both the command structure responsible for managing the patrol districts

and at the head of major divisions of headquarters units.

In addition to creating the Patrol Division to oversee the day-to-day management of the seven districts, Chief Thomas has made the MPD Reserve Corps into a Division in the Patrol Services Bureau.

Civilians have been selected in management positions as:

- Director, Fleet Management Division
- Director, Training Division
- Director, Testing and Standards Division
- Deputy Director, Finance and Budget Division
- Deputy Director, Identification



- and Records Division
- Personnel Liaison Officer

Providing the Tools to Manage

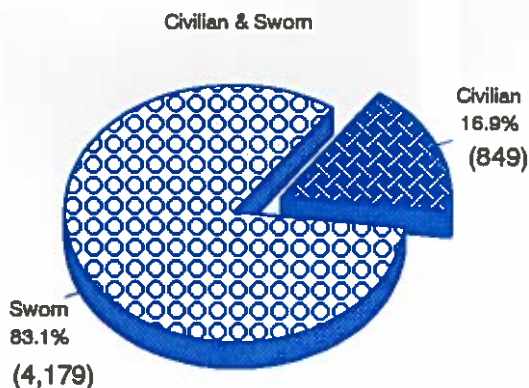
Prior to 1993, the Finance and Budget Division had total responsibility for the acquisition of all goods and services for the entire department. Analysis of purchases showed that through decentralization of the process, money and time could be saved.

In October 1993, Chief Thomas decentralized certain individual budget and procurement authority to division heads. A new service orientation and structure in the Finance and Budget Division assists division heads with their money management through a Team approach.

This radical departure from the central control of the budget and acquisition functions gives greater flexibility and responsibility to division managers in purchasing supplies and in contracting for minor vehicular maintenance.

It also will sensitize all employees to the importance of financial management as a fundamental part of their overall responsibility to the department and the tax payers of the District of Columbia.

Distribution of Personnel



Developing Our Workforce

Law Enforcement is a labor intensive profession. All employees need to be utilized productively for the efficient and cost-effective operation of the department.

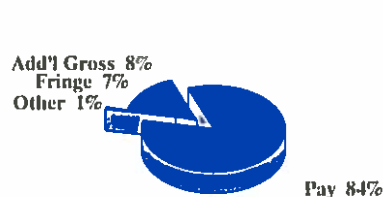
In 1993, with the support of Mayor Kelly and the City Council, funds were appropriated for civil-

Department are highly qualified and motivated to serve is a commitment of Chief Thomas. Due to attrition and changing recruitment and hiring practices, the 1993 end of year strength was 4,179 sworn and 849 civilian members. The department is moving to reach its authorized strength of 4,500 sworn and 929 civilian members.

BUDGET

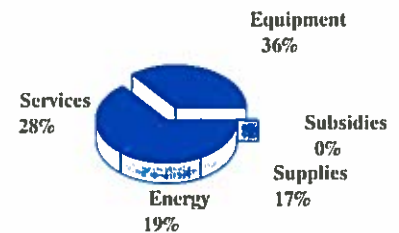
(Based on FY 1994)

\$227,196,000



PERSONAL SERVICES
(87%)

FY 1994 REVISED \$197,382,449



NON-PERSONAL SERVICES
(13%)

FY 1994 REVISED \$29,813,551

ianization by increasing the authorized civilian personnel level by 89 FTEs (Full Time Equivalents).

Civilianization is an ongoing priority so that sworn officers can be assigned to field positions and administrative duties transferred to civilians.

Recruiting

Assuring that the sworn members of the Metropolitan Police

The Administrative Services Bureau has re-focused recruitment, testing and training to attract and keep the "ideal" Metropolitan Police Officer.

Seeking the Best

The Chief of Police obtained the support of the retired Chairman of the Joint Chiefs of Staff, General Colin Powell, to recruit at military installations world-wide as the military downsizes its forces.

The Recruitment Branch also targeted college campuses and in



A culturally diverse department works with our diverse population.

cities and states with minority populations similar to our city's makeup. We have made special efforts to attract highly motivated and qualified Hispanic, Oriental, Asian-Pacific and female members to assure cultural diversity in the department.

The Selection Process

The Director of Testing and Standards undertook a thorough review of our past practices in recruitment, testing and hiring. Statistical analysis of all test data from 1980 to 1990 was performed and a survey of the procedures of about 75 other police departments was conducted. Department members at all ranks were interviewed and a panel of members was asked to delineate factors that should automatically disqualify an applicant to our department.

From this process, the Chief put in place new standards, a new exam and evaluation system. Testing began in December 1993 under the new system and the first new classes should enter the Training

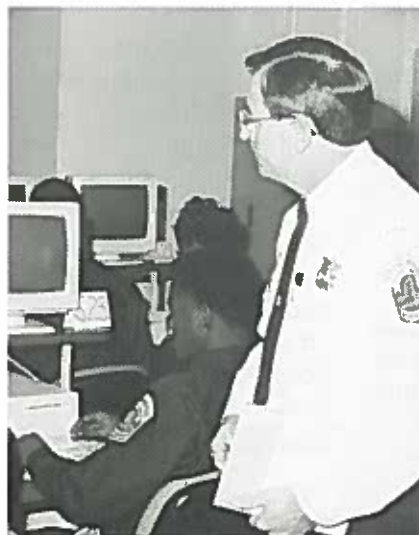
Academy early in 1994. Any hiring decision at deviance with official recommendations will require a written explanation.

Training Our Members to Serve

The new Director of Training has moved quickly to assure a

curriculum and standards at the Police Training Academy that will transform qualified recruits into highly professional police officers.

The officer today needs high levels of skill in communications, conflict resolution, the use of force, firearms, cultural sensitivity, mediation, writing, public speaking, investigation, use of technology, vehicle skills and the management of people.



Technological training is emphasized.

The Academy's state-of-the-art computer training center will benefit all of our civilian and sworn members. Advanced firearms skills and tactical training in "shoot-don't shoot" simulations prepare officers for real-life, threatening patrol situations. Emphasis is also placed on customer-service to sensitize officers in their interactions with the public.

Professional Growth

Training and education are a continuum for MPD members from recruits up through the department's management. Chief Thomas established a residential training facility at Quantico, Virginia for both recruit training and in-service training away from the daily work site. The department participates in exchange programs with other police departments, specialized training offered by federal law enforcement agencies and extensive in-service and management training at Universities and professional organizations. Members also attend week-long training courses offered at the Federal Law



Top-notch facilities provide firearms training.

Enforcement Training Center at GlenCoe, Georgia.

The District of Columbia Government funds courses at the University of the District of Columbia in The Administration of Justice, Criminal Justice Management and conversational Spanish.

The Metropolitan Police Department also provides training and/or certification for other departments in Canine Policing, Death Investigation, Sex Crimes and Domestic Violence.

Innovative training opportunities are also provided by the corporate community. One such course in the geography and economics of tourism in Washington is provided by the Washington Convention and Visitors Association. Clyde's Restaurant Corporation provides management training stressing customer service. The Marriott Corporation provided mid-managers with its Performance Tracks Seminars which emphasize the skills necessary to lead and inspire workers on the job.



Quantico obstacle course keeps officers fit.

Professional skills such as listening, conflict resolution, collaboration and performance management were discussed in workshops aimed at Lieutenants and above.

Recognizing Performance

Through an Awards Process administered by the Administrative Services Bureau, the Department recognizes outstanding performance of both sworn and civilian employees. Citizens who help the police are also recognized in these public ceremonies. The District of Columbia business community has played an important role in recognizing quality police service.

CHAMPS Officers of the Month

A unique awards program that



Canine training is available to officers.



Recruits receive training at a residential facility in Quantico, VA.

honors Patrol Officers is cosponsored by the Washington Hotel Association and the department. Officers selected by their districts and the Awards Panel as Patrol Officers of the Month have an opportunity to meet with the Chief in an informal session to candidly discuss ideas, problems and improvements in the police department. A weekend hotel package is awarded to the overall officer of the month.

These meetings provide an opportunity to bring officers up to date on management improvements and have led to concrete changes suggested by CHAMPS.

Meritorious Service Awards

Once a year, the D.C. Chamber of Commerce awards police officers and fire fighters with gold and silver medals of valor for life saving and criminal apprehension exploits beyond the call of duty.

This coming together of the business community, citizens and public safety providers is a gratifying and inspiring experience for all the members of the MPD.



The CHAMPS program recognizes officers of the month.



The Chamber of Commerce awards officers for acts of valor.

Valuing Ideas

Chief Thomas initiated a series of focus groups, panels and lunch and dinner meetings with civilian and sworn members to consult them on important topics affecting the department and the safety of our community.

A series of evening brainstorming sessions with a mixture of civilian and uniformed members of varying ranks, explored many aspects of violence in our community. Local business and restaurant associations helped make these idea-gathering meetings possible.

Advancing in Rank

Promoting people into supervisory and management roles is a great responsibility. The leadership of the Metropolitan Police Department must be able to inspire, train, mold, coach, counsel and discipline subordinates while keeping service delivery and morale at a high level.

Promotions up through the rank of Captain require a written exam, evaluation by an assessment panel, and the successful disposition of in-box material. Promotions above Captain, to the ranks of Inspector, Deputy Chief, and Assistant Chief, allow for the discretion of the Chief with the concurrence of the Mayor.

Insuring Integrity in the Process

The fairness and quality of the process through which a member advances in rank must be guaranteed, so that mutual respect exists from the outset among managers, supervisors and the rank and file members.

Chief Fred Thomas created teams of management and labor representatives that recommended changes that have been implemented in the components and timing of promotional exams, the addition of orientation sessions for candidates, the inclusion of

non-MPD officials in the assessment process and the contracting out of exam preparation. Awarding points for educational attainment has been accepted and will be implemented following the appropriate notification period.

Caring for Employees

Policing is a people-intensive profession. Our employees are our major resource requiring support services that reflect the "caring" functions of administration. These unseen services support the men and women in the field.

The department's Labor Relations Branch negotiates labor contracts with four different labor organizations. The Police and Fire Clinic promotes the health and fitness for duty of members. The department funds and coordinates, for FOP administration, the Employee Assistance Plan, promotes fair treatment through the Equal Employment Opportunity Office, processes the time, pay, benefits and retirements of members through a Payroll Division, and assists families of our fallen members.



Employees' health is important because they are the backbone of the department.

Assistance and Discipline

The department takes very seriously the manner in which members perform their duties. Through leading, coaching and counseling, supervisors try to help employees succeed.

An Early Warning Tracking System has been put in place to identify and assist sworn members who exhibit inappropriate work behavior that negatively affects their performance of duty. Appropriate support services for maintaining physical and psychological health are made available to members experiencing difficulties. When support is not accepted and warnings not heeded, however, discipline will be used.

Correcting and Weeding Out

The Disciplinary Review Division of the Administrative Services Bureau manages the discipline of members for infractions of the internal police regulations. The Civilian Complaint Review Board (CCRB), established under law by the Council of the District of Columbia, hears all citizens' com-

plaints alleging police harassment, excessive use of force and language likely to demean a person or trigger disrespect for law enforcement officers. The CCRB makes recommendations to the Chief of Police for disposition of the complaint.

Decentralizing some authority to the District Commanders for penalties of up-to-10-day unpaid suspensions will make it possible for the Disciplinary Review Division to move more quickly on complex disciplinary cases.

Zero Tolerance for Corruption

Chief Thomas believes that this department owes our fallen colleagues, our present members and our citizens, the highest standards of performance, integrity and honor. Violations of the public trust will be aggressively addressed.

The Chief of Police has made clear his intolerance for corrupting influences and his determination to weed them out before they harm the department.

He has brought the Office of Internal Affairs (OIA) into the Office of the Chief of Police for direct reporting. OIA has been

increased in size and will focus attention on criminal violations by members of the department. It will be proactive, using covert operations to detect and apprehend any officer involved in corrupt practices.

The Chief of Police has made a conscious investment in attracting and keeping the best possible employees. Members who do not perform their duties appropriately will be disciplined or separated from the department. Members who would dishonor the department by criminal behavior will be prosecuted and fired.



Chief Thomas meets with civilian members of the Department.



The three newest female members of the department's Inspector rank.



The department is committed to maintaining employees' physical and mental health.

Awards and Recognition

★ ★ ★ ★ MERITORIOUS SERVICE AWARDS ★ ★ ★ ★

Gold Medal for Valor

Officer Kenneth Stewart
Fourth District

Silver Medal for Valor

Officer Regina M. L. Ford
Criminal Investigations Div.
Officer Denise Calhoun
Special Operations Division

Officer Paul Carter
Special Operations Division
Officer Mark Allie
Third District
Officer Valerie Graddy
Third District
Officer Kevin Griffin
Third District
Officer Jose Medina
Third District

Officer Daniel Murphy
Third District
Officer Jeffrey Cox
First District
Detective Jonathan Fuller
First District
Lieutenant Winslow McGill
Seventh District
Officer Anthony Christian
Fourth District

★ MONTHLY AWARD ★ OF MERIT

Officer Anthony Christian
Officer Paul Carter
Officer Kenneth Stewart
Officer Regina M. L. Ford

★ TRAFFIC OFFICER ★ OF THE MONTH

Officer Alfred Austin

★ OFFICIAL ★ COMMENDATION BY THE CHIEF OF POLICE

First District

Officer Michael Touart
Officer Vernon Dallas
Officer Stacey Carey
Officer Jeffrey Boyd
Officer David Broadbent

Sergeant John Hickney
Officer Robert N. Saunders
Officer William Bowman
Officer Edward Meadows

Second District

Detective Susan Roberts
Investigator Edward Pankowski
Officer Michael Hairston
Officer Karen Gaddy
Detective Todd Patterson
Sergeant Francisco Tadler
Officer Steven Crockett
Detective Dejuan Williams

Third District

Officer Roy Thompson
Officer Nathaniel Steger
Officer Eric Levenberry
Officer Randolph Moore
Detective Larry Thomas
Officer Gregory Chaney
Officer Nicholas Decutiis
Officer Julius Cook
Investigator Anthony Patterson
Officer Jose Magana
Investigator Robert Alder

Fourth District

Officer Patrick Goodwin

Detective Caesar Casiano
Officer Michael L. Pratt

Fifth District

Officer Richard Merritt
Officer William Hackney
Officer Emanuel Smith
Officer Tommy Reed
Officer Terrence Liddell
Officer Brett D. Smith

Seventh District

Sergeant Thomas McCaffrey
Officer Todd Sporn
Officer Mary Turner
Officer Julius Seawright
Officer Phillip McNichol
Officer Tommy Miller
Officer Eric Wheeler
Officer Ralph A. Richardson
Officer Seth Holmes
Officer Richard Moats
Officer Dwayne Mitchell
Officer Michael Tuz
Officer Linda King
Officer Vernon Young
Officer Timothy McGuire
Officer Thurman Stallings

Special Operations Division

Officer Edward J. Turner
Officer Joseph J. Welsh
Officer Anthony Robinson
Officer Jocelyn R. McFadden
Officer John F. Maloney
Officer John P. Reese
Officer Robert F. Atcheson

Criminal Investigations Division

Detective Willie J. Wade
Detective Donnie Randall

Narcotics and Special Investigations Division

Officer Tyrone R. Evans
Detective Mark Gilkey
Investigator Allen Larman
Detective Gerald Robertson
Investigator George Darley
Investigator Ralph Wax
Investigator Dean Welch

Internal Affairs Division

Sergeant Wade J. Sovonick
Sergeant Eugene M. Couser

Identification and Records Division

Mr. Darryl Linville

Rapid Deployment Unit

Officer Jason White

★ OUTSTANDING ★ PERFORMANCE AWARD

First District

Ms. Josie Wade
Ms. Mary Pringle
Ms. Sheila Leach
Ms. Juanita Dew
Ms. Mary Butler
Ms. Jackie Fowler

Fourth District

Ms. Yvonne Prillman
Ms. Martha Howard

Seventh District

Ms. Hattie McDuffie

Narcotics and Special Investigations Division

Ms. Geraldine Davis
Ms. Rebecca Nelson

Office of Finance and Resource Management

Ms. Myrtle Davis
Ms. Dureen E. Butler
Ms. Barbara D. Jumper
Ms. Patricia Bell
Ms. Delores I. Delaney
Ms. Janice H. Coles
Ms. Addie James
Ms. Carnelia Austin

Training Division

Mr. Fitz L. Evans
Ms. Betty A. Bennett
Ms. Barbara J. Whitley

Data Processing Division

Ms. Thelma L. James
Mr. Lonnie Lovely
Ms. Margrit Wiebach
Ms. Loretha A. Martin
Ms. Leslie P. Fleming
Ms. Patricia Brown
Ms. Norma S. Jenkins

Communications Division

Mr. Petronilo A. Abiera
Ms. Barbara J. Hammett
Mr. Karl Millard
Mr. Steven C. Neill
Mr. Alton Gadsden
Ms. Alice D. Anderson
Mr. Wayne O. Griffith
Mr. Alex J. Martinez
Mr. Jack L. Kummer

Ms. Ruth A. Brown
Mr. Sam J. Edwards

Property Division

Ms. Mary Peeler
Ms. Beverly D. Gillespie
Mr. Eric Davis
Mr. William T. Barnes
Mr. Mark J. Roy
Ms. Sandra Small
Ms. Beverly A. Campbell
Mr. Hugh Steele
Mr. James T. Jeter
Ms. Warrenetta T. Hawkins
Ms. Joyce E. Powell

Public Information Office

Ms. Barbara J. Gooding

★ CHAMPS OFFICER OF THE MONTH ★ HONOREES

January

Officer Ronzell Baker
Officer Richard Merritt
Officer Darlene Bratcher
Officer Gary Durand
Officer Kenneth J. Leshner
Officer George Klein
Officer Charles Driver

February

Officer James Baker
Officer Robert Jones
Officer Teya Warren
Officer Aundre Singleton
Officer James Effler
Officer Mark A. Dimiduk
Officer Shay C. Mattera
Officer Anthony Allen
Officer Stephen W. Chase
Officer William Farr

March

Officer Julius Seawright
Officer Regis Bryant
Officer Juan Davila
Officer Kenneth Carter
Officer Ronzell Baker
Officer Melva Spencer-Dallas
Officer Brett D. Smith
Officer James Munsey
Officer Eldorado Mills
Officer Dorian DeSantis
Officer John Holloway

April

Officer John Felenchak
Officer John Picciano
Officer Michael Murphy
Officer Timothy McGuire
Officer Michael Halstead
Officer Scott Brown
Officer David Brock
Officer James King
Officer William Suter
Officer Scott D. Speaker
Officer Dan Lewis

May

Officer Robert Saunders
Officer Linda Day
Officer Warren E. Frye
Officer Joseph E. Murphy
Officer George Klein
Officer Demetrius Givens
Officer Timothy L. Haselden
Officer Mary Turner
Officer Karelton B. Skipper
Officer Rafael Ortiz-Pilot

June

Officer Lamont Baxter
Officer Kenneth Arrington
Officer Deryl Johnson
Officer James Liberty
Officer Johnnie Toler
Officer Isaias Cunningham
Officer Alfred Austin-Braxton
Officer Paul Carter
Officer Thomas Webb

Officer Albert Lorraine
MPO Kenneth Stewart
MPO Renee Washington

July

Officer Charles Forbes
Officer Robert Anderson
Officer Stephen Giannini
Officer Scott Dignan
Officer Antoine Weston
Officer Henry Gerald
Officer Paula Napper-Cooper
Officer Thomas Hart
Officer Michael Bryant
Officer Edward Martinez
Officer Tony Hecht

September

Officer Myron A. Chase
Officer Dan Lewis
Officer Eddie Soto
Officer Stephen B. Keim
Officer John Diehl
Officer Kenneth Casey
Officer Deanna Campbell
Officer Antonio Wingo
Officer Frank Strother
Officer John Felenchak
Officer Arnita Briggs
Officer Vernon Gudger
Officer David R. Moseley
Officer John Diehl
Officer Rick Murray
Officer Kenneth Shaw
MPO Neal Gasser

October

Officer Elisa Brown
Officer Alan A. Exum
Officer Roberto Corchado
Officer Kim Marshall
Officer Justine Tolson
Officer Ernest Grant
Officer Mark Reid
Officer Jacob Kishter
Officer Marc Wilkins
Officer Synthia K. Brown

November

Officer William Chapman
Officer George Ellison
Officer Cora Clark
Officer Linda Gilmore
Officer Diane Gilmore
Officer Kenneth Shaw
Officer Norma Horne
Officer Michael Fedrick
Officer William Suter
Officer Lenora Armstead
Officer John Brown

★ CITIZEN AWARD ★

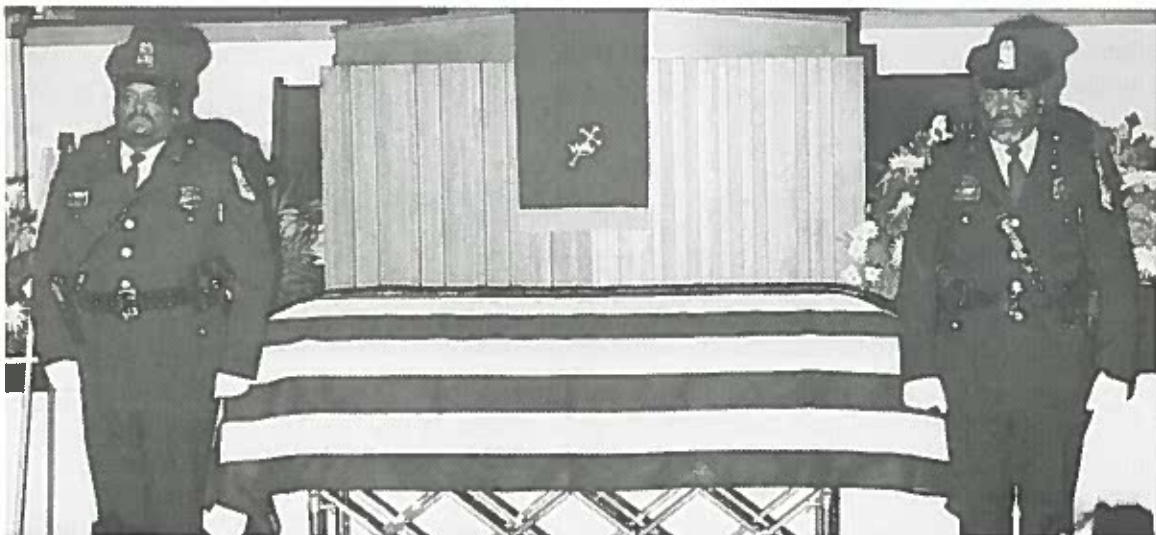
Ms. Sally Wood
Mrs. Marta Cardona
SPO Michael Henson
Mr. Alexander Frediani
Mr. Luis Cardona
Mr. Guy L. Blocker
Mr. Craig Bernstein

In Memory Of

Officer Jason E. White

1968 to 1993

Whose Courage
and
Commitment
Will Inspire Us
In Guarding
Our Community



No Greater Love

Police Officers who have unselfishly given their lives in the performance of their duty

Doyle, Francis M.	Dec. 29, 1871	Bauer, Frederick W.	June 6, 1930	Handwerk, Robert D.	Jan. 24, 1964
Fowler, John H.	Sept. 9, 1884	Scoville, Frank J.	Sept. 24, 1930	Donovan, Martin I.	July 9, 1964
Passau, Fritz	May 17, 1889	Taylor, Jessie L.	May 17, 1931	Willis, Marcus P.	Dec. 27, 1965
Crippen, Americus N	Nov. 5, 1889	Poole, Charles D.	Aug. 4, 1931	Stocker, Marvin L.	Mar. 23, 1966
Constantine, Adolphus C.	Sept. 10, 1891	Gelhar, Arthur H.	Aug. 8, 1931	Ponton, Russell W.	May 2, 1967
Slack, Junius B.	Nov. 27, 1891	Swanson, Elmer A.	July 6, 1932	Silva, Gilbert M.	Nov. 25, 1967
Smith, John J.	July 7, 1904	Shinault, George D.	Aug. 14, 1932	Dorsey, Lawrence L.	Feb. 2, 1968
Yetton, William E.	Nov. 9, 1908	Sinclair, Raymond V.	Dec. 28, 1934	Williams, Eugene I.	Feb. 27, 1968
Mathews, William H.	Mar. 5, 1909	Nussbaum, Frank L.	Feb. 16, 1936	Williams, Stephen A.	July 2, 1968
Gawen, Willie R.	Mar. 2, 1915	Jones, Paul W.	Mar. 15, 1936	Ivery, Willie C.	Nov. 15, 1968
Conrad, John A.	May 21, 1918	Wessells, Ernest T.	Apr. 23, 1938	Cody, Michael J.	July 14, 1969
Dunigan, David T.	May 21, 1918	Conklin, Richard T.	June 5, 1938	Hawfield, David C.	July 14, 1969
Kidwell, Lester M.	July 11, 1918	Grant, Raymond E.	Aug. 14, 1939	Nairn, Allan L.	Nov. 30, 1969
Wilson, Harry	July 21, 1919	Davis, Robert W.	Jan. 1, 1940	Rose, David H.	Feb. 20, 1971
Armstrong, James E.	Dec. 20, 1919	Cummins Jr., Charles F.	June 12, 1940	Fisher, Glenn P.	Mar. 10, 1971
McKimmie, Oscar A.	Jan. 17, 1920	Blackwell, Otho L.	June 13, 1940	Young, Jerard F.	May 21, 1971
Bradley, Preston E.	Feb. 21, 1921	Gaile, Uel M.	Aug. 19, 1940	Sigmon, William L.	May 25, 1971
Hayden, Samuel C.	Feb. 27, 1921	Rosenberg, Irving	Feb. 15, 1942	Harwood, Dana E.	Sept. 25, 1972
Chinn, George D.	Oct. 20, 1921	Johnston, Charles R.	May 9, 1943	Hassell, Ronnie W.	Dec. 2, 1972
Keleher, Edmund P.	Jan. 10, 1922	Weston Jr., William J.	Mar. 5, 1945	Jones Jr., George D.	Mar. 24, 1973
Strange, Frederick G.	Feb. 28, 1923	Downs, Donald W.	Sept. 1, 1946	Cobb, Gail A.	Sept. 20, 1974
Purcell, John	Oct. 17, 1923	Hamilton, Harry E.	Nov. 1, 1946	Acri, Michael J.	Oct. 16, 1976
Leisinger, Raymond C.	Aug. 28, 1924	Taylor, Richard H.	Dec. 13, 1946	Wilson, Bruce W.	Apr. 26, 1977
Koontz, Claude C.	Nov. 30, 1925	Estes, Hubert W.	May 16, 1947	Carr, Bernis	Feb. 16, 1978
Skinner, Earl A.	June 9, 1926	Donoghue, Mortimer P.	Sept. 15, 1948	Giguere, Richard F.	June 6, 1979
Busch, Leo W. K.	Sept. 28, 1926	Beacham, Grady A.	Dec. 2, 1948	Jackson, Alfred V.	June 6, 1979
Helm, James G.	Feb. 11, 1928	Cassels, George W.	July 12, 1953	Snyder, Arthur P.	Feb. 12, 1980
Rupe, Claude O.	Oct. 14, 1928	Meyers, Lester G.	Nov. 13, 1958	Luning, Gary D.	Sept. 14, 1982
McAuliffe, John F.	Jan. 21, 1929	Shelton, Harold K.	May 3, 1959	Best, Robert K.	Dec. 15, 1982
Buchanan, William S.	Apr. 18, 1929	Brereton, Donald	Jan. 7, 1960	Mumford, Raymond E.	Mar. 11, 1983
McDonald, Harry J.	July 22, 1929	Dodson, Terrell M.	Apr. 17, 1960	Cournoyer, Joseph M.	Jan. 29, 1985
Alexander, Edgar P.	Nov. 16, 1929	Hunter, Elmer L.	Mar. 20, 1963	Welsh, Kevin	Aug. 4, 1986
Kaylor, Rose H.	Dec. 10, 1929	Higgenbotham, David C.	Dec. 7, 1963	Remington, Robert	May 19, 1987
				and White, Jason E.	Dec. 30, 1993

The Executive Staff

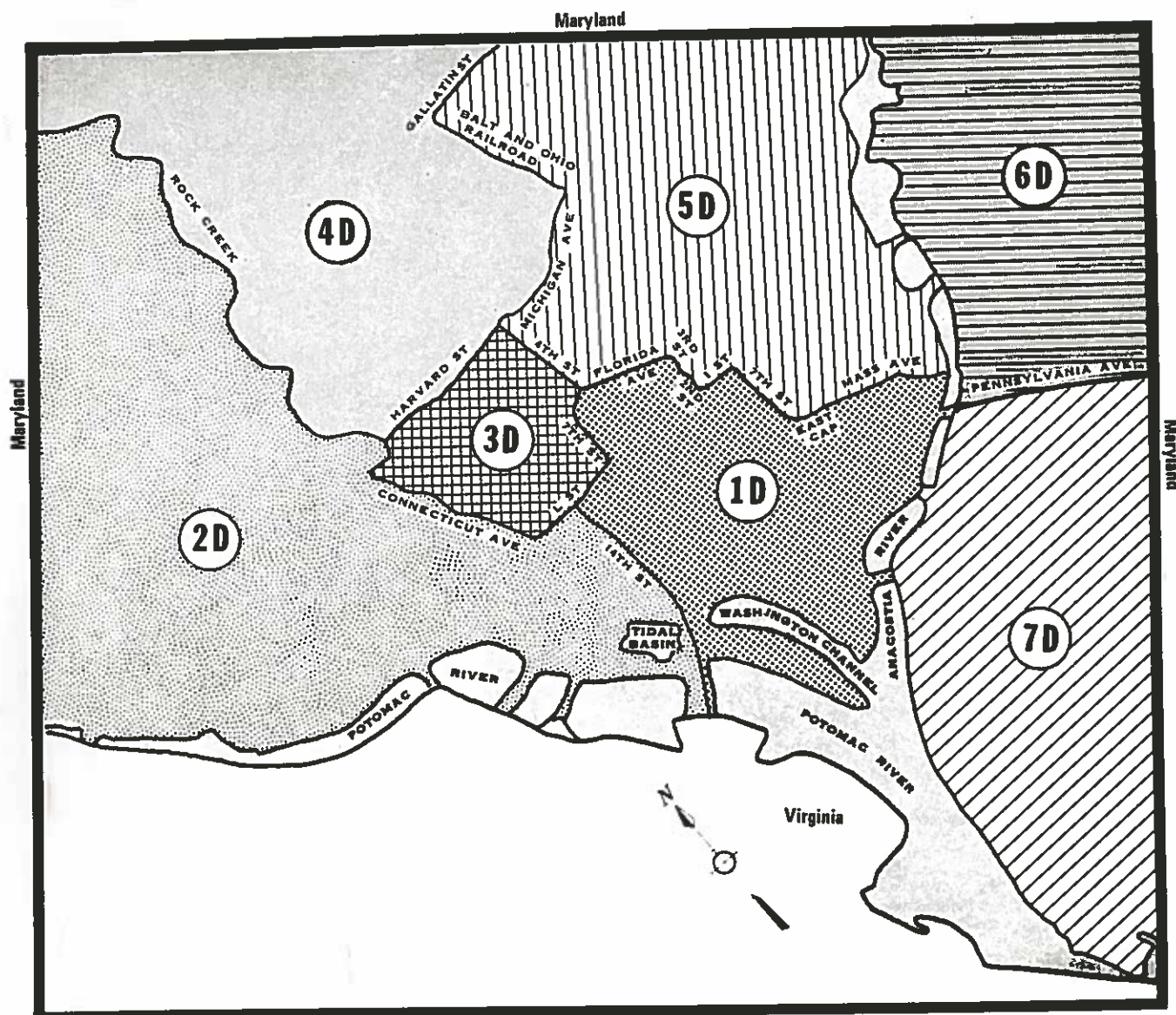


Chief of Police, Fred Thomas, and the Executive Staff of Assistant Chiefs (AC) and the General Counsel confer.



L to R: AC William B. Sarvis, Jr., Management Services Officer; AC Roland W. Perry, Investigative Services Officer; General Counsel Vernon Gill, Esq; Chief Thomas, AC Richard J. Pennington, Patrol Services Officer; AC Max J. Krupo, Technical Services Officer; and AC William White III, Administrative Services Officer.

Washington, D.C. by Police Districts



POLICE DISTRICT	LOCATION	DISTRICT COMMANDER	TELEPHONE
First District Substation	415 4th Street, S.W. 500 E Street, S.E.	Inspector Robert Gales	727-4655 727-4660
Second District	3320 Idaho Avenue, N.W.	Inspector Kenneth L. Hutson	282-0070
Third District	1620 V Street, N.W.	Inspector Charles Collins, Jr.	673-6930
Fourth District	6001 Georgia Avenue, N.W.	Inspector Robert C. White	576-6745
Fifth District	1805 Bladensburg Road, N.E.	Inspector Claude J. Beheler	727-4510
Sixth District	100 42nd Street, N.E.	Inspector Jacqueline Simms	727-4520
Seventh District	2455 Alabama Avenue, S.E.	Inspector Winston Robinson, Jr.	645-0011