

OFFICE OF INDEPENDENT POLICE MONITOR  
**CITY OF NEW ORLEANS**



SUSAN HUTSON  
INDEPENDENT POLICE MONITOR

November 11, 2020

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RE: Office of the Independent Police Monitor Findings of the New Orleans Police Department's "BWC Exists" Audit of Body Worn Camera Compliance

Dear Superintendent Ferguson, Deputy Superintendent Westbrook and Deputy Superintendent Sandifer:

The Office of the Independent Police Monitor (OIPM) is an independent branch of city government responsible for providing oversight to the New Orleans Police Department (NOPD). The OIPM provides transparent assessments of the NOPD's work, progress, and obstacles. Based on those assessments, the OIPM provides the NOPD with detailed recommendations on policy, practice, and how to become or remain compliant with the Federal Consent Decree. Most importantly, at the center of the OIPM's work is the community. The OIPM is responsible for issuing public reports to the people of New Orleans and the NOPD regarding the state of policing in New Orleans. This report is one such example and is created in conformity with the Memorandum of Understanding between the NOPD and the IPM executed on November 10, 2010; as well as being consistent with La. R.S. § 40:2531 Chapter 25 and Municipal Code of Ordinances, Part II, Chapter 2, Article XII Section 2-1121. Additionally, this report assists the NOPD with fulfilling public reporting requirements under Paragraphs 427 – 429 of Section XVIII: Transparency and Oversight of the Federal Consent Decree.

**I. Executive Summary**

The New Orleans Office of the Independent Police Monitor (OIPM) conducted an audit of the New Orleans Police Department's (NOPD) self-administered review of officer adherence to body worn camera (BWC) policy. The OIPM thanks the NOPD for its assistance, dialogue and cooperation in conducting this audit. The NOPD review was originally completed in 2017, during the tenure of Superintendent Michael Harrison. OIPM originally began its review as a part of the OIPM's 2017 Annual Report. At that time, NOPD requested that OIPM work with NOPD to review the audit further, thus this report was born. NOPD refers to this review as "BWC Exists" because it attempts to establish the percentage of police interactions for which the officers present activated their body worn camera for any amount of time. According to the parameters of the audit, "BWC Exists" does not answer whether: (1) officers activated their camera at the appropriate time; (2) deactivated the camera at the appropriate time; (3) if there were breaks in recordings and/or the appropriateness of such recording lapses; and



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(4) if the officers behaved in a manner that is consistent with NOPD policy while BWC was recording, i.e. were courteous, constitutional, and/or professional throughout the interaction.

The OIPM's audit found that NOPD's "BWC Exists" report contained deficiencies which produced data that was not reliable or reproducible. These deficiencies were immediately reported to the relevant leadership at NOPD. The NOPD advised that these inconsistent findings are largely attributed to a single NOPD compliance staff member. According to the NOPD, this employee's audit was determined to be inaccurate and all resulting work and analysis was subsequently discredited and removed. Even with that response, the NOPD is still responsible for the erroneous results of this employee, for failing to previously catch the inaccuracies through peer reviews or other checks in the "BWC Exist" methodology, and the dissemination of inaccurate information to the public regarding BWC compliance. As of the issuing of this letter, the NOPD has not articulated: (1) where these erroneous results were reported; (2) if other reports are affected by the discredited data; (3) how other reports may have been affected; and (4) what steps the NOPD is taking to rectify those reports.

In the course of the OIPM's audit, the NOPD expressed agreement that the "BWC Exists" methodology is imperfect and stressed that it has not been used since 2017. NOPD has implemented several newer methodologies since then, including "BWC Complete". "BWC Complete" and newer audit methods purportedly address the shortcomings listed above regarding the parameters of "BWC Exists."

Once the magnitude of the discredited data in the "BWC Exists" report was determined, the OIPM and the NOPD agreed to cease the audit of "BWC Exists" and instead conduct a secondary audit of the NOPD's current BWC adherence methodology.

Although the methodology of "BWC Exists" was ultimately abandoned, initial results suggest there would not have been a very large difference between the overall "existing video rates" between OIPM and NOPD. Examining the only three districts audited, OIPM found that officers turned on their BWC in 94.5% of the instances when "BWC Exists" requires BWC to be recording. NOPD's findings were slightly higher at 98.9%.

Although the goal is to measure officer adherence to BWC policy, OIPM does not believe the results reported by "BWC Exists" can be used synonymously with BWC adherence for the reasons listed above. Critically, the "BWC Exists" methodology, as defined by NOPD, accepts BWC footage where officers activate their BWC late – after an interaction with a member of the public has already begun or, in some instances, ended. During the audit process, OIPM found several instances of what OIPM considers to be incomplete footage. For this reason, the OIPM determined the results of "BWC Exists" overestimates NOPD adherence to BWC policy.

OIPM appreciates the cooperation of the current NOPD administration in this audit and report which were commenced prior to their appointment. The NOPD was helpful and engaged throughout this process. The OIPM looks forward to continuing this work with NOPD and reaching more definitive conclusions through the follow-up BWC review and other audits.

## II. Background

NOPD instated mandatory body worn cameras for all field officers in April 2014. In New Orleans, between 2014 and 2015, there was a rise in both use of force and complaints. But since 2015, force and complaints have declined. The NOPD has suggested a factor in the decline is the use of the body worn cameras and the increased scrutiny and oversight these cameras provide leadership. Studies in other parts of the country have yielded<sup>1</sup> mixed<sup>2</sup> results in terms of the impact that BWCs have on policing outcomes. One conclusion drawn from the use of BWC in New Orleans and across the country is that the effect of BWC on policing is dependent

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<sup>1</sup> [https://bwc.thelab.dc.gov/TheLabDC\\_MPD\\_BWC\\_Working\\_Paper\\_10.20.17.pdf](https://bwc.thelab.dc.gov/TheLabDC_MPD_BWC_Working_Paper_10.20.17.pdf)

<sup>2</sup> <https://cops.usdoj.gov/RIC/Publications/cops-p289-pub.pdf>



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on and maximized when there are clear policies for BWC usage and a process of oversight to ensure required officers adhere to the policy.<sup>3</sup>

The NOPD last updated the thirteen (13) page policy regarding BWC in 2019.<sup>4</sup> The policy requires officers to activate their cameras in a wide range of situations including: traffic stops, suspicious vehicles, use of force, pedestrian stops, domestic violence calls and responses, SWAT rolls, and all calls for service.

When auditing BWC adherence, the audit must first determine how many times and when the officer should activate the BWC. Determining how many times an officer in the field should activate their BWC is a tough question to answer because it requires the auditor to combine information from several different sources and the policy leaves some aspects of this open for interpretation. In order to audit officer compliance with BWC, the NOPD began using a review process: "BWC Exists." The NOPD utilized BWC Exists from May 2015 through March 2017. The audit method of "BWC Exists" uncovered that it is significantly easier to locate footage for a given officer on a particular day; but, there is difficulty determining what incident the footage is capturing, if the BWC was activated or deactivated at the appropriate time, or how to track and respond if the footage shows the officer acting in a manner that is inconsistent with NOPD policy, unprofessional, unconstitutional, or otherwise problematic. As a result of some of those challenges, a more comprehensive approach called "BWC Complete" was developed and was utilized by NOPD to audit BWC usage in many of its audits. OIPM has not yet been able to independently audit "BWC Complete" or any other NOPD practice for monitoring BWC adherence.

This report is the result of OIPM's audit of the NOPD's "BWC Exists" report only. OIPM has several goals in auditing "BWC Exists" and those goals include:

- Assess the extent to which NOPD has developed accurate and reproducible self-reporting on body worn camera adherence.
- Replicate the methodology used and produce independent results.
- Make recommendations to existing methodologies and develop a new one, if necessary.
- Fulfill Section 2-1121 (16) of the Police Monitor's Ordinance by producing "reports relating to policy and training recommendations, matters of significant public interest, or other concerns..."<sup>5</sup>

### III. "BWC Exists" Methodology

The foundation of BWC Exists is an NOPD form called a "trip sheet." Trip sheets utilized during the BWC Exists audit are physical pieces of paper that officers individually complete as they move from location to location throughout the day. In "BWC Exists," the auditor selects a day of each month and collects the trip sheets for all officers working that day. There is no sampling for the officers working that day. Every officer is scored.

With the universe of officers working that day, the next step is to calculate the number of trip sheet entries that required a BWC to be activated. Each trip sheet entry corresponds to at least one police record which can be used to match BWC footage stored in the cloud on Evidence.com. With these two values, a ratio for each officer can be calculated as follows:

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<sup>3</sup> <https://www.urban.org/research/publication/activation-body-worn-cameras-variation-officer-over-time-and-policing-activity>

<sup>4</sup> [https://www.nola.gov/getattachment/NOPD/Policies/Chapter-41-3-10-Body-Worn-Camera-\(4\).pdf/](https://www.nola.gov/getattachment/NOPD/Policies/Chapter-41-3-10-Body-Worn-Camera-(4).pdf/)

<sup>5</sup> Article XIV, Section 2-112(16) of the Code of Ordinances for the City of New Orleans.



$$\text{Existing BWC percent} = \frac{\text{Num required BWC found on Evidence.com}}{\text{Num BWC required based on trip sheet}} \times 100$$

FIGURE 1: EXISTING BWC PERCENT CALCULATION

OIPM refers to this ratio as the “Existing BWC percent.” However, because this number does not provide any clarity about whether the officer fully complied with NOPD policy regarding the activation and deactivation of the BWC at the appropriate times, it cannot be used interchangeably with the desired metric: BWC adherence percent. Specifically, “Existing BWC percent” does not capture whether the BWC was activated for the appropriate duration to ensure the footage is capturing the entirety of the police response. One challenge to this is that multiple footage segments for one interaction are generally allowed and this makes it difficult to determine if critical aspects of the police response were captured by the BWC.

A detailed description of the review process that OIPM used to conduct this audit can be found in Appendix A. The remainder of this section provides commentary about several important considerations of the “BWC Exists” methodology.

**a. Sampling**

While “BWC Exists” was utilized, NOPD conducted the “BWC Exists” review once a month. Appendix B provides the list of days “BWC Exists” was conducted. These dates were not selected randomly. First, the auditor eliminated all Saturdays and Sundays from review. Other rules concerning dates to be reviewed are not as clear; but special consideration was given to holidays and other public events in the city.

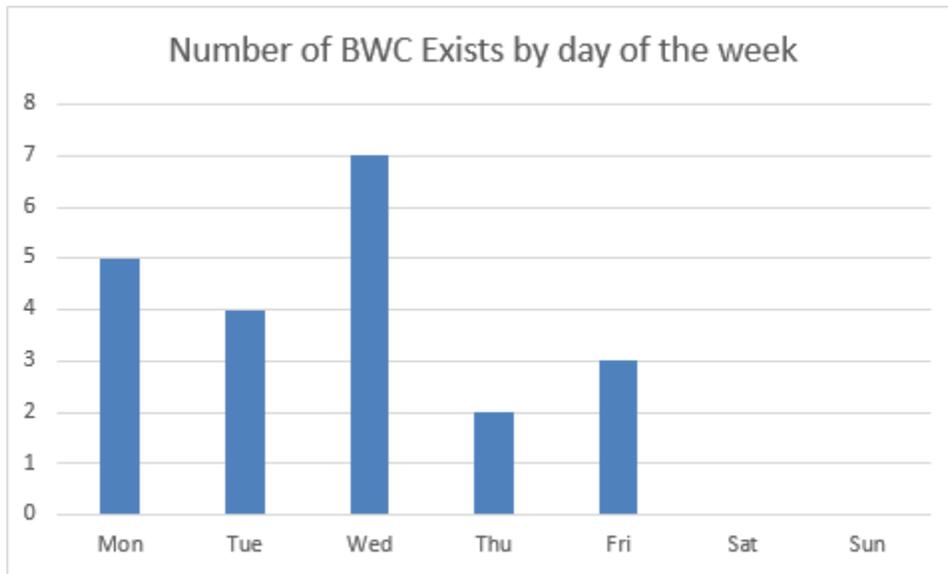


FIGURE 2: NUMBER OF BWC EXISTS CONDUCTED BY DAY OF WEEK



The preference shown towards dates to review BWC adherence can influence the integrity and strength of the audit. The OIPM position is that human intervention in the sampling process can introduce bias in the results. In order to strengthen the audit process and ensure impartiality in the results, the OIPM would recommend the use of fully random sampling.

Recommendation 1: Increase the usage of random sampling and reduce human intervention.

**b. Reading trip sheets**

The NOPD utilizes trip sheets in order to monitor and account for an officer's activity throughout a shift. A trip sheet is an activity log. The officer completes the trip sheet with information about his/her locations, including the signal the officer is responding to, and the police record number (Item Number) for the incident, and the ultimate disposition. Despite being somewhat standardized, interpreting trip sheets takes practice and NOPD describes the process as an "art." Individual officers, platoons, and police district, all have their own idiosyncrasies in how they fill out a trip sheet. OIPM notes there is an amount of subjectivity in coding trip sheet results and for this reason, and the inconsistencies that can result in subsequent audits and monitoring, the OIPM recommends the NOPD adopt consistent guidelines regarding these subjective measures.

Recommendation 2: Create and disseminate consistent guidelines for how to code subjective measures in BWC compliance. This will provide more consistency across reviewers and make reproduction of relevant audits easier.

Date	Time	Location	Item #	Signal	Disposition	Remarks
02/03/17	06:00	501 N. Rampart	695	B77	D-5	B.E. O-D
02/03/17	06:00	501 N. Rampart	849	BVC	D-5	ARMED W/PIST
02/03/17	06:00	501 N. Rampart	850	BVC	D-5	ARMED W/PIST
02/03/17	06:00	204 Canal	717	174	D-5	MINI TRUCK
02/03/17	06:00	501 N. Rampart	105	174	D-5	CHURN FROM D-44
02/03/17	06:00	1145 N. Tulane	120	220	D-5	ARMED W/PIST
02/03/17	06:00	501 N. Rampart	100	208	D-5	ASSISTED 121 CTRIC
02/03/17	06:00	2536 Canal	217	221	D-5	ARMED W/PIST
02/03/17	06:00	501 N. Rampart	200	200	D-5	W/IL HANDLE BY INCIDENT
02/03/17	06:00	501 N. Rampart	500	10-3	D-5	ARMED W/PIST
02/03/17	06:00	501 N. Rampart	500	10-3	D-5	to CDD

FIGURE 3: SAMPLE TRIP SHEET WITH OFFICER INFORMATION REMOVED

**IV. Audit Results**

The primary metric derived by "BWC Exists" is the "Existing BWC percent." Below the OIPM provides both the OIPM findings for NOPD's "Existing BWC percent," but OIPM strove to provide a score for the quality of NOPD's original review itself.



**V. Audit Quality**

After replicating the audit for each officer, OIPM compared its results to the results the NOPD produced. If the review completed was considered perfect, there would be an exact 1-to-1 relationship between trip sheets and NOPD scores. This means that: (1) NOPD should have scores for all trip sheets; and (2) there should be a trip sheet corresponding to each score. When OIPM conducted the review of the “BWC Exists” audit, OIPM observed that NOPD frequently had scores for officers for which no trip sheet exists and, conversely, there were trip sheets that NOPD never scored.

A simple metric for the quality of NOPD’s review can be calculated as the “data corruption rate,” equal to:

$$(\text{number of missing score} + \text{number of extra scores}) / \text{number of expected scores}$$

For the three districts audited, the average data corruption score is 63.7% (64% rounding up). This means that if there were 100 trip sheets, we would only expect NOPD to score 36 of them correctly because 64% of them would be inaccurate.

	1st District	6th District	8th District
Reviewed by unreliable auditor	Yes	No	Yes
Number of trip sheets	39	39	46
Number officers missing scores in NOPD results	3	5	27
Number of officers with scores in NOPD results but without trip sheets	20	0	24
Data corruption rate (num missing + num extra / num trip sheets)	59.0% (23 / 39)	12.8% (5 / 39)	110.9% (51 / 46)

TABLE 1: AUDIT QUALITY SCORES BY DISTRICT

**a. Mistakes by a single NOPD employee compromises outcome of “BWC Exists” audit**

After OIPM had completed the audit of a small number of districts, OIPM representatives met with the NOPD to review initial results. During the third meeting of this kind, the lack of audit quality became apparent. It was discovered that a single former NOPD employee, who had been one of the primary reviewers of “BWC Exists,” was identified as the source of the inconsistencies. This employee’s work had gone into four (4) of the ten (10) audits of NOPD districts and / or divisions and those audit results contained multiple inaccuracies. The data corruption score for the districts this employee worked on was 87.1%.

Following the discovery of these discrepancies, the NOPD provided limited details about an employee whose employment was terminated before the OIPM audit began. For this reason, a joint decision was made to stop the audit of “BWC Exists” and move onto the audit of current BWC adherence review methodology.

The NOPD explained to OIPM that upon making this discovery, the NOPD added peer-reviews to all their review processes to provide quality checks and ensure this kind of mistake would not happen in an NOPD audit again. OIPM looks forward to validating these comments.



At this time, OIPM raised the following questions for NOPD:

- Where were these erroneous results reported?
- Who was the audience of the past reports and were those audiences informed of the erroneous results?
- What other deliverables produced by the Professional Standards and Accountability Bureau were affected (if any)?
- Were other NOPD reports affected by the discredited data?
- How many other reports may have been affected?
- Were other “BWC Exists” audits affected?
- What steps the NOPD is taking and has taken to rectify those reports and / or audits?
- Is there internal documentation of the unreliable employee's performance during his/her tenure?
- Is the supervision of this former employee being reviewed?

In the coming months, OIPM seeks to work with NOPD leadership to answer these questions and will add this information into a report addendum.

**b. “Existing BWC” Percent**

As discussed in the OIPM comments on the “BWC Exists” methodology, the methodology was not designed to detect instances where officers activated the BWC late or after the incident was concluded. In order to detect these incidents in an efficient manner, an OIPM representative watched all BWC footage with the duration of two (2) minutes or less that corresponded to a trip sheet entry longer than ten (10) minutes. The intent was to identify if the BWC footage of two (2) minutes or less adequately captured the police response in accordance with NOPD policy. OIPM found examples of when the BWC footage appeared to be shorter than the police response or interaction. This means the BWC was activated after the interaction / incident began or was deactivated before the interaction / incident ended. Below are some examples the OIPM considered to be problematic:

- C-08343-17: The officer activated his camera very briefly after already getting out of the car and back in. His partner can be heard saying: “turn your camera on” at the end of their response.
- C-08933-17: The officer is heard telling another officer that they both should have activated their cameras at 0:30 of the footage. This appears to be five (5) minutes after arriving on scene, after this officer had gotten out of the car. *OIPM will note that one of the involved officers in this example was later investigated in relation to the Unity One pursuit, which also included allegations of failure to activate BWC.*
- C-09127-17: Begins with the officer already on scene and the officer can be heard saying: “Oops” right as video begins, indicating that the officer had forgotten to activate his BWC earlier.

OIPM highlights these incidents as examples of why the “BWC Exist” audit was not an accurate measure of BWC compliance.

As previously stated, OIPM did not complete its audit of “BWC Exists.” Based on the audits that OIPM did complete, the OIPM and NOPD scores do not differ significantly.



OIPM reached a score of 94.5% while the NOPD reached a score of 98.9% for the First (1<sup>st</sup>), Sixth (6<sup>th</sup>), and Eighth (8<sup>th</sup>) Districts. The NOPD's score for all districts is 97.9%. A full breakdown is below:

	1 <sup>st</sup> District	6 <sup>th</sup> District	8 <sup>th</sup> District	Combined 1 <sup>st</sup> , 6 <sup>th</sup> , and 8 <sup>th</sup>	All districts
<b>OIPM adherence score</b>	96.8% (149 of 154)	92.7% (178 of 192)	94.6% (139 of 147)	94.5% (466 of 493)	Not computed
<b>NOPD adherence score</b>	99.2% (244 of 246)	98.3% (182 of 185)	99.3% (139 of 140)	98.9% (565 of 571)	97.9% (1429 of 1459)

TABLE 2: EXISTING BWC PERCENT RESULTS

## VI. Recommendations

Upon completion of the OIPM audit of the “BWC Exists,” the OIPM identified different areas where there may be improvements to the way the NOPD monitors BWC compliance. Included below is a list of recommendations. These recommendations include the two recommendations already put forth in this report:

Recommendation 1: Increase the usage of random sampling and reduce human intervention.

Recommendation 2: Create and disseminate consistent guidelines for how to code subjective measures in BWC compliance. This will provide more consistency across reviewers and make reproduction of relevant audits easier.

Recommendation 3: OIPM recommends the NOPD review the BWC policy on a yearly basis to ensure it is responsive and relevant. OIPM notes that the current BWC policy had not been updated for three years, but was updated after OIPM provided the draft of this report to NOPD in 2019.

Recommendation 4: Provide more clarity in both policy and training regarding:

- When the BWC should be activated and deactivated
- If and when officers should activate and deactivate BWC in hospital and other medical settings (the policy was updated after OIPM provided the draft of this report to NOPD in 2019)
- If and when officers should activate and deactivate BWC during strip and cavity searches (not updated in the 2019 policy)

Recommendation 5: NOPD should reexamine the current policy regarding when officers are required to wear BWC including:

- Officers participating in secondary employment in uniform. Currently, officers are not required to wear BWC during secondary employment, but there are still allegations of misconduct and it is still possible for an officer to be involved in a use of force incident or other responses that would benefit from being captured (not updated in the 2019 policy).
- PIB officers conducting force investigations on scene. The OIPM notes that PIB officers are conducting policing activities on the scene that should be recorded, including canvassing, apprehending and arrested civilians, and collecting evidence (not updated in the 2019 policy).
- Detectives executing search warrants. Due to misconduct allegations arising out of the execution of search warrants, OIPM recommends the NOPD reconsider the policy regarding BWC assignments for detectives when they are executing search warrants (not updated in the 2019 policy).



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Recommendation 6: Peer reviews should be part of all internal NOPD reviews.

Recommendation 7: NOPD should widen the audit and review of BWC compliance to include the content of the footage to ensure officers are complying with all policy and legal requirements (recorded policing is legal, constitutional, and professional).

In the coming months, the OIPM will continue to work with the NOPD leadership and the Professional Standards and Accountability Bureau to determine if these recommendations can be adopted into NOPD policy and practice. The results of those conversations will be included in an addendum to this report. Recommendations made above may also be adopted in the 2020 OIPM Annual Report.

## **VII. Moving Forward**

First, the OIPM continues to request information from the NOPD about the documented work performance of the auditor responsible for the erroneous audit, whose employment was subsequently terminated. The OIPM seeks to review this documentation with the goal of identifying how supervision and monitoring improvements can ensure such unreliable audits are not conducted again and mistakes are caught earlier in a review process prior to being disseminated. OIPM has not yet received the requested information.

Moving forward, the OIPM will continue its review of the methodology NOPD uses currently to conduct BWC audits. OIPM will continue its efforts with a goal of releasing the follow-up report in 2021. NOPD advised that they are incorporating a more thorough review of BWC policy adherence in all of its audits, including the audit on Stop, Searches and Arrests.

As a next step and the result of this work, the OIPM will release recommended BWC review methodology in 2021. The recommendations regarding the review methodology for BWC compliance will include recommendations made from all OIPM audits of body-worn cameras.

The OIPM seeks to continue to work with NOPD leadership to ensure officers are compliant with BWC policy and practice and equipped with training regarding these policies so there is no confusion over BWC expectations. The goal is to keep the NOPD in compliance with the Federal Consent Decree requirements regarding BWC found in Section XI of the Regulations Governing the Implementation of the 2013 Federal Consent Decree and to ensure the NOPD adopts changes and updates to their policy and practice that will enable the NOPD to be in line with national best practices even after the Consent Decree ends.

Sincerely,



Susan Hutson  
Independent Police Monitor



## **Appendix A: OIPM's audit review process**

### Data sources

NOPD provided digital access to trip sheets, daily line ups, and the original scoring notes. OIPM has independent access to evidence.com. We do not have access to Computer Aided Dispatch (CAD). CAD was used by NOPD as an additional tool but was not considered part of their primary methodology.

### Date selection

NOPD provided the list of all dates that they conducted their original review (Appendix B). OIPM then selected the last full review that was completed to audit. The goal was to be commenting on the most recent results.

### Trip sheet validation

Before starting the audit, OIPM had to verify that it had received all the trip sheets for all officers working on the day of review. Daily line-ups were used for this purpose. They are management level records of roll calls for all officers working on a given day.

### Calculation of required number of BWC per trip sheet

Below is a rough process used for each trip sheet:

1. Eliminate entries from beginning and end of the day, like roll call and ending tour of duty.
2. Eliminate signals: 10-10, 10-40, and others that mean the officer was on break or not in service.
3. Eliminate signal 22, used when the officer never arrived on scene.
4. Look for transports to hospital or to lockup. Combine all rows to count for exactly one BWC entry since footage should not be cut in between.
5. Combine rows with the same item number, as appropriate based on time and location.
6. Combine multiple rows based on time, location, and notes on trip sheet that indicate they were all the same interaction.
7. Eliminate any other special types such as business checks and zone patrols.
8. The remaining rows should each correspond to one expected BWC entry.

### Calculation of number of BWC that exist

Evidence.com allows for OIPM to search for all footage matching a specific officer on a specified day. From there, footage can be matched to the trip sheet based on time and title. OIPM observed that officers frequently make typos when uploading videos to evidence.com, but the timestamps on the footage themselves are always the most reliable.

The most subjective part of OIPM's process was not part of the original NOPD review. This was the review and special attention to any BWC footage shorter than two (2) minutes in length but incident time elapsed according to the trip sheet was more than ten (10) minutes. The theory was that these recordings may be more likely to highlight when officers are failing to activate BWC in a timely manner in accordance with NOPD policy.



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**Appendix B: Dates NOPD conducted BWC Exists review**

Mon	Tue	Wed	Thu	Fri	Sat	Sun
5	4	7	2	3	0	0

2015	2016	2017
<ul style="list-style-type: none"> <li>• 5/13/2015: Wed</li> <li>• 6/12/2015: Fri</li> <li>• 7/8/2015: Wed</li> <li>• 8/6/2015: Thurs</li> <li>• 9/9/2015: Wed</li> <li>• 10/7/2015: Wed</li> <li>• 11/5/2015: Thurs</li> <li>• 12/4/2015: Fri</li> </ul>	<ul style="list-style-type: none"> <li>• 1/4/2016: Mon</li> <li>• 1/26/2016: Tues</li> <li>• 2/22/2016: Mon</li> <li>• 3/21/2016: Mon</li> <li>• 4/20/2016: Wed</li> <li>• 5/17/2016: Tues</li> <li>• 6/21/2016: Tues</li> <li>• 7/18/2016: Mon</li> <li>• 8/19/2016: Fri</li> <li>• 10/19/2016: Wed</li> <li>• 12/19/2016: Mon</li> </ul>	<ul style="list-style-type: none"> <li>• 3/8/2017: Wed</li> <li>• 3/21/2018: Tues (partial)</li> </ul>



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### **Appendix C: Relevant literature**

Body-Worn Cameras in Law Enforcement Agencies, 2016  
<https://www.bjs.gov/content/pub/pdf/bwclea16.pdf>

Evaluating the Effects of Police Body-Worn Cameras: A Randomized Controlled Trial  
[https://bwc.thelab.dc.gov/TheLabDC\\_MPD\\_BWC\\_Working\\_Paper\\_10.20.17.pdf](https://bwc.thelab.dc.gov/TheLabDC_MPD_BWC_Working_Paper_10.20.17.pdf)

Research on body-worn cameras  
<https://onlinelibrary.wiley.com/doi/10.1111/1745-9133.12412>

Police Officer Body-Worn Cameras: ASSESSING THE EVIDENCE  
<https://cops.usdoj.gov/RIC/Publications/cops-p289-pub.pdf>

Police Body-Worn Cameras Legislation Tracker  
<http://apps.urban.org/features/body-camera-update/>

Community Views of Milwaukee's Police Body-Worn Camera Program: Results from Three Waves of Community Survey  
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