



**BODY-WORN
CAMERA**
TRAINING & TECHNICAL ASSISTANCE

Overcoming the 'Big Brother' Fear for Officers and Deputies

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BWC Training and Technical Assistance Lead
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Inspector Dan Isgett, Berkeley County, SC Sheriff's Office

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Webinar Introduction

- ▶ **Introductions** – Dr. James R. “Chip” Coldren, Project Director
- ▶ **Overview**- Chief Harold Medlock
- ▶ **Lessons Learned**- Dr. James R. “Chip” Coldren, Project Director
- ▶ **Atlanta Police Department Experiences**- Major Leanne Browning
- ▶ **Berkeley County Sheriff’s Office Experiences**- Inspector Dan Isgett
- ▶ **Questions**- Chief Harold Medlock
- ▶ **Closing Remarks**- Dr. James R. “Chip” Coldren, Project Director



Webinar Overview and Logistics

- ▶ Webinar is recorded
- ▶ Questions
- ▶ Webinar evaluation
- ▶ Resources



'Big Brother' Fear Overview



Fayetteville Police Department
(ret.) and BWC Training and
Technical Assistance Lead



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Lessons Learned: Las Vegas Metropolitan Police Department



Dr. James R. "Chip" Coldren,
Project Director



Atlanta Police Department Experiences



Major Leanne Browning





Body Worn Cameras

Research and Field Testing



Policy

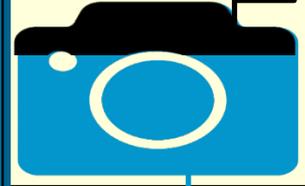
Training

Phased roll out of devices

Sharing of good news

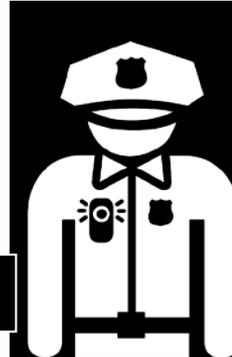
2018 City Audit of BWC

Critical Incidents missed



Internal Activation Audits

Change of disciplinary action



Berkeley County Sheriff's Office Experiences

Inspector Dan Isgett



Berkeley County Sheriff's Office

- ▶ 203 Sworn Deputies
- ▶ New Sheriff in 2015
- ▶ 10 in car cameras in 2015
- ▶ 0 BWCs in 2015
- ▶ Surrounding agencies had in-car cameras in operational vehicles for the past 15 years
- ▶ By 2017, over half of the sworn deputies were hired from other agencies that had in-car cameras and/or BWCs, all with different policies and cultures.



Culture

- ▶ Officers are aware of the culture of the agency before the BWCs. If the agency is known for aggressively looking for reasons to discipline personnel, it will be difficult to ease their fears regarding BWCs.
- ▶ If officers believe that the Command Staff is fair with officers, it helps ease their concerns.
- ▶ Because many deputies were from prior agencies that believed they could discipline their way to a successful agency, they were cautious of the BWCs.
- ▶ It is important for senior command to relay to line supervisors the purpose and goals of the BWC program.



Digital Evidence Unit

- ▶ Our in-car camera and BWCs unit (Digital Evidence Unit) reports to our CJIS compliance officer. He is the agency's I.T. Guy and reports directly to the Sheriff.
- ▶ The unit has never been in Internal Affairs (IA).
- ▶ The CJIS Compliance officer briefs division majors of any issues.



Tagging and Activation

- ▶ This was the biggest problem we have. Deputies did not have in car cameras in the past, and were not used to tagging.
- ▶ Secondary units and Sergeants were not activating their cameras, thinking only the primary unit needed to.
- ▶ Supervisors were not conducting reviews.
- ▶ Supervisors review use of force, complaints and pursuits, but were not taking the time to randomly check BWC footage as required.



Improving Buy-In

- ▶ Deputies who tested them were respected by their peers and had a positive attitude.
- ▶ Deputies and supervisors were engaged during the policy draft for real world input.
- ▶ Examples of the positive aspects were provided during initial training.
- ▶ Deputies were explained the “why” for many of the policy requirements.
- ▶ After three months of deployment, a meeting was held discussing issues with the implementation. Video clips were used to show the value of the cameras, officer-involved shooting, domestic violence evidence, and drug evidence.
- ▶ During complaints and IA investigations, deputies were explained how the videos exonerated them.
- ▶ BWC footage is reviewed with deputies with a training mindset when errors are noted.



Successes

- ▶ Officer involved shooting within first month resolved quickly.
- ▶ Several high profile uses of force incidents exonerated by BWC footage.
- ▶ Many IA cases that were not sustained in the past have now exonerated the deputy.
- ▶ Deputy talking a suicidal person off a bridge went viral on the internet.
- ▶ Deputy saving an infant's life was also captured on BWC and was heavily covered on the news and the internet.
- ▶ Awards and recommendations from BWC reviews.



Involvement in the Community

- ▶ Berkeley County is heavily involved in the community.
 - ▶ Each area has a Citizen Advisory Board Member and a deputy assigned to them and their area of the county.

Presentations of our Plan

Citizen Advisory Board

Crime Watch Groups

School Board

County Council

Other Community Events



Questions and Answers

- ▶ Please let us know your thoughts.



Closing Remarks

Dr. James R. “Chip” Coldren,
Project Director



Resources

- ▶ BJA Body-Worn Camera Toolkit (<https://www.bja.gov/bwc>)
- ▶ BWC TTA website (www.bwctta.com)
- ▶ Getting started guide (<https://www.bja.gov/bwc/topics-gettingstarted.html>)
- ▶ BWC subject matter experts (<https://bwctta.com/Ask%20a%20BWC%20Expert>)
- ▶ TTA email address (BWCTTA@cna.org)



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