Additional reports with data, analyzing officer time expended on BWCs

**1.** From a report discussing Los Angeles Sheriff's Department personnel costs for BWC implementation.

Includes an additional Spokane estimate from after full departmental BWC implementation. The estimate is from ETICO, which uses a sample of officers maintaining daily logs to determine time on each administrative functions.

> The SPD currently has 328 sworn officers and after the 2014 pilot program conducted in conjunction with Arizona State University, it fully implemented a BWC program in 2016. 251 BWCs have been acquired and assigned to all SPD patrol officers, from the rank of sergeant on down, and to some of its detective investigators….
>
> the SPD has calculated that a patrol officer spends an extra 28 minutes per shift because of the need to review video as part of their report writing…
>
> Etico Solutions Inc., "Spokane Police Department Patrol Allocation, Beat Design, and Shift Scheduling Study," 2017, 21, attached hereto as Exhibit 3 …
>
> In 2017, the SPD entered into a five-year contract for the equipment, licenses and storage for its BWC program. They have unlimited storage capability under their contract through Evidence.Com. They do not use their own servers as there is a great risk of the system crashing and having additional costs for its restoration. The total contract is $1.7 million, or $340,000 per year. They have one FTE, Officer Ryan Snyder, who manages the program. In addition to the contract costs, they have hired one FTE mainly for redaction of PRA video. Although not built into its budget, the SPD has calculated that a patrol officer spends an extra 28 minutes per shift because of the need to review video as part of their report writing. In other words, part of the increase in workload related to BWCs reduces, on average, time spent on the streets by about a half an hour for each eight hour shift. For the Spokane PD to maintain its pre-BWC patrol coverage would require an additional 16 officers, or FTE.

ETICO estimates BWCs create 28.248 minutes (.4708 hours) of administrative work per day per officer.

General ETICO methodology for calculating time on administrative tasks (from another ETICO report): "*Daily Administrative Duties In addition to answering calls for service and conducting self initiated activities, there are a number of administrative duties that must be performed each day by the patrol officers. A small number of officers were sampled and asked to complete a daily log depicting how much time they spent on administrative duties.*"

> Commander Chris Marks of LASD… discussed the substantial workload impacts of BWCs when implemented in the areas of investigative and administrative operations of the LASD, as well as the evidence management challenges arising from deputy and detective review of video footage and handling California PRA requests. Commander Marks noted that the additional FTE required to address the workload impacts became evident during the test and evaluation of BWCs…
>
> Over the four year/four phases of BWC implementation, approximately $18 million, averaging $4.5 million a year, are for one-time startup costs. The real kicker is that the Sheriff seeks an

increase in annual, recurring funding to support the BWC Plan of $55.2 million. Most of this amount, slightly over 75%, is for the 239 additional FTE (Salary & Employee Benefits) for sworn and unsworn personnel that the Sheriff projects will be needed to effectively implement the program….

While the LAPD recognizes there are significant workload increases for its personnel, it has been in a position to absorb this workload evidently with no increase in authorized and funded FTE. Our knowledge of the LASD staffing challenges, even without a BWC program, convinces us that the LASD is not in a position to do likewise….

In some instances the law enforcement agencies implemented before fully comprehending the workload impact....

At a minimum, the LASD will need additional personnel in the form of several FTE for the new BWC Bureau and three FTE at each of its 23 Stations, plus nine other units with patrol-like functions (Transit Services, Parks, County Services, Community Colleges Bureaus). Additionally other support units (Headquarters detective units, Homicide, Internal Affairs, Internal Criminal Investigations, Audit and Accountability Bureaus, etc.) will have a potential 25% increase in workload.[52] Moreover, we note the additional time for report writing that will be needed for LASD patrol deputies when BWC video footage becomes available. The Spokane PD study indicates nearly 30 additional minutes each shift, and translates into additional FTE for patrol deputies for the LASD if implementation of BWCs is to be accomplished without reducing patrol time in contract cities and unincorporated areas of the County.

The Committee has reviewed the cost of implementation of other LEAs. On the one hand, most police departments, large and small, have been able to implement a BWC program to all their patrol personnel at costs considerably less than the LASD request. On the other, most of these police departments did not factor in the additional staffing needed in the form of increased time by patrol officers in preparing reports, by detectives in reviewing evidence, and by internal affairs components. The Sheriff believes, and we agree, that a new BWC Bureau will be needed and at least several additional personnel at each of the LASD's 32 bureaus, including all 23 patrol stations. He also foresees the need for more staffing to comply with the California Public Records. Act and other requests for video, including the redaction of same.

**2.** Rochester BWC program study. The information is mostly qualitative. The study also notes the limitation that it was conducted in winter, when calls for service, and thus BWC usage, would be lower than in summer. Excerpt:

..Officer Workload
How officers perceived the added BWC-related responsibilities was closely connected to the aforementioned technological issues. In the absence of technological issues, BWC-related tasks only consumed twenty minutes from a shift on average. However, in the case of docking station issues, the time spent on uploading BWC footage could be substantially increased….

> The sergeants of the Clinton Section confirmed the experiences of the patrol officers within their section. In specific reference to supervisory responsibilities, the sergeants stated that BWCs have significantly increased their workload due to technological problems experienced….
>
> The consequence of a non-functional docking system is having to drive back to the section headquarters, therefore, increasing the amount of time spent. When all the equipment is in functioning order, then uploading and tagging the footage takes an estimated one to two minutes per call-for-service….. when technological malfunctions occurred, officers stated that the expense of time spent on BWCs could be extensive. Notwithstanding, even if the technology is in working order, two officers expressed concerns that BWC-related time expenditures could become problematic during the summer months. The ride-along sessions were conducted during the winter months. During the winter months, there are generally less calls-for-service, and, as a result, BWC usage is lower. During summer months, generally there are more calls-for-service and consequently BWC usage is expected to increase. Increased time spent uploading and tagging footage would be expected to occur….
>
> When technological malfunctions occur, the end result is fewer officers capable of responding to calls for service, and instead prioritizing time around the BWCs.
>
> Researchers discussed with the sergeants the subject of changes in their workloads since the implementation of BWCs. According to both of the sergeants, as a result of BWC implementation, their workloads had increased substantially, however, this varied on a day-today basis. Both sergeants stated that as a result of BWC technical malfunctions, sergeants have had to consistently assist patrol officers with their BWCs and make sure that their BWC is in functioning order. One sergeant stated that he was on his third body-worn camera as a result of technical issues with the camera's internal firmware. Additionally, one sergeant stated that he will soon have to begin monitoring and auditing videos to see if officers are complying with the policy, which will take a substantial amount of time to do during his shift.

**3.** Montreal. This report was in French, and the excerpts below have been run through Google Translate. For patrol officers, not all calls for service/police interventions were filmed (and the report notes that if all police interventions were filmed, time requirements would be higher). The analysis only quantifies administrative time on BWC videos that concerned incidents classified as crimes (where, on average, a patrol officer had such an incident only once every four days, on average), rather than all police responses. So, if BWCs were used as is being contemplated for Madison (where basically all police responses are filmed), with regard to patrol officer time, it would be a severe underestimate/lower bound. I'll also note that a Canadian Dollar equals 0.79 United States Dollars. Report excerpts:

> **Implications for operating budget**
>
> The deployment of portable cameras throughout Montreal would require the addition of employees to the SPVM and would additional pressure on its operating budget. For the purposes of presentation, the additional costs are grouped under two major categories: labor and goods and services.
>
> Workforce

First, the additional workload associated with using the cameras for frontline police officers was assessed as equivalent to the work of 46 patrollers. Moreover, given the number of investigation files in which it is estimated that there will be video recordings, 25 additional investigators would be necessary to complete the task. Thus, the hiring of 71 police additional costs for a large-scale deployment would represent additional annual costs of $ 9.5M.

The increasing volume of video recordings to be processed by the Module of video surveillance would require a structural reorganization and increase in staff to ensure efficient management of videos and respond to requests for reproduction of evidence on time prescribed. To achieve this, 117 police officers and civilians would be required, for additional costs estimated at $ 9.3 million.

The SPVM will also have to strengthen its workforce in order to provide the necessary in terms of technologies, telecommunications and material resources, without forgetting the processing of access requests information that could be sent to it with the arrival of the port of cameras by the police, which would represent a total of 8 resources. Two (2) additional resources must also be hired in order to integrate content relating to portable cameras into its training programs offered to recruits. The IT Department, for its part, assesses its technological support and maintenance needs to 4 additional resources. For all the stated needs, 14 additional resources would be required, the annual cost of which is estimated at $ 1.2 million. Thus, in terms of manpower, the annual cost additional expected would amount to $ 20 million.

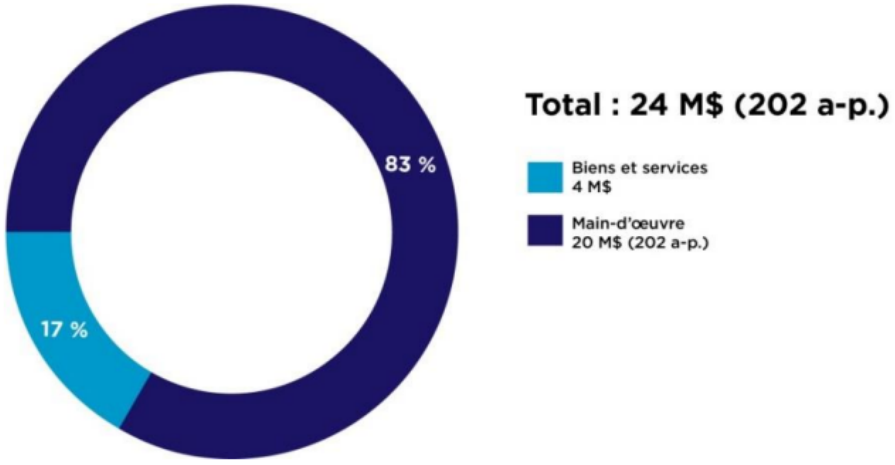
8.3.2 Goods and services

In addition, the large-scale deployment generates additional annual costs of around $ 4 million mainly for the rental of the required premises and for technological costs (e.g. storage and replacement of cameras).

Ultimately, the deployment of portable cameras for all front-line police officers requires a work performance equivalent to 202 a-p. and generates additional costs estimated at $ 24 million per year. This amount represents nearly 4% of the 2018 operating budget of the SPVM152.

Figure 70 illustrates the distribution of additional recurrent costs.

**Figure 70** : Répartition des coûts additionnels récurrents




**Workload, evaluation of efforts and financial aspects**

**Highlights**

**Workload**

Police department

 On average, each event of a criminal nature classified as MEA or EAP generates 34 minutes of additional working time per patroller concerned.

 The arrival of the PC changes the distribution of tasks of the patrollers, who must do more than administrative work at the expense of their presence on the road.

 Supervisors make less frequent use of the PCs than the patrollers under their responsibility. Thus, their workload concerns more the addition of new tasks of supervision related to CPs such as viewing and writing additional reports such as that this was experienced by the patrollers.

 The average processing time of a request for reproduction and redaction of video recordings by police cadets is 1 hour 30 minutes for an offense in criminal matter, compared to 2 hours 50 minutes for a criminal offense, at the end of of the project.

 For investigators, the increase in workload is estimated at 25 minutes per investigation file.

CPs risk increasing the workload of yard patrollers.

o When contesting a criminal offense, the provisions of the Code of criminal proceedings concerning the admissibility of videos in evidence require that these are authenticated by the police officers who produced them, which requires systematically the police to come and testify.

Information Technology Department

 The cloud computing solution used required very little effort, either for its implementation or for updating the components and the application, which was done remotely.

 The installation and configuration of the solution hosted in local mode required effort important, mainly because of the changes that had to be made to its architecture. Thus, it is not possible to appreciate the efforts that the implementation of this kind of solution would have requested in normal times.

 Thanks to cloud storage, the storage costs which, according to the estimates of the STI and the SPVM, represented a significant expense in the deployment of CPs, were found to be less than what was originally planned.

Law courts

 Between the time the video is produced by the field patroller and the time it is produced as evidence in the context of a trial, the same recording may be the subject of a minimum of eight separate screenings by at least six different stakeholders from the SPVM and the judicial system:

o the patroller who made the video recording (2 to 3 times);

o the employee of the video surveillance module responsible for processing and redaction registration (1 time);

o the investigator on file (1 to 2 times);

o the prosecutor authorizing the complaint (once);

o the prosecutor responsible for the case in court (at least twice);

o the judge or the jury (1 time).

 Statistically, the use of the PC does not influence the rate of dispute of the findings violation by citizens. Rather, it is the amount of the offense report, combined with the presence of a PC, which has an impact on the appeal rate.

 Hand-held cameras have potential advantages for courts by reducing

in particular the duration of certain criminal cases and the number of people called testify in certain cases. For this to happen, certain elements must be present in the video recordings.

Financial aspects

 The biggest expense item under the pilot project is human resources. Thus, the cost of labor represents 94% of the cost of the project, while the associated costs goods and services are 6%.

 The project planning represents 14% of the total costs, the field phase, 47%, and the post-project activities, which include report writing, 39%.

#### 7.6.1.1 Patroller workload

The additional workload resulting from the use of PCs is mostly of a nature administrative. The latter is considered by agents as a major irritant which has little or no of added value in their eyes and above all, which reduces the time spent on the road or solving crimes.

Several studies have mentioned that patrollers and investigators take longer to complete administrative or post-arrest tasks that solve crimes (Cordeau, 2011). In the poll completed, 90% of police officers indicated that the introduction of PCs had led to increase in their administrative workload.

For information, the local directive provided that the police officer who had produced a recording in the part of an intervention in criminal matters had to perform the tasks listed below121:

 the classification of the video and the registration of the number of the event in the viewing

 viewing

 the drafting of the additional report or the inclusion of a viewing note in the viewing platform

 the request for reproduction of CP recordings for redaction (form F. 550-53)

 the redaction check (viewing the redacted video)

In the opinion of the police themselves, the most demanding tasks were viewing, writing the additional report and verification of redacted DVDs.

As shown in Figure 59, as part of the pilot project, 16,937 video recordings were made by patrollers only. The latter viewed 7% (1,270), which corresponds to a little more 150 hours of viewing.

This proportion of recordings viewed refers to videos that the patrollers themselves produced. However, this result varies according to the type of unit (ranging from less than 1% to 13% of videos viewed). Indeed, a higher proportion of viewings is observable within neighborhood stations (13%). Metro and traffic patrollers, since they are less frequently confronted with events of a criminal nature, viewed fewer their records (1% and less). It should be understood that these proportions of viewing influence on the workload of the patrollers. In addition, the data collected as part of the assessment of the impact of cameras on police workload allowed us to quantify this workload. On average, each event of a criminal nature classified as MEA or EAP generates, for each of the police officers concerned, 34 minutes of additional work time (equivalent to 8% of a normal work shift, which corresponds to 8 hours 30 minutes including an hour of non-working dinner). Moreover, not every policeman is faced with this kind of event every day, but rather every 4 days or so. Therefore, the workload resulting from the use of the PC for a PDQ police officer is estimated at just over 8 minutes, or 2% of the hours worked during a shift.

Currently, many police officers feel they do not have enough time in a day to do all the work expected of them. This is why the additional workload of 8 minutes per day (on average) is seen as important, especially when the number calls to be answered during a shift is high. The patrollers perceive that the procedures associated with viewing delay them during periods of high traffic, so that they should be able to free themselves quickly to get back on the road (Amicelle & Tanner, 2017). Thus, it is important to emphasize that the calculations on the workload presented above do not disregard this reality.

In general, the added value of the new tasks is difficult for the police to perceive, without reckon that these tasks often reduce their presence on the road.

In addition, although few cases have been heard at the time of this report, the CP video recordings will also have an effect on the amount of time police officers spend bear witness. In criminal matters, the police officer will have to testify not only on his report, but also on his or her his video recordings, in addition to witnessing the viewing of the video during the trial. In criminal matters, the police officers of the pilot project were systematically assigned to testify by the prosecutors when a video from a PC was introduced into evidence. This situation has the potential to generate a significant additional workload, as well as additional costs when police have to work overtime. As long as a solution allowing the authentication of the videos will not have been found, it is to be expected that more police be called to testify for statements of offense (CSR, RM) so that the video recordings provided are admitted into evidence.

Finally, in the context of the pilot project, not all police interventions were filmed and those which were may not have been captured in full. During workshops with prosecutors, some have proposed that all police interventions be filmed. Such a change would have like consequence of increasing the quantity and duration of video recordings made and would have repercussions certainly on the workload of the patrollers and all those who have the duty to view these recordings, among other things.

#### 7.6.1.2 Supervisors' workload

Field experience has shown that supervisors, due to the nature of their work and their role, are less frequently called upon to use the camera during a shift. Indeed, the most of the time, the supervisors stay in the background and supervise the work of the patrollers of their team, which in turn intervene directly with citizens. In the PDQ units, the data indicate that supervisors make an average of 7 times fewer registrations per day worked than the patrollers126. As a result, the additional workload that results from their use personnel of the CP is lower than that of the patrollers, even negligible in certain cases.

In addition, the local directive stipulates that it is the responsibility of supervisors to regularly check and randomly record the police officers in their group to ensure that they comply with rules for the use of CPs, assess the performance of their staff and determine the needs of improvement. However, the experience of the pilot project shows that these checks for supervision purposes were rather rare. Of the 16,937 video recordings made by the patrollers during the project, the 11 supervisors viewed 228, a proportion of just over 1%. This low rate of verification is found in all three types of units, as shown in Table 11. Several reasons can explain these results. On the one hand, these checks were not frequent because they were added to a batch of administrative tasks already considered important and binding by supervisors. Added to this is the fact that audits are seen as a hinders their availability to assist their patrollers on the road. In this context, the viewing the recordings for evaluation purposes is hardly compatible with the use of time already loaded.

On the other hand, it is possible that the viewing of the videos was considered by the supervisors as can alter the bond of trust with the patrollers and adversely affect the work climate, since it generates a certain feeling of mistrust among the agents, who perceive this

exercise as an evaluation likely to result in sanctions against them. In addition, the layout of the workstations of supervisors was also not always ideal for ensuring the confidentiality of the content of video recordings.

Although the results show that viewing for supervision was not very frequent during the project, the cameras still increase the usual workload of supervisors, since they still have to make sure, following the production of one or more video recordings of an intervention related to a criminal offense, that their patrollers follow the steps and fulfill the obligations arising from the rules of disclosure of evidence to the court. Their responsibility in this regard requires, among other things, to check the quality of the redaction, which involves the viewing of all of several recordings (Amicelle and Tanner, 2017). Some supervisors assign this requirement makes it difficult to establish in advance when the critical elements of a intervention in which they did not participate. Overall, the tasks associated with viewing supervisory purposes are seen as administratively burdensome.

**7.6.1.3 Police Cadet Workload**

7.6.1.3.1 Nature of the video surveillance work

This indicator measures the number of hours that police cadets in the CCTV module have devoted to each of the main categories of tasks within the framework of the CP127 project. Each cadet police officer kept a record of the hours worked as part of the pilot project. The distribution of these hours is shown in Figure 60.

A total of 5,400 hours were spent on the project by a total of 11 police cadets. They spent the most of this time processing the various requests from investigators and the court, as well as answering agents' questions about redaction and processing of requests (53%). The the rest of the time was spent compiling the indicators (18%), learning the different software for records management and document redaction (eg M-IRIS, Evidence, Getac), practical exercises (11%), improvement of the internal procedure for processing requests for redaction (6%) and other related tasks (12%).

7.6.1.3.2 Distribution of requests

To estimate the workload of the video surveillance team associated with processing video recordings, the volume of requests received by the CCTV module as well as the processing times required for each of these requests were measured.

As shown in Figure 61, the majority of treatment requests were made by investigators (n = 374; 57%) and the penal division of the municipal court of Montreal (n = 285; 43%); few of requests were made by citizens (n = 2) under the Act respecting access to documents of public bodies and on the protection of personal information or by other bodies wishing to obtain a registration128 (n = 1). Figure 61 also shows that 67% of requests in criminal matters required redaction, compared to 41% in criminal matters.

Figure 62 shows the evolution of the reception of these requests between the start of the pilot project and September 2017. It is possible to observe that the number of requests received from investigators remains relatively stable (45 to 71) from the deployment of the CPs in the PDQs.

The gap between the months of December and January can be explained by a slight delay in submitting applications, caused by the holiday season, which was caught up in January. In addition, the number of requests sent by the court municipal authority for contested offense statements (in criminal matters) has evolved according to the receipt of batches of video recording requests to be processed.

7.6.1.3.3 Efforts devoted to processing according to the origin of requests

Figure 63 shows the average time spent responding to a treatment request of video recordings using the specialized tool that was chosen for the redaction of registrations, depending on the type of applicants. Within the framework of the project, only one request could contain between one and six recordings (e.g. if several police officers were involved in the event, or because of interruptions). Figure 63 shows a clear reduction in the processing time for requests from investigators (1 hour 40 minutes less on average) and the municipal court (3 hours 20 minutes less on average) between September 2016 and May 2017. This reduction reflects the gain in effectiveness of police cadets as they become more proficient with the redaction tool. The increase of the average time in September may be attributable to the departure of experienced police cadets during summer and the resulting staff turnover. Finally, the two access to information requests which were processed by the video surveillance module are within the average treatment for the corresponding period.

At the end of the project, given the learning curve for police cadets compared to the use of new technologies and compliance with the redaction rules adopted by the SPVM relative to video recordings from CP, the average of the observed processing times of March to May 2017 will be used as the measurement benchmark to establish the workload. Indeed, the times observed during the last three months of the field phase of the project correspond to the speed a real team with all the experience necessary to accomplish the tasks and would make it possible to establish the most accurate projections in the event of a general deployment of the cameras. At Ultimately, the analysis therefore indicates that the processing time of a request for an infringement criminal (investigators) was 2 hours 50 minutes and for a statement of offense (municipal court), 1 hour 30 minutes.

**7.6.1.4 Investigators' workload**

At the SPVM, investigations are carried out by different people depending on the degree of complexity takes a folder. For example, patrol officers are referred to as "investigators of record" when they These are offenses such as shoplifting, impaired driving, etc. The investigators four divisions and the Investigation Service, meanwhile, deal with criminal offenses more complex requiring more in-depth investigative procedures or a particular level of expertise (e.g. search and meeting of several witnesses, requests for expertise, search for suspects).

The experience of the pilot project shows that the use of PC had an impact on the work of these investigators. Those met in the context of the exchange workshops emphasized that the viewing of the images allowed them to gain a better understanding of the procedure police, the climate in which it took place, in short, to better understand the general context of the intervention. In some cases, the video also provided a better understanding of the psychological and physical state of the individuals concerned. In return, the vast majority of investigators met within the

framework of discussion workshops mentioned the fear of seeing their workload increase. Indeed, the new technologies improve and diversify the means of investigation, but at the same time, they increase the administrative task of the investigator. Added to this additional charge are the requirements increasing levels of the judicial system (requests for further investigations, Jordan judgment, etc.).

Here is, by way of example, an overview of the tasks that the investigator must perform for each case survey comprising one or more recordings made with the CP:

 Perform a first viewing on the Evidence platform.

 Perform a second viewing upon receipt of the DVD with the redacted video, validate the quality and accuracy of the redaction carried out by the video surveillance team in order to proceed to disclosure of evidence.

Moreover, in the case of cases involving an arrested person who must remain in detention in waiting to appear before a judge, the processing of the video recordings must be done quickly in order to meet the appearance deadlines. When a person remains detained for appearance in court, the appearance must be made within 24 hours of the arrest. Except exception, the rules of law provide for the forwarding to the prosecutor of the evidence which is necessary to authorize the complaint. The investigator must therefore have viewed the video recordings and recorded his observations in his investigation report. It should be understood that at the time of the pilot project, the Jordan decision put additional pressure on justice system stakeholders to relates to the authorization stage of the complaint.

Given the unique nature of each investigation file, a theoretical assessment of the effects of PCs on all the files were carried out in order to obtain an overall estimate of the working hours additional required by the use of the cameras in the pilot project. A quantitative analysis of criminal event reports including a PC recording was carried out in order to measure the additional workload of investigators. A theoretical number of viewings required by the investigator was determined for each investigator based on the type offense (criminal - levels 2 and 3), its classification (MEA or EAP) and whether or not there was arrest by the patroller. It is important to mention that the estimated viewing time for investigators is the actual length of video recordings for each case. Indeed, even if the patroller indicates in his additional report that viewing the videos did not bring any change to the information contained in the initial report, the investigator responsible for the case judges that he must still check all the evidence and therefore view the recordings full. Thus, it is considered that in fact, the criminal events in which the PNs were used during the pilot project represented approximately 164 additional hours of work for the investigators who handled a total of 399 cases, which corresponds to an average of 25 minutes per investigation file.

Despite the favorable reception they would reserve for a general deployment, the investigators are keen to point out that viewing the video recordings from the PNs would have an impact on the processing time of investigation files, which could increase the time taken to take charge of other files. Some mentioned a few possible solutions during the discussion workshops, in particular that the addition of a person assigned to viewing videos in each of the divisions could reduce their workload. This suggestion, however, is not unanimous among investigators, many

of whom consider that since they are responsible for the evidence, when even watch all the videos of an event.

Like the prosecutors, the investigators appreciated the fact that a good part of the proceedings were carried out by certain patrollers, namely the identification of landmarks and the sending of the request for processing of video recordings to the CCTV Module, which they underlined efficiency and which makes it much easier for them. Finally, the investigators expressed the wish that a mechanism be put in place to discuss with patrollers, SPVM court liaison officers and practice improvement prosecutors. It is interesting to note that this same suggestion was made during the workshops with the prosecutors.

4. Finally, information from a 2015 memo from the Berkeley Police Chief, to the Berkeley Mayor and City Council, based on a survey of other agencies that were using BWCs:

> An impact of implementing a body-worn camera program is the impact on staffing and resource allocation. Other agencies report that officers spend approximately 30 minutes a day on body-worn camera administration. This could be downloading video, reviewing video, booking video evidence, and tagging videos with case numbers. When officers spend their time in this way, they are not spending it on other activities such as patrol, investigation, or other valuable activities. If 100 officers spend an average of two hours per week on body-worn camera administration, they will spend 10,400 hours on this activity per year. This is the equivalent work time of 5 full time police officers.