

# **Body-Worn Video Technology at Halifax Regional Police**

## **Proposal for Phased Implementation and Estimate of Costing**

For: Board of Police Commissioners Meeting, December 14, 2020



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## Introduction

At the July 20, 2020 meeting of the Board of Police Commissioners (BoPC), the following motion was brought forward:

*THAT the Halifax Board of Police Commissioners requests reports detailing the feasibility of a body worn video pilot program from the Halifax Regional Police and Halifax District RCMP patrol officers that addresses costs, benefits, and technological requirements.*

This document provides a response to this request by outlining a 5-year plan for deployment of Body-Worn Video (BWV) at Halifax Regional Police (HRP). The document does not address the concurrent requirement for BWV in Halifax District RCMP, which is outside of scope for HRP staff.

HRP believes the introduction of BWV technology will provide benefits to the community and expects the technology will enhance police transparency, public trust and accountability while also improving operational effectiveness. BWV can provide context on police interactions with the public, including use of force and mental health related incidents. It will also provide opportunities for training and learning that were previously not available and will offer additional evidence for court processes. BWV is being rapidly adopted across the policing profession and, by adopting BWV at HRP, we will be able to realize the benefits as the technology and practices surrounding BWV evolve over time.

This document sets out relevant information to guide implementation of BWV, including:

- Experiences in other police jurisdictions
- Timeline and steps toward implementation and monitoring of the BWV program
- Five-year costing estimates and staffing requirements for BWV



## Experience & Adoption in other Police Jurisdictions

BWV technology provides a video record of officer interactions with members of the public, which can serve to enhance the transparency of those interactions. Evidence on BWV suggests that, if implemented properly, BWV can provide improvements to processes such as evidence collection, complaint resolution and may also improve quality of police-citizen interactions.

### **Canadian Police Agencies with BWV to our knowledge**

- Kentville
- Fredericton
- Saint John (deploying November 2020)
- Kennebecasis
- Kativik
- Toronto
- Peel Regional Police
- Calgary
- Tsuut'ina Nation
- Medicine Hat
- Saskatchewan Highway Patrol
- Truro

### **Canadian Police Agencies with Pilot Programs to our knowledge**

- Guelph
- Barrie
- Akwesasne
- Saint Thomas
- BC Conservation Officer Service
- Durham Regional Police



## Key Benefits of BWV program, as identified in other jurisdictions:

### Improved Public Perception

- Adherence to policy
- Increased professionalism and behavior from both public and members
- Enhances public trust when officers are wearing BWV

### Best Evidence Collection

- Provides better high quality, unbiased evidence
- Enhanced gathering of evidence, additional independent witness
- Expedites pleas and facilitates sharing of information to Crown and other policing partners

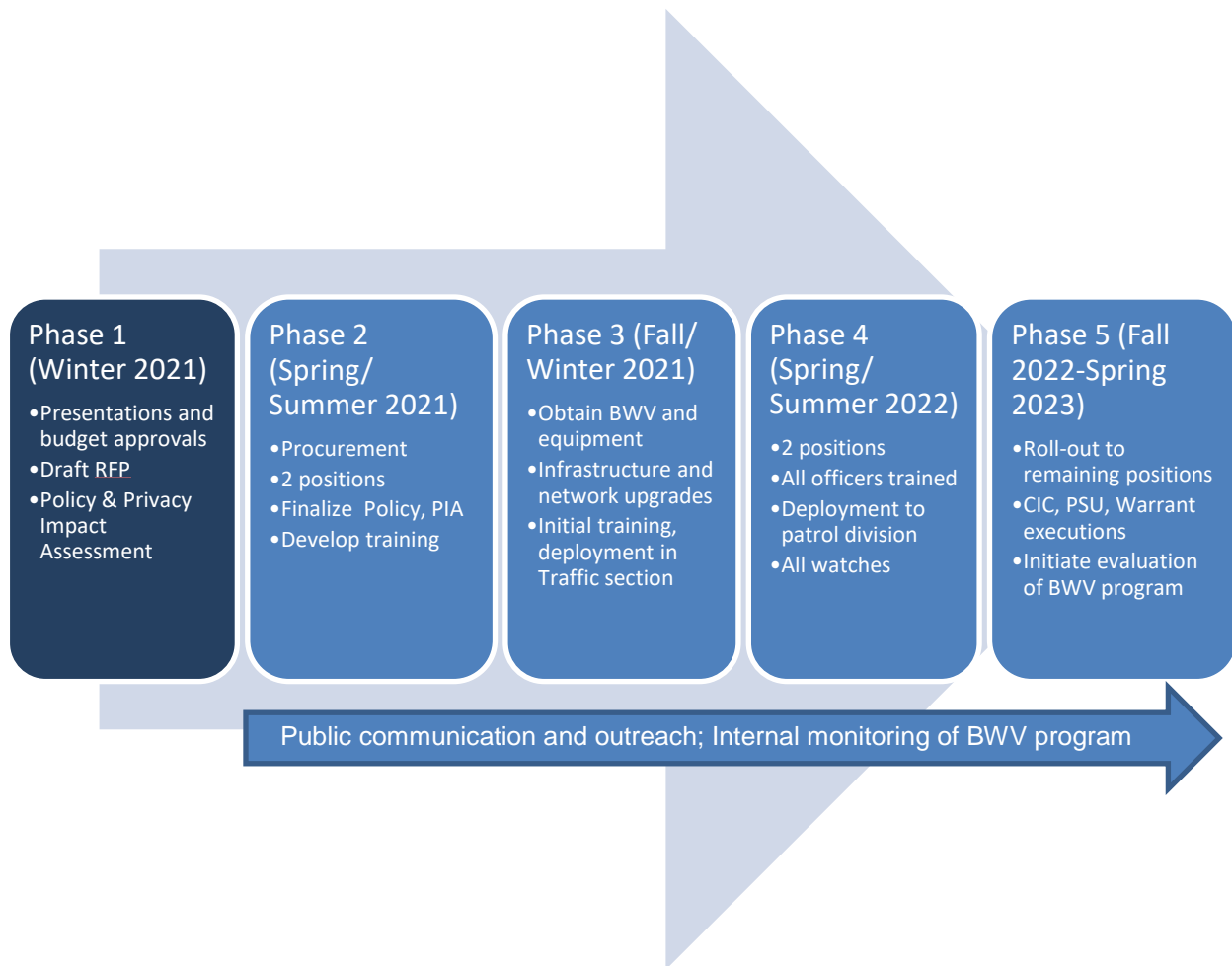
### Community Safety

- BWVs are often used for first person training scenarios and video captured is often used for feedback for officers to improve community engagement/relations
- Officer safety/protection
- Reduces false complaints against officers



## Plan for phased implementation

Pursuant to budgetary approvals, HRP will deploy BWV to officers over several phases. This will allow HRP to provide appropriate training, integrate BWV into operations, implement and modify relevant policies, and bring relevant new staff roles on board, while maintaining effectiveness in wider operations. The phased implementation plan is outlined in Figure 1 and further elaborated below; several aspects of the plan may be modified as discussions on BWV continue with the wider stakeholder community, but this should provide a basis on which to move forward.



## Phase 1 – Proposal (Current phase)

The current phase involved contacting police services with BWV as well as potential vendors for information to develop this proposal and attempt to understand a true all-in costing approach to establishing an effective BWV program. Following outreach and information-gathering, the BWV project team has prepared reports, presentations and budget submissions to the Board of Police Commissioners (BoPC) and the annual HRM capital planning process. Additionally, following discussions at the BoPC, the project team will be able to begin drafting policy, preparing the Request for Proposals (RFP), and the Privacy Impact Assessment (PIA) document for submission to the Nova Scotia Privacy Commissioner. All other phases are subject to relevant approvals and successful discussions during Phase 1 and will be modified accordingly if required. More details on this phase can be found at Appendix A.

## Phase 2 – Preparation

Pursuant to budgetary approvals and discussions on the appropriate policy framework for BWV at HRP, the project team will finalize the RFP and work through the HRM procurement office to purchase an appropriate BWV solution. Concurrent with the procurement process, the project team in consultation with other relevant staff will finalize and submit the PIA. Based on the results of the procurement process and PIA, the project team will work with the training section to develop training as well as finalize the HRP BWV policy framework. During Phase 2, HRP will also establish an internal oversight process in order for the project team to provide feedback during the roll-out and evaluation processes.

## Phase 3 – Initial training and roll-out to Traffic section

Once the BWV procurement process is complete in Fall 2021, STIU staff will work with the BWV vendor to set up the required infrastructure and equipment for BWV roll-out. Once the required technology is in place, HRP Traffic officers will receive the BWV training package and subsequently be issued BWV. It will be important to start small with BWV roll-out so that system and policy issues can be addressed early on. Based on the results of the initial roll-out to Traffic officers, the project team will review the policy framework and training package to ensure they are appropriate for wider roll-out of cameras.



## **Phase 4 – Training and roll-out to Patrol Division**

In 2022 block training, all officers will receive the BWV training package. Training can also be completed at the shift level during briefings. Following training, BWV will be deployed to all patrol officers and will be available to all other officers when undertaking extra-duty or callouts.

## **Phase 5 – Roll-out to all other relevant positions and evaluation**

During phases 2-4, we will determine which other positions at HRP may be required to wear BWV. Consideration for Critical Incident Command, Public Order Events, Negotiators and Mobile Mental Health calls with a live streaming option. All officers will have received training in 2022 on the use of BWV cameras; in preparation for the final positional roll-out we will prepare a brief refresher course for block training as well as an online module to ensure all officers are up-to-date on any policy changes relating to BWV that occurred during phases 2-4.

Additionally, in Phase 4, HRP will begin an overall evaluation of the BWV program to-date, to determine if the program is operating appropriately and improving transparency and accountability; if HRP remains satisfied with the technology provider; and if any substantive changes are required for the policy, roles, or structure of the BWV program.

## **Public communication and outreach; Internal monitoring of BWV program**

Starting with the BoPC, HRP will continue to liaise with and engage key parties and stakeholders on the various aspects of the BWV implementation and rollout. This will allow for regular dialogue and input on how the BWV program will impact operations, interactions with the public, training and processes such as court disclosure and FOI.

This outreach and communication will be an important part of guiding training, policy and structure of the BWV program. For public engagement, HRP will work through its Corporate Affairs office to ensure that relevant information about the BWV program is communicated to the public.





# Cost estimates for BWV technology at HRP

The following cost estimate represents the best-available information on likely cost of implementation of a BWV program at HRP. These costs may change as parameters for the procurement and the needs of the BWV program are clarified. These are also rough cost estimates rather than specific quoted figures. Costs are divided below between costs of technology and costs of labour to operate an effective BWV program.

## Technology costs

Based on internal discussions, several program components appear valuable to ensure the success of the BWV program. These include:

- Ensuring HRP has enough cameras that all officers who are required by policy to have a camera will have one available to them on all shifts. Ideally, this would be accomplished by issuing a camera to each uniformed officer and maintaining additional cameras for use when issued cameras are being repaired.
- Having additional cameras available for officers who take extra-duty shifts or are called out to support active events (e.g. critical events, public order).
- Utilizing cloud data storage to ensure data is backed-up and readily accessible. This could be accomplished through a blended (cloud and on-premise) data storage solution, or through cloud-only, but a solely on-premise storage solution is not advisable for a service of HRP's size.
- Providing basic access to videos for all officers and relevant staff (e.g. court officers and records clerks), with access to capabilities such as redaction assistant software, video transcription services, and CAD/RMS integration (for automated video tagging) for selected staff, to reduce labour burden on staff.

Based on initial discussions with providers and creating an average cost among offerings that fit the above specifications, the approximate technology cost to satisfy these requirements is approximately **\$795,000 Year 1 capital cost**, with **annual licensing and operating costs of \$380,000** thereafter.



## Labour requirements

Based on discussions with BWV providers and other police services, we believe the following four new staff positions will be required when all uniformed officers are deployed with BWV:

- Additional civilian positions: one in the Records section and one in the Court section, to support processing and vetting of video files for court disclosure
- One additional civilian position in the Strategic Technology Integration Unit (STIU) to manage the technological aspects of the BWV program, including equipment management, arranging repairs and upgrades, and technology integration with the selected cloud platform
- One additional civilian position to support the FOIPOP section in processing FOI requests related to BWV content

## Total costs

Based on the above assumptions we estimate a **total program cost of \$3.71M over a 5-year period**,<sup>1</sup> factoring in capital, operating, and labour costs. As noted above, we see this as a necessary cost to ensure all uniformed officers who may interact with the public have access to a working camera at all times and that BWV does not create a substantial new labour burden for existing staff and officers.

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<sup>1</sup> This total factors in predicted start dates and annual labor cost increases.

