

APPENDIX

Appendix A

Outline of Police Department's Body Camera Policies

For all mandatory recording events, the policies require that officers activate their body cameras prior to contact with citizens, except in emergency situations that require immediate action to preserve life or safety, in which case they must activate their body cameras at the first available opportunity. Officers are responsible for ensuring that their devices are working properly and face sanctions if they fail to effectively wear their cameras and record mandatory encounters. Officers must upload recordings by the end of the shift for incidents involving use of force, or by the end of the following shift for all other encounters. Supervisors have to review the footage for all uses of force, injuries, pursuits, and complaints. The department also requires supervisors to randomly select two recordings to review from each officer under their command every month to identify any concerns or deficiencies in training and report policy violations. These reports expose the officers to meaningful consequences for policy violations, such as official documents placed in an officer's file or days off without pay. Finally, CPD is somewhat unique in that according to state law, the department is required to provide the police body camera footage within a certain amount of time to anyone (e.g., citizen, media) who requests it, with very few exceptions. As will be shown in our findings, the strictness of these policies, along with the timing, precipitating events, and stated intent, made it apparent that the body cameras were implemented to monitor officers' behavior.

Appendix B

Sample of 2 illustrative interview protocols

1: Initial Interview protocol - Exploring change in meaningfulness in one's work

Introduction

- Briefly describe your work history.
- Tell me about how you became a police officer.
 - When did you first start thinking about being a police officer, and why?
- What did you think being a police officer would be like when you started?
 - In what ways, if any did the job surprise you when you first started?
- Tell me about a typical day on the job. Walk me through the day.
- Every job is a mix of good and bad. What's your mix?
 - Does the mix of good and bad vary? Why does it vary?
- What do you enjoy most about the job?
 - Can you give me examples of specific moments?
- What do you enjoy least about the job?
 - Can you give me examples of specific moments?
- Can you recall a moment on the job when you were proud to be a police officer? Please explain this moment.
- Can you recall a moment on your job when were not proud to be a police officer?
 - Please explain this moment.

Feelings about the department and occupation

- How do you feel about the occupation of policing overall?
- Some police officers leave the profession. Why do you think they leave?
 - How, if at all, has the profession changed over time?
 - Is there anything that would cause you to leave?
- What barriers have you had to overcome in this profession?
- Are there challenges to being a man/woman and a police officer? If so, what are they? Can you provide an example?
- How has your motivation changed over time?
- Has your dedication to being a police officer changed overtime? If so, how?

Organizational features

- How do you feel about the CPD as an organization?
- What are the most important values for CPD? How do you know?
- How well does CPD live its values? Explain.
- How would you describe your relationships with your colleagues in the CPD?
 - Who are you closest to? Why? How did those relationships develop?
- Do you have a network of mentors within the police force? Is this a formally appointed mentor or an informal contact?
- How would you describe the culture of CPD? [The "way things are done here" or the norms of behavior]

Conclusion

- Can you give an example of the kind of police officer you want to be in 5 years?

- Is there anything else you would like to add?

2: Adjusted Interview protocol: Experiences in using body cameras

Introduction

- Briefly describe your work history.
 - How did you come to be in the specific area you are working in now?
 - What area would you like to work in, if not this one, and why?
- Tell me about how you became a police officer.
 - When did you first start thinking about being a police officer, and why?

Why body cameras?

- Why did the department start using body cameras?
 - Why does the department continue to use body cameras? Has the reasoning changed over time?
- How do you feel about the body cameras in general? Why?
 - What are some positive aspects of body cameras?
 - Have you ever benefited from something that was caught on a body camera? How did this experience play out? *If not, can you think of an example you could share?*
 - How, if at all, did this experience impact your views on body cameras?
 - What are some negative aspects of body cameras?
 - Have you ever had a bad experience with a body camera? If so, what did this experience entail?
 - How, if at all, did this experience impact your views on body cameras?
- Who watches your body camera footage? How do you feel about this individual watching the videos?
- Do police officers ever talk about the experience of wearing a body camera and their opinions on the matter?
 - Do the officers all feel the same or are there different opinions about body cameras?

Use of the Body Cameras

- How do you feel about the ability to turn the camera on and off throughout the day?
- When do you turn your camera on?
 - What happens if you forget to turn your camera on?
 - Do you ever forget to turn your camera off? What happens when that occurs?
- What are the recent policy changes surrounding the body cameras?
 - How do you feel about those changes?
 - How do others in the department feel about the changes?

Ways officers use body cameras

- Walk me through the steps of how you utilize the body camera on a day to day basis.
 - Is the camera useful in completing police work throughout the day? How so?
 - When on the job, what are all of the ways in which you may use your body camera?
- Does wearing a body camera change any of your behavior?

- Where on your uniform do you wear your body camera? Why?

Citizens filming

- How do you feel about citizens filming you conducting your work?
- How does citizens filming compare to body cameras?

Summary feelings about the occupation

- How do you feel about the [this department] as an organization?

Appendix C

Samples of Observation Notes

The sergeant pointed to a back wall where there were 4 or 5 rows of small black boxes hanging on the wall. On each box shone with a bright green light. The sergeant explained that these small black machines were the body cameras. The officers plug in their cameras at the beginning of the shift to download all of their body camera footage from the previous day. Each officer has two body cameras. So once they plug in the camera to download data from the previous day, they grab the second camera to attach to their uniform. The sergeant explained that officers can choose where to wear their body cameras. Officers wear their body cameras on different parts of their body. One officer wore his camera in the middle of his chest, another to the side on his chest, and another wore his camera on his belt toward one side. One officer explained that he prefers to wear the camera on the belt because it falls off less frequently when he needs fight or even chase someone.

The officer and I approached a security building. He explained that this security company had received threats from an individual who continuously calls them. We went inside and the citizens described their complaints over the continuous threats and asked to file a report. The officer I was with listened patiently to their complaints and asked to hear the threatening voicemails. After listening to the threatening voicemails, he asked to play them again so that he could capture it on his body camera. The officer took the body camera off of his uniform, turned it on (it was not a call that required the use of the camera), pointed it at the cell phone and pressed play. He then asked the citizen to play the voicemail so that it would all be captured in his recording on the body camera.

We drove with lights and sirens on to a call where there was a man who had stolen a gun. The officer I was with was in charge of setting up a perimeter as other officers were already on scene and speaking with the individual with the stolen gun. The individual still had the gun but was simply talking to officers as they attempted to bring him into custody without needing to use force. We set at the edge of the perimeter and watched. Then, a citizen broke the perimeter and started walking toward the scene with his cell phone out filming. The officer turned to me and said, [paraphrased] ‘this is the problem with citizens trying to film dangerous scenes. Now the officers not only need deal with the scene but also be aware of this other individual attempting to film which adds another element to the call.’

The officer and the sergeant said that they would let the officer go home earlier so that I wouldn’t have to stay too late (it was close to midnight) when they got another call. An individual had a rifle at a gas station. We drove to a nearby street as the officer explained the tactics in this scenario....The officer told me to stay in the car. The officer reached down and turned on his body camera.....After some time, the officers returned and told me that the man had left the area. The officer got in the car, turned off his body camera and we drove to the gas station. The other six officers on scene followed. We got out of the car and the officers all got in a circle which I joined as they chatted. They joked around for a while....The officers came to discuss the mute policy that they had just received an email on. They complained that it was “so dumb” and that

they did not want to announce a reason to mute because they would “look stupid talking into the camera.” [I noted that this was an instance that if the body cameras were running all the time could not happen as the officers made jokes to decompress from the scene and criticized new policies with each other.]

The officers placed him [citizen called for mental welfare check] in the back of the car and I walked around and got in the front seat.... I just stayed quiet waiting for the officer to get in the car while the citizen yelled, “this is illegal!” Then the citizen mumbled, “fucking dyke” towards me. I kept sitting there quietly until the officer got in.... The officer told me the other officer was going to follow us to the hospital. Then the citizen started yelling, “fucking queer!”...It went on like this the whole drive to the hospital. ...We arrived at the hospital [and the officer brought the citizen in]....As we’re driving out of the hospital, I asked the officer how the body camera worked on that call. He said he leaves it on for the entire call and then turn it off when he leaves the hospital. He reached down to turn off his camera as he explained that he forgot to turn it off after dropping off the citizen. I asked if he often forgets to turn off the camera and he said he does which is an issue when his private business is then recorded.

The officer told me that dispatch informed him the man admitted to staying up all night doing meth with his mother but the mother had decided that she wanted to kick him out of the house now...We approached the...along with a mental health professional. They asked the man how he was doing today. He said he was not doing so good because he just realized that ten years ago someone had put a hit on him and he was going to be murdered today. The mental health professional took over and began speaking with the individual...I was petting the citizen’s dog while the conversation between the mental health professional and the citizen continued. One of the officers’ body cameras beeped. That disrupted the man’s thoughts for a minute and he paused. Then he continued discussing his concerns...

[Informal conversation example] I asked the officer about how body cameras are used in police work. He said he finds it annoying to have to turn the camera on and off each time he interacts with a civilian. He explained that he turns on the camera every single time he goes on a call. He said that officers are responsible for having the video footage of a call in which there is a need for footage. To be precautionary he believes it is better to turn the camera on for every call because the officer is held responsible if there is a lack of footage when there should have been video. A lot of times he will turn the camera on during the drive to the call, a few blocks out.

Appendix D Data Structure

