




# HAMILTON POLICE SERVICE

## RECOMMENDATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	June 27, 2024
<b>SUBJECT:</b>	Police Video Recording Technology Update & Recommendation
<b>REPORT NUMBER:</b>	24-031a
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### RECOMMENDATION(S)

- a) That the Hamilton Police Service Board (Board) approve acquisition of 500 body-worn cameras (BWCs) from Axon
- b) That the Board approve hires of the following FTEs:
  - Five (5) Digital Evidence Management (DEMs) Clerks
  - One (1) Desktop & Mobile Support Technician
  - One (1) Program Coordinator (Sworn – Sergeant)

### EXECUTIVE SUMMARY

- Since 2014, the Hamilton Police Service (HPS) has been reviewing the possibility of implementing BWC technology for its front-line patrol officers.
- In April 2023, after receiving a grant from the Province of Ontario, the HPS deployed 78 Axon Fleet 3 In-Car Camera (ICC) & Automated License Plate Reader (ALPR) systems.
- A review of BWC benefits includes an acknowledgement that the technology provides an unbiased version of events and is recommended in inquests, including the recent Coroner's Inquest regarding the death of Sammy Yatim.
- A presentation regarding the impact of ICC/ALPR technology and a potential BWC program was presented at the April 2024 Board meeting.
- This contract includes two sets of camera replacements at the 30 and 60 month phase of the contract.

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- A BWC program in Hamilton would require 500 cameras and necessary program support staff to ensure the successful implementation and operation of the BWC program.
- The incremental cost of the new BWC program, including licensing, staffing and one-time office furniture and equipment costs, will be \$1.97M for 2025 and \$1.93M from 2026 to 2029.

## FINANCIAL – STAFFING – LEGAL IMPLICATIONS

### *Financial:*

- The Axon BWC licensing is a 5-year contract with an estimated annual cost of \$1.2M from 2025 to 2029.
- BWC staffing and one-time office furniture and equipment costs are estimated to be \$0.73M and \$0.04M, respectively, for a total of \$0.77M.

### *Staffing:*

- Five (5) Full-time DEMs Clerks
- One (1) Full-time Desktop & Mobile Support Technician
- One (1) Full-time Program Coordinator – Sworn Sergeant

### *Legal Implications:*

- Impacts into privacy of HPS members and the public.
- Necessity to ensure strong policy regarding the technology.
- Necessity to ensure discussion occurs with local Crown Attorneys regarding use and disclosure of evidence gathered.

## INFORMATION

### Background

Since 2014, the HPS has conducted a series of comprehensive examinations of BWC programs. This inquiry has delved into the efficacy, costs, and potential benefits of implementing such technology within the Service, reviewing the experience of policing agencies as well as the academic literature.

Despite significant advancements in BWC technology over the past decade, the true impact of these devices remains a topic of debate. The HPS has repeatedly grappled with the decision, weighing the advantages against the substantial financial investment required. While research suggests a correlation between BWCs and reduced use of force incidents and public complaints, the statistical significance of this relationship remains uncertain. Moreover, the associated costs extend beyond the initial purchase of cameras to include data storage, data management, and disclosure costs.

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While the HPS has continued to review the impact a BWC program would have on the Service, it has deployed 78 ICC systems to its fleet. This has allowed the Service to get a better appreciation of how this technology affects service delivery to the public and the impact it has on efficiencies and processes within the Service. An early review of the statistics show that the technology is having a positive impact on transparency and evidence gathering.

At the February 2024 Board meeting, the HPS was asked to provide an updated report on the impact of implementing a BWC program. A presentation was made to the Board at the April 2024 meeting, with the report being tabled and a request for options be considered. The balance of this report is intended to summarize the cost and budget impact related to the implementation of this program.

#### *BWC Licensing Contract Impact*

Board approval of a BWC program will be accompanied by a significant budgetary impact in 2025 and beyond. A quote was obtained from Axon to add their BWC technology to the existing suite of services. Axon is HPS's current vendor of record for the Service's existing DEMs and ICC platforms. Even without the BWC program, the Service is incurring licensing costs associated with DEMs platform, which are set to increase in 2025 from \$0.75M to approximately \$0.94M.

The new 5-year Axon licensing contract, inclusive of DEMs and BWC licensing, will cost the Service an additional \$5.99M over the course of the contract. The cost of the contract includes hardware replacement of the 30- and 60-month phase. This results in no additional replacement cost associated with aging camera technology, ensuring that the Service will have access to the newest model.

Implementation of the BWC program and the start of the 5-year contract would commence after the formal 2025 budget approval process. The implementation date along with the budgetary impact will be reflected in the 2025 budget.

#### *Staffing and Up-Front Office Equipment Costs to Support the BWC Program*

If the BWC program is approved by the Board, additional staffing will be required to ensure a successful implementation of the program. A total of seven (7) new FTEs will be required, as detailed in the Staffing section above, along with one-time office furniture and equipment purchases. The maximum annual cost of the additional FTEs, beginning in 2025, are estimated at \$0.73M, while one-time office furniture and equipment costs are estimated at \$0.04M. The true 2025 impact will be determined and captured in the 2025 budget process.

#### *Budget Impact in 2025 and Beyond*

The budget impact of the BWC program, including licensing, staffing and one-time furniture and equipment purchases will be a maximum of \$1.97M for 2025 and \$1.93M in each of 2026 to 2029. The budget for 2025 is contingent on the implementation date.

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*Chart 1: Breakdown of Budget Impact*

	<u>2025</u>	<u>2026-2029</u>
Axon BWC hardware licensing	\$ 1.20M	\$ 1.20M
HPS Staffing	0.73M	0.73M
One-time equipment	0.04M	-
<b>Total budget impact</b>	<b>\$ 1.97M</b>	<b>\$ 1.93M</b>

Conclusion

Given the evolving landscape of policing and the need for increased transparency and accountability, such a significant investment warrants careful consideration. Proponents argue that BWCs can enhance officer safety, improve public trust, and provide valuable evidence in investigations, while critics emphasize the potential strain on resources and the need for rigorous policies to govern their use. Despite the considerable investment, the HPS is recommending that the Board approve the acquisition of 500 BWCs from Axon and the hiring of the necessary support staff as outlined in this report.

**ALTERNATIVES FOR CONSIDERATION**

**Option 1:** Status quo – Do not implement a BWC program.

**Option 2:** Delay BWC Program Implementation – Deferral of BWC program beyond the June 27, 2024 Police Service Board meeting will result in the need to obtain a new quote from Axon which is expected to reflect a minimum 5% price increase over the current quote or \$0.53M over the 5-year contract period.

**APPENDICES AND SCHEDULES ATTACHED**

Not applicable.

FB/S. Moore

- c: Ryan Diodati, Deputy Chief – Operations  
 Paul Hamilton, Deputy Chief – Support  
 Paul Evans, Superintendent – Business and Strategic Initiatives  
 Sanela Dzaferi, Director – Finance  
 Doris Ciardullo, Director – Fleet, Facilities & Procurement  
 Dawn Parnell, Manager – IT Services

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