



# Police Body Worn Cameras

City of Tacoma  
City Council Study Session  
July 7, 2020



## Agenda



- Overview of June 23<sup>rd</sup> Presentation
- Follow-up on Guidance Received from City Council
- Timeline (with steps and benchmark goals)
- Immediate Next Steps

## Overview of June 23<sup>rd</sup> Presentation



- Study Session Agenda Included:
  - Body worn camera overview
  - Background & historical timeline
  - Vendor evaluation process / costs / funding
  - Body worn camera policy requirements
  - Deployment/implementation considerations requiring City Council guidance for City staff

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## Guidance Requested from City Council

During June 23<sup>rd</sup> Presentation



- 1. Personnel**
  - All uniform / Patrol only
- 2. Deployment**
  - Immediate department-wide / Phased approach
- 3. Policy Development & Community Engagement**
  - City Council to give Citizen Police Advisory Committee (CPAC) direction / CPAC develop recommendations for Council
- 4. Vendor Selection**
  - Workgroup recommendation / Stakeholder involved RFP

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## Personnel

City Council Direction



- **Prioritize outward facing commissioned personnel (255 Personnel, 275 Cameras)**

Patrol Officers (170)	School Resource Officers (4)	Lieutenants (11)
Community Liaison Officers (13)	K9 Officers (2)	Captains (2)
Traffic Enforcement Officers (7)	VRT Officers (4)	Chief (1) / Assistant Chief (1)
Homeless Outreach Team (4)	ACCO Officers (4)	Extra Cameras (20)
BIA Officers (2)	Sergeants (30)	

- **Updated estimated annual costs:**
  - First Year: \$1.2 M; Ongoing: \$800K
- **Phase-in over time remaining commissioned personnel through subsequent budget allocations**

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## Deployment

City Council Direction



- **Swift rolling deployment, while accounting for capacity/ability to train in policies, procedures, equipment, and software**

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## Deployment

Staff Rollout Recommendation



- Hiring and training of three redaction civilian staff
  - 6 weeks to hire
  - 2 weeks to train
  
- RCW 42.56.240 requires redaction process for body worn camera recordings

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## Deployment

Staff Rollout Recommendation



- Rolling deployment of 255 commissioned staff over three months
- Training includes estimated 4 hours of training per commissioned staff
  - Camera system operations
  - Policies / procedures
- Rollout to balance effectiveness, equity, costs, officer backfill, and urgency

	Month 1	Month 2	Month 3*
Initial Rollout	88		
Remaining Rollout			167

\*May require additional make-up classes to accommodate potential scheduling conflicts and time-off

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- Empower Citizen Police Advisory Committee (CPAC) to make recommendations to City Manager regarding:
  - Tacoma Police Department draft body worn camera policy (Resolution #40618)
  - An engagement process for public review and comment (Resolution #40618)
  - Provide feedback on body camera vendors/selection process

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- Citizen Police Advisory Committee (CPAC)
  - Work currently underway by three subcommittees
  - Entire CPAC committee to meet on July 13<sup>th</sup> to review initial recommendations of subcommittees
  - Goal is to have recommendations finalized to share with City Council by early September (2 months)

• Policy review workgroup

4 members



• Community engagement workgroup

4 members

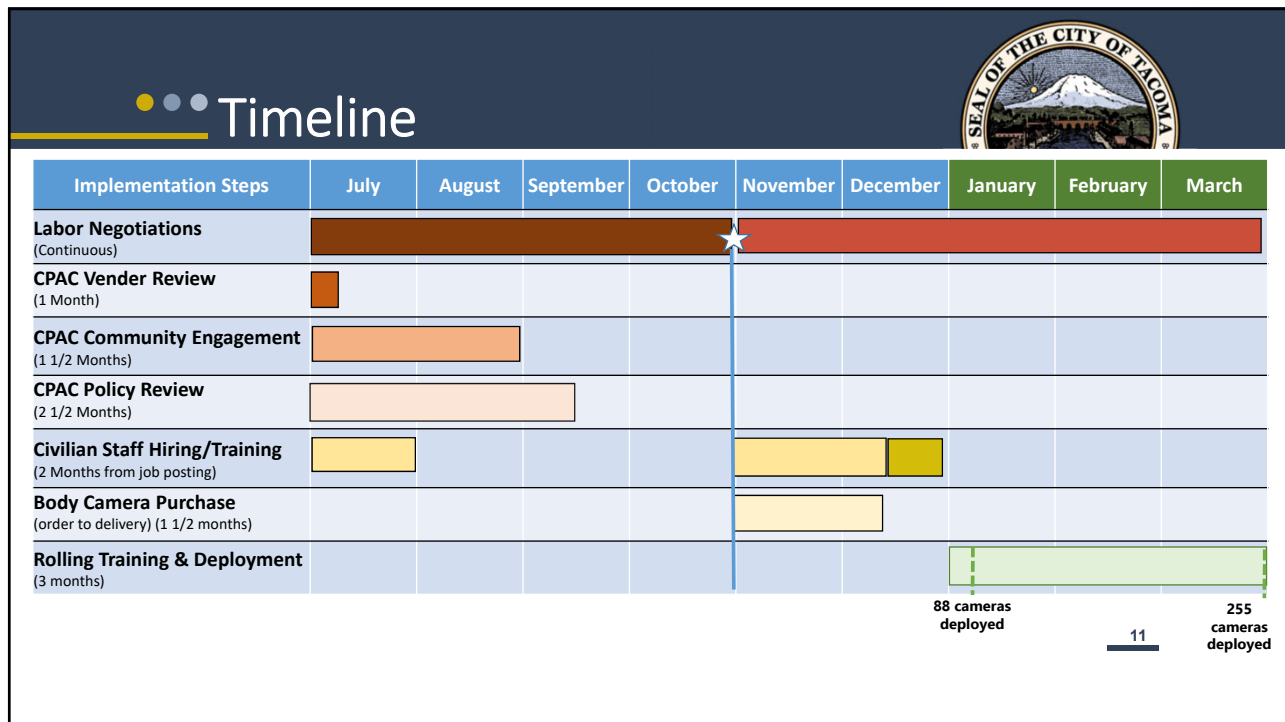


• Vendor review workgroup

4 members



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## Immediate Next Steps

- Continue discussions with union partners
- Continued CPAC efforts around community engagement and policy development
- Begin pre-work for staff hiring (finalize job descriptions, classification specifications)
- Vendor selection and purchasing negotiations

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