

Body Camera Program



INDEPENDENCE
★ MISSOURI ★

Factors for Implementation



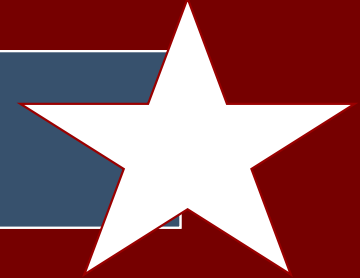
☐ How many cameras?

- ☐ One per officer (200 cameras)
- ☐ Bank of Cameras used via a checkout system (100 cameras)

☐ Policy:

- ☐ When will officers be required to record?
 - ☐ Will determine how much storage is needed
 - ☐ Battery life of the device

Factors for Implementation



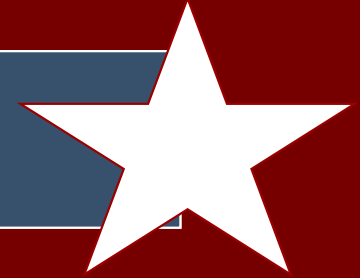
❑ Expectations and Public Education

❑ Two most demanded areas for footage are:

- ❑ Uses of Force

- ❑ Apprehensions (Foot Pursuits)

Factors for Implementation



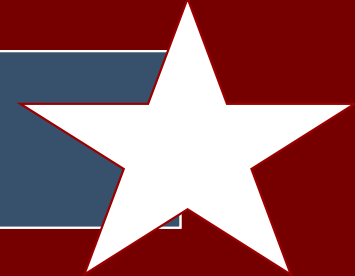
- ❑ Cost (Using 100 cameras for comparison):

- ❑ Equipment

- ❑ Storage

- ❑ Staffing

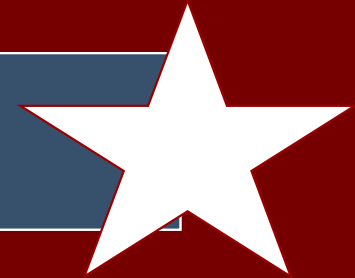
Cost: Equipment



☐ Potential Venders:

- ☐ Axon (Demo Requested)
- ☐ Digital Ally (Demo Scheduled: 4/13/22)
- ☐ Motorola (Demo Scheduled: 4/27/22)
- ☐ Panasonic (Demo Requested)
- ☐ ProVision
- ☐ SafeFleet(L3)(Demo Requested, previous quote obtained)
- ☐ BodyWorn (Demo completed 3/21/22)

Cost: Equipment Continued



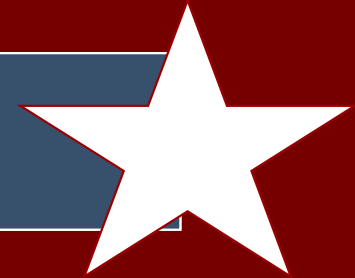
☐ SafeFleet (L3):

- ☐ Current In-Car Audio/Video Provider
- ☐ Docking Download Method (via access points at building locations)
- ☐ 100 Cameras- 5-year contract (owned vs. leased)
 - ☐ New Camera Replacements at 24 and 48 months

☐ \$326,190.00

- ☐ Includes all vehicle and building equipment
- ☐ Includes Digital Evidence Software (redactions)

Cost: Equipment Continued



☐ BodyWorn:

- ☐ Wifi Download Method (via in-car modem or internal sim card)
- ☐ 100 Cameras- 5-year contract (leased vs. owned)

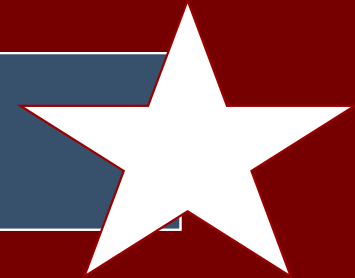
☐ \$550,000.00

- ☐ Includes all vehicle equipment
- ☐ Includes Digital Evidence Software (redactions)
- ☐ Options: Holster sensor, Officer Down sensor, unlimited cloud storage

☐ Will require a retro-fit for uniforms/jackets

- ☐ 5 free per camera leased, after is \$13 per additional shirt, jackets are more

Cost: Storage



☐ Technology Services (estimates based on 30-day storage):

- ☐ Would store here for 30 days, then ship to cloud based storage for retention

- ☐ 1080P, 4 node Server: \$132,133.23

- ☐ 240 TB storage (190 usable)

- ☐ Fiber run to HQ/SOD Building: \$10,000.00

- ☐ Additional monthly storage space (internal cloud storage only):

- ☐ \$10,000/month- \$120,000.00 annually

Cost: Staffing

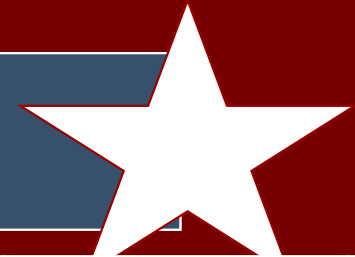


☐ Option 1 (\$315,768.93- FY 2022-23):

- ☐ Fleet Technician (equipment and vehicle deployment and maintenance)
- ☐ Two Police Officers
 - ☐ Added to PIO to create a “Media Unit”
 - ☐ Responsible for video requests and redactions

☐ Option 2 (\$278,784.28- FY 2022-23):

- ☐ Fleet Technician
- ☐ One Police Officer
- ☐ One PD IT Specialist (internet, storage, technology troubleshooting)



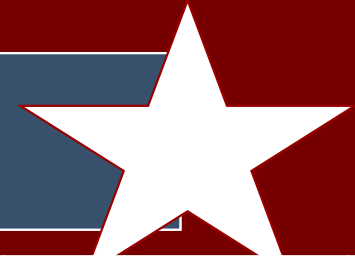
Cost: Staffing- Option 1

FY 2022-2023							FY 2023-2024						
Electronics Fleet Technician							Electronics Fleet Technician						
Salary	Hourly Rate	x	# of hours	Allowance	Qty	TOTAL	Salary	Hourly Rate	x	# of hours	Allowance	Qty	TOTAL
(Lvl 10)	\$ 24.50		2080	\$ 50,960.00			(Lvl 10)	\$ 24.99		2080	\$ 51,979.20		
				\$ 50,960.00				2% increase			\$ 51,979.20		
Benefits							Benefits						
ALLOWANCE	\$ -	X	26 PP	\$ -			ALLOWANCE	\$ -	X	26 PP	\$ -		
FICA	\$ 50,960.00		7.65%	\$ 3,898.44			FICA	\$ 51,979.20		7.65%	\$ 3,976.41		
LAGERS	\$ 50,960.00		21.30%	\$ 10,854.48			LAGERS	\$ 51,979.20		22.30%	\$ 11,591.36		
MEDICAL (mid)	\$ 1,191.42		12 mos	\$ 14,297.04			*MEDICAL (mid)	\$ 1,310.56		12 mos	\$ 15,726.74		
DENTAL (mid)	\$ 37.94		12 mos	\$ 455.28			** DENTAL (mid)	\$ 39.08		12 mos	\$ 468.94		
LIFE/ AD&D	\$1.62 / \$1000 annual salary			\$ 82.56			LIFE/ AD&D	\$1.62 / \$1000 annual salary			\$ 84.21		
LTD	\$1.022 / \$100 mo salary			\$ 52.08			LTD	\$1.022 / \$100 mo salary			\$ 53.12		
				\$ 29,639.88							\$ 31,900.78		
				\$ 80,599.88	1	\$ 80,599.88	* 10% increase est.						
							**3% increase est.				\$ 83,879.98	1	\$ 83,879.98
					Total \$	80,599.88						Total \$	83,879.98
					for FY							for FY	
					22/23:							23/24:	



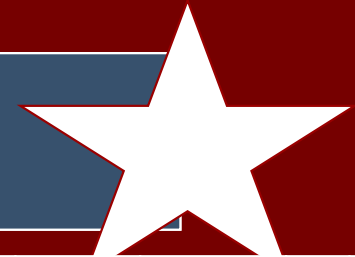
Cost: Staffing- Option 1

FY 2022-2023							FY 2023-2024								
Police Officer							Police Officer								
Salary	Hourly Rate	x	# of hours		Allowance	Qty	TOTAL	Salary	Hourly Rate	x	# of hours		Allowance	Qty	TOTAL
P5 ??	\$ 37.62		2080		\$ 78,251.68			P5 ??	\$ 39.13		2080		\$ 81,381.75		
					\$ 78,851.68				4% increase				\$ 81,981.75		
Benefits								Benefits							
ALLOWANCE	\$ 23.08	X	26	PP	\$ 600.00			ALLOWANCE	\$ 23.08	X	26	PP	\$ 600.00		
FICA	\$ 78,851.68		7.65%		\$ 6,032.15			FICA	\$ 81,981.75		7.65%		\$ 6,271.60		
LAGERS	\$ 78,851.68		22.50%		\$ 17,741.63			LAGERS	\$ 81,981.75		23.50%		\$ 19,265.71		
MEDICAL (mid)	\$ 1,191.42		12	mos	\$ 14,297.04			*MEDICAL (mid)	\$ 1,310.56		12	mos	\$ 15,726.74		
DENTAL (mid)	\$ 37.94		12	mos	\$ 455.28			** DENTAL (mid)	\$ 39.08		12	mos	\$ 468.94		
LIFE/ AD&D	\$1.62 / \$1000 annual salary				\$ 126.77			LIFE/ AD&D	\$1.62 / \$1000 annual salary				\$ 131.84		
LTD	\$.1022 / \$100 mo salary				\$ 79.97			LTD	\$.1022 / \$100 mo salary				\$ 83.17		
					\$ 38,732.84								\$ 41,948.01		
								* 10% increase est.							
					\$ 117,584.53	2	\$ 235,169.05	**3% increase est.					\$ 123,929.76	2	\$ 247,859.51
						Total for FY 22/23:	\$ 235,169.05							Total for FY 23/24:	\$ 247,859.51



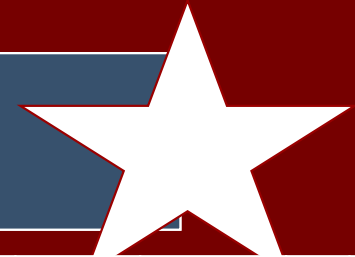
Cost: Staffing- Option 2

FY 2022-2023							FY 2023-2024						
Electronics Fleet Technician							Electronics Fleet Technician						
Salary	Hourly Rate	x	# of hours	Allowance	Qty	TOTAL	Salary	Hourly Rate	x	# of hours	Allowance	Qty	TOTAL
(Lvl 10)	\$ 24.50		2080	\$ 50,960.00			(Lvl 10)	\$ 24.99		2080	\$ 51,979.20		
				\$ 50,960.00				2% increase			\$ 51,979.20		
Benefits							Benefits						
ALLOWANCE	\$ -	X	26 PP	\$ -			ALLOWANCE	\$ -	X	26 PP	\$ -		
FICA	\$ 50,960.00		7.65%	\$ 3,898.44			FICA	\$ 51,979.20		7.65%	\$ 3,976.41		
LAGERS	\$ 50,960.00		21.30%	\$ 10,854.48			LAGERS	\$ 51,979.20		22.30%	\$ 11,591.36		
MEDICAL (mid)	\$ 1,191.42		12 mos	\$ 14,297.04			*MEDICAL (mid)	\$ 1,310.56		12 mos	\$ 15,726.74		
DENTAL (mid)	\$ 37.94		12 mos	\$ 455.28			** DENTAL (mid)	\$ 39.08		12 mos	\$ 468.94		
LIFE/ AD&D	\$1.62 / \$1000 annual salary			\$ 82.56			LIFE/ AD&D	\$1.62 / \$1000 annual salary			\$ 84.21		
LTD	\$1.022 / \$100 mo salary			\$ 52.08			LTD	\$1.022 / \$100 mo salary			\$ 53.12		
				\$ 29,639.88							\$ 31,900.78		
				\$ 80,599.88	1	\$ 80,599.88	* 10% increase est.						
							**3% increase est.				\$ 83,879.98	1	\$ 83,879.98
					Total \$	80,599.88						Total \$	83,879.98
					for FY							for FY	
					22/23:							23/24:	



Cost: Staffing- Option 2

FY 2022-2023							FY 2023-2024										
Police Officer							Police Officer										
Salary	Hourly Rate	x	# of hours		Allowance	Qty	TOTAL	Salary	Hourly Rate	x	# of hours		Allowance	Qty	TOTAL		
P5 ??	\$ 37.62		2080	\$ 78,251.68	\$ 600.00			P5 ??	\$ 39.13		2080	\$ 81,381.75	\$ 600.00				
					\$ 78,851.68				4% increase				\$ 81,981.75				
Benefits							Benefits										
ALLOWANCE	\$ 23.08	X	26	PP	\$ 600.00			ALLOWANCE	\$ 23.08	X	26	PP	\$ 600.00				
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MEDICAL (mid)	\$ 1,191.42		12	mos	\$ 14,297.04			*MEDICAL (mid)	\$ 1,310.56		12	mos	\$ 15,726.74				
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LIFE/ AD&D	\$1.62 / \$1000 annual salary				\$ 126.77			LIFE/ AD&D	\$1.62 / \$1000 annual salary				\$ 131.84				
LTD	\$.1022 / \$100 mo salary				\$ 79.97			LTD	\$.1022 / \$100 mo salary				\$ 83.17				
					\$ 38,732.84								\$ 41,948.01				
								* 10% increase est.									
					\$ 117,584.53	1	\$ 117,584.53	**3% increase est.							\$ 123,929.76	1	\$ 123,929.76



Cost: Staffing- Option 2

FY 2022-2023							FY 2023-2024								
(IT Civilian)							(IT Civilian)								
Salary	Hourly Rate	x	# of hours		Allowance	Qty	TOTAL	Salary	Hourly Rate	x	# of hours		Allowance	Qty	TOTAL
Systems Admin I	\$ 24.50		2080	\$ 50,960.00	\$ -			Systems Admin I	\$ 24.99		2080	\$ 51,979.20	\$ -		
(Level 10)					\$ 50,960.00			(Level 10)	2% increase				\$ 51,979.20		
Benefits							Benefits								
ALLOWANCE	\$ -	X	26	PP	\$ -			ALLOWANCE	\$ -	X	26	PP	\$ -		
FICA	\$ 50,960.00		7.65%		\$ 3,898.44			FICA	\$ 51,979.20		7.65%		\$ 3,976.41		
LAGERS	\$ 50,960.00		21.30%		\$ 10,854.48			LAGERS	\$ 51,979.20		22.30%		\$ 11,591.36		
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					\$ 29,639.88								\$ 31,900.78		
								* 10% increase est.							
					\$ 80,599.88	1	\$ 80,599.88	**3% increase est.					\$ 83,879.98	1	\$ 83,879.98

Conclusion: 100 Cameras



- ❑ Equipment (5-year cost)

- ❑ \$326,190-\$550,000

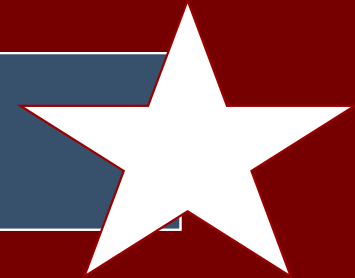
- ❑ Storage (one time)

- ❑ \$142,133.23

- ❑ Staffing (annually)

- ❑ \$278,784.28- \$315,768.93

Totals Cost



- ❑ \$747,107.51-\$1,007,902.16

- ❑ DOJ Grant

- ❑ 50% Matching Grant

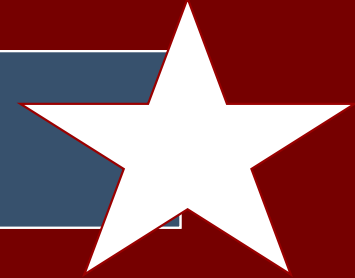
- ❑ Max \$2000 per device (can include equipment, storage, and staffing)

- ❑ 100 Cameras x 2000 = \$200,000 max grant award

- ❑ Total Cost with Grant:

- ❑ \$547,107-\$807,902.16

Public/Private Partnership



- ❑ Great Idea:

- ❑ City must have a plan for future sustainability

- ❑ How do we continue to pay for recurring costs?

- ❑ Do we launch another campaign for donations after the initial 5-year period?

- ❑ Once we implement, we cannot easily eliminate this program

Questions?

