



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 11/04/2025

ITEM NO: 12

---

**DATE:** October 10, 2025  
**TO:** Mayor and Town Council  
**FROM:** Chris Constantin, Town Manager  
**SUBJECT:** Authorize the Town Manager to Execute and Renegotiate a 10-Year Agreement with Axon Enterprise, Inc. for the Axon ISLE 10+ Program Including Body-Worn Cameras, Vehicle Fleet Cameras, Tasers, Axon Fusus Integrated Software, Axon Drone First Responder Technology, Axon Standards, and Axon VR Training Simulator for a total amount not to exceed \$2,791,568; and authorize revenue and expenditure budget adjustments in the amount of \$26,820 to reflect increased donation revenue received from the Police Foundation and the corresponding expenditures associated with the Axon agreement

**RECOMMENDATION:** Authorize the Town Manager to execute and negotiate a 10-year agreement with Axon Enterprise, Inc. for the Axon Integrated Safety and Law Enforcement (ISLE) 10+ program, encompassing body-worn cameras, fleet cameras, Tasers, real-time crime center integration, drone technology, Axon Standards, and Axon VR training for a total amount not to exceed \$2,791,568; and authorize revenue and expenditure budget adjustments in the amount of \$26,820 to reflect increased donation revenue received from the Police Foundation and the corresponding expenditures associated with the Axon agreement

**FISCAL IMPACT:**

The total ten-year cost of the Axon ISLE 10+ agreement is \$2,791,568. The first-year gross cost is \$278,774, partially offset by \$75,000 from the Los Gatos-Monte Sereno Police Foundation and \$25,000 from the City of Monte Sereno's Supplemental Law Enforcement Services Fund

**PREPARED BY:** Clinton Tada  
Support Services Captain

---

Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

---

(SLESF), resulting in a net Town cost of approximately \$178,774 for FY 2025-26. A budget adjustment of \$26,820 is requested to reflect the increased donation revenue and corresponding expenditure authority.

STRATEGIC PRIORITY:

This item aligns with the Town's core goal of ensuring public safety through proactive community policing, effective emergency response, and community-wide emergency preparedness by enhancing efficiencies and effectiveness through technology to continue providing exceptional law enforcement services. This item also aligns with the Town's core goal of fiscal stability to maintain cost effective core services to meet the needs of the community. The Axon ISLE 10+ ecosystem reimagines a long-term fiscal approach to remain current with ever evolving technological advances while incorporating equipment updates as well as system advancements.

BACKGROUND:

The Los Gatos-Monte Sereno Police Department currently operates under Axon's Officer Safety Plan 10 (OSP10) agreements, which provide essential technologies such as body-worn cameras, Tasers, and vehicle fleet cameras. These tools have been vital in ensuring officer accountability, transparency, reducing liability, building community trust, and increasing operational efficiencies. The Department has a history of being an early adopter of cutting-edge technology and has utilized Axon technology hardware and software products since 2009. In FY 2020-21, the Police Department entered a six (6) year renewal agreement (totaling \$214,851.49) with Axon for the purchase, installation, and maintenance of modernized vehicle fleet in-car cameras. This agreement is set to expire in May 2026. In addition, in FY 2023/24, the Department entered a five (5) year renewal agreement (totaling \$780,612.55) for the purchase, installation, and maintenance of updated Body Worn Cameras, Tasers, and upgraded to unlimited storage in Axon's digital evidence cloud-storage system. This agreement is set to expire in March 2028. Both agreements require separate invoicing and payment management in relation to their contract cycle and are limited to Axon's Officer Safety Plan (OSP) 10+ basic applications and software features.

In anticipation of the expiration and potential renewal of existing Axon agreements, staff proactively sought out alternative pricing options and agreement structures. To maintain operational efficiency and align with Axon's evolving technology ecosystem, Axon introduced the Integrated Safety and Law Enforcement (ISLE) 10+ program. This enhanced software platform consolidates the Department's technology suite into a single, long-term agreement while expanding capabilities to include technologically advanced analytics, voice translation-enabled body-worn camera devices, connected real-time systems which interface with existing Computer Aided Dispatch and Records Management Systems, risk management audit programs, first-responder drone hardware and system, and virtual training devices with built-in replacement schedules.

SUBJECT: Authorize the Execution of a 10-Year Agreement with Axon Enterprises, Inc.

DATE: October 22, 2025

The Police Department seeks to transition from multiple five-year OSP 10 agreements to a consolidated 10-year (\$2,791,567.16) ISLE 10+ agreement (including all current and prospective Axon products and subscription costs) to ensure predictable long-term costs, secure access to emerging Axon technologies through their tiered replacement program, and strengthen integration across the public safety field and support operations with advanced technology.

The total cost of the 10-year Axon ISLE 10+ agreement is estimated at \$2,791,567.16, payable in annual payments as provided below over the course of the ten years. In comparison, the annual installment total for the Police Department's two existing five-year Axon agreements (Axon OSP 10 and Axon Fleet) is approximately \$192,000, programmed in the FY 2025-26 Police Department Operating Budget.

The renegotiation of a new ten-year agreement on the Axon ISLE 10+ plan, with added technological advances, software systems, and hardware replacements, is anticipated to have an initial increase of approximately \$87,000 annually. As a cost-effective strategy to maintain consistent budgeted amounts for Axon service agreements, staff have identified additional funding sources to offset annual increases for the first five years (FY 2025 – FY 2029) of the proposed ten-year Axon agreement.

As displayed below, during the first year, FY 2025-26, staff anticipate utilizing one-time funding in the amount of \$75,000 from the Los Gatos-Monte Sereno Police Foundation and Supplemental Law Enforcement Services Fund (SLESF) revenues from the City of Monte Sereno in the amount of \$25,000 to fund the first year of the Axon ISLE 10+. Thereafter, through FY 2029-30 (Year 5 of the agreement), staff have identified additional annual funding sources and designated amounts to minimize increases to annual Axon ISLE 10+ expenses.

| Year Payment      | Annual Axon Total      | LG SLESF Contribution  | MS SLESF Contribution  | Police Foundation Contribution | Annual Operating Budget Expense Total |
|-------------------|------------------------|------------------------|------------------------|--------------------------------|---------------------------------------|
| Year 1            | \$ 278,773.55          | \$ -                   | \$ (25,000.00)         | \$ (75,000.00)                 | \$ 178,773.55                         |
| Year 2            | \$ 284,866.10          | \$ (75,000.00)         | \$ (25,000.00)         | \$ -                           | \$ 184,866.10                         |
| Year 3            | \$ 284,866.10          | \$ (75,000.00)         | \$ (25,000.00)         | \$ -                           | \$ 184,866.10                         |
| Year 4            | \$ 284,866.10          | \$ -                   | \$ (75,000.00)         | \$ -                           | \$ 209,866.10                         |
| Year 5            | \$ 284,866.10          | \$ -                   | \$ (75,000.00)         | \$ -                           | \$ 209,866.10                         |
| Year 6            | \$ 274,665.86          | \$ -                   | \$ -                   | \$ -                           | \$ 274,665.86                         |
| Year 7            | \$ 274,665.86          | \$ -                   | \$ -                   | \$ -                           | \$ 274,665.86                         |
| Year 8            | \$ 274,665.86          | \$ -                   | \$ -                   | \$ -                           | \$ 274,665.86                         |
| Year 9            | \$ 274,665.86          | \$ -                   | \$ -                   | \$ -                           | \$ 274,665.86                         |
| Year 10           | \$ 274,665.77          | \$ -                   | \$ -                   | \$ -                           | \$ 274,665.77                         |
| <b>TOTAL 10YR</b> | <b>\$ 2,791,567.16</b> | <b>\$ (150,000.00)</b> | <b>\$ (225,000.00)</b> | <b>\$ (75,000.00)</b>          | <b>\$ 2,341,567.16</b>                |

If Council approves the proposed recommendation, staff will apply FY 2025-26 budgeted funds for Axon agreements to the first year of the 10-year agreement. In addition, staff will direct \$75,000 from the Police Foundation revenues and \$25,000 from City of Monte Sereno SLESF Grant funding revenues to be programmed in FY 2025-26 as additional funding sources to subsidize the total Year 1 costs of the Axon agreement and services.

The Los Gatos-Monte Sereno Police Department is committed to community policing and leveraging community partnerships and integrated problem-solving solutions, which directly support transparency, responsiveness, and community engagement. Together, these tools enhance transparency and accountability through shared data and oversight; strengthen partnerships with community stakeholders; improve operational efficiency and reduce response times; and support data-driven decision-making and resource deployment.

The Police Department currently maintains two separate agreements (See Below Charts) with Axon Enterprise, Inc., for limited law enforcement technologies, including Body-worn cameras, Evidence.com cloud storage, TASER conducted energy weapons, support and software maintenance, and vehicle fleet camera systems.

Historically, Axon's pricing structure has resulted in initial increases of 12-25% when entering into new individual agreement contracts and terms due to evolving technology, advanced solutions integration, and inflated costs of software and hardware applications. Staff have

researched the option of maintaining and renewing the existing individual agreements (OSP 10 and Axon Fleet) with the same limited a la carte features, for which Axon provided a five-year estimated total amount of \$1,200,000, approximately \$240,000 annually (estimated increase of 25% on FY 2025-26 costs, which were \$192,000 for both individual agreements).

The OSP 10 and Fleet agreements have been managed separately, resulting in minimal price reductions, fragmented billing and renewal cycles, and required administrative oversight, without the ability to predict long-term budgeting and annual operating costs. The ISLE 10+ program integrates all of these systems under a single agreement, ensuring interoperability, lifecycle management, and consistent technology upgrades. The 10-year term also allows the Department and Town to stabilize and predict annual expenditures and protect against inflationary cost increases or product repricing. Axon's 10-year structure provides guaranteed access to all future hardware refresh and replacement cycles, software updates, and service enhancements throughout the contract term, ensuring the Los Gatos-Monte Sereno Police Department is at the forefront of law enforcement technology.

The proposed 10-year ISLE 10+ agreement will modernize and integrate the Police Department's technology systems through the following components:

- **Axon Fusus Integration Software** provides a real-time crime center in the cloud, enabling officers to access live feeds from public and privately shared cameras, improving situational awareness and response times, providing live video, mapping, and incident data sharing capabilities based on selected geo locations.
- **Axon Drone First Responder (DFR) Technology** for aerial situational awareness during critical incidents and patrol incidents, as a force multiplier in providing pre-arrival scene assessments. Axon Air DFR will include a remote launch Skydio drone and Drone management and tracking software applications.
- **Axon Body 4 Cameras Next-Generation Devices** – ISLE10+ upgrades the Town to body-worn cameras with voice-translation (of over 100+ languages) and real-time remote streaming capabilities, compared to the OSP10 models.
- **Comprehensive Ecosystem Integration** – ISLE10+ unites all Axon technologies under one data ecosystem, enhancing collaboration between devices and platforms. OSP10 lacked full cross-device integration. ISLE10+ is an AI-powered analytics platform, that complements Fusus by delivering predictive insights and sentiment analysis. This allows the department to proactively allocate resources, identify emerging concerns, and tailor outreach efforts based on real-time community feedback.
- **Axon Fleet 3 Cameras** for patrol vehicles, providing synchronized video evidence capture and automated upload to Axon Evidence.
- **Axon Taser Devices (Taser 10 Series)** for standardized, less-lethal response options with enhanced data capture and safety analytics.

- **Axon Standards**, cloud-based performance, training, and compliance management platform software, customizable to manage administrative reviews, community complaint tracking, and accountability.
- **Axon Virtual Reality Training Simulator**, enabling immersive, scenario-based officer training focused on de-escalation and critical decision-making.
- **10-Year Cost Stability** – The ISLE10+ locks in long-term pricing, shielding the Town from inflationary adjustments typical in shorter OSP10 renewals.
- **Streamlined Maintenance & Upgrades** – Hardware refreshes and software updates occur automatically across all systems under ISLE10+, ensuring the Department always operates with current-generation Axon technology.

In addition to approaching the end of existing Axon agreement terms, the Axon ISLE 10+ will increase forward observational and deployment readiness for major regional events in 2026 and increase the Town's overall commitment to safety and emergency preparedness. More importantly, as a readily used and recognized resource regionally, interoperability between jurisdictions for coordinated response deployments will be enhanced over the operational periods reliant on mutual aid and coordination.

Based on staff research and industry standards, Axon Enterprise, Inc. is the sole source provider of the following integrated law enforcement technologies:

- **ISLE 10+ Bundle:** This bundled offering is unique to Axon and includes hardware refresh cycles, software updates, and training modules that integrate into existing systems, not available elsewhere.
  - **Axon Fusus** – A real-time operations platform designed to enhance public safety and law enforcement capabilities. Allows the synthesizing of real-time intelligence, from multiple sources on one interface, location tracking of connected Axon devices, alerts, and livestreams.
  - **Axon TASER Conducted Energy Weapons:** Axon is the exclusive manufacturer of TASER devices used by law enforcement agencies nationwide.
  - **Axon Evidence.com:** Axon's proprietary cloud-based digital evidence management system is not interoperable with third-party platforms.
  - **Axon Body Cameras and Vehicle Fleet Camera Systems:** These devices are designed to work exclusively with Axon's software ecosystem.

No other vendor offers a comparable integrated solution with the same level of interoperability, CJIS compliance, and support. Axon's platform is widely adopted across law enforcement agencies and is considered the industry standard amongst localized partners and agencies. Axon has been a reputable and reliable vendor for the Town through previous services agreements and provided an updated draft Master Services Agreement which includes modifications agreed upon by all parties.

Pursuant to Assembly Bill 481, the Los Gatos-Monte Sereno Police Department is required to obtain authorization from its governing body prior to the acquisition, use, or funding of any equipment that falls within the statutory definition of “military equipment.” The proposed Axon ISLE 10+ agreement includes the Axon Drone First Responder (DFR) system, which qualifies as such equipment under AB 481. Approval of this agreement by the Town Council satisfies the requirement for elected-body authorization of funding and acquisition.

The Police Department will continue to comply with AB 481 through annual reporting to the Town Council on the use of any covered equipment, ensuring transparency and accountability in accordance with state law.

CONCLUSION:

Based on the cost-effective quote, positive history of technical software systems and hardware from Axon, staff recommend that the Town Council authorize the Town Manager to execute and renegotiate as necessary a 10-year agreement with Axon Enterprise, Inc., for the Axon ISLE 10+ program, in an amount not to exceed \$2,791,568 over the 10-year term. The transition to a 10-year term secures predictable financial planning for future budgets and ensures the Town’s continued access to Axon’s evolving ecosystem of integrated public safety technologies.

Staff would also offer the Town Council the following alternative option(s):

1. Maintain existing Axon OSP 10 agreements as is in their current terms and consider renegotiation or renewal upon each agreement expiration. Staff anticipate a 25% increase in current annual costs for a 5-year renewal of the same services and features under the OSP10 plan.

ENVIRONMENTAL ASSESSMENT:

This action does not constitute a “project” under the California Environmental Quality Act (CEQA) and is therefore exempt from environmental review.

ATTACHMENTS:

1. Axon OSP & ISLE Comparison Feature Chart
2. Axon ISLE Los Gatos Plan Summary Presentation
3. Axon Price Quote ISLE10+ Bundle
4. Axon Master Services Agreement