TO: Public Health & Safety Committee

FROM: Ken Driver, Acting Deputy Chief

DATE: March 10, 2026

SUBJECT: Tentative Tumwater Police Policy 539 – Body Worn Camera Policy – Briefing

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1) Recommended Action:

Schedule the Tumwater Police Department Policy 539 – Body Worn Cameras for the City Council Work Session on March 24, 2026, for further discussion.

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2) Background:

In September 2025, the Tumwater Police Department initiated the Body-Worn Camera (BWC) Project to deploy body-worn cameras and replace the department's existing in-car video systems. This initiative was identified as a priority by the City Council, the Tumwater Police Guild, and police department leadership.

In October 2025, the department conducted due diligence by consulting with neighboring jurisdictions currently using Axon video solutions to ensure the system would meet the operational needs of both the department and the community. During the same month, Axon provided a final product demonstration to the command staff, and contract discussions with the company began shortly thereafter.

In November 2025, a draft body-worn camera policy was developed and negotiated with the Tumwater Police Guild. The policy presented today represents the mutually agreed-upon language between the Tumwater Police Department and the Guild.

In December 2025, final project costs were established with Axon, and a memorandum of understanding was completed and signed with the Tumwater Police Guild. The Axon purchase agreement was also finalized and approved by the City Council.

The department placed the equipment order in late December, and the final shipment was received near the end of January. The department is currently working with Axon to complete installation, training, and deployment of the devices.

One of the final steps in this project is to provide an opportunity for Council and public comment on the proposed Body-Worn Camera Policy.

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3) Policy Support:

2026-2032 Strategic Priorities & Goals
Focus Area Work Plan Goal Statement: Provide and sustain quality public safety services.

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4) Alternatives:

- ❑ Don't recommend the Tumwater Police Department Policy 539 – Body Worn Camera policy be sent to the City Council work session on March 24th, 2026 for council discussion.

5) Fiscal Notes:

The startup cost for the implementation of the Body Worn Camera program in 2025 & 2026:

Body Worn Cameras			
Position	2025	2026	2025-2026
PSSI	$ 41,331	$ 86,795	$ 128,126
Records supervisor	$ -	$ 122,624	$ 122,624
Admin Sgt	$ 55,113	$ 115,736	$ 170,849
IT	$ 138,794	$ 145,734	$ 284,528
New People	$ 235,238	$ 470,889	$ 706,127
Guild Increase	$ 100,000	$ 105,000	$ 205,000
Hardware	$ 145,200	$ 68,750	$ 213,950
Totals	$ 480,438	$ 644,639	$ 1,125,077

6) Attachments:

A. Draft Tumwater Police Department Policy 539 – Body Worn Cameras