

BWC Pilot and Expanded Deployment

Policy and Governance
Committee

March 25, 2026



Agenda

- BWC Video
- Fall 2025 BWC Pilot
- Lessons Learned
- Benefits
- Return on Investment
- Plan for Future BWC Deployment
- Next Steps



Fall 2025 Body Worn Camera Pilot

- 30 Body Worn Cameras with AIera Bundle
 - Selected members of the Crisis Intervention Team (CIT) and designated Change Agents
- Training was critical to the success of the BWC deployment
 - Course Curriculum designed and developed for OPS officers
 - Online course offered through Canadian Police Knowledge Network (CPKN)
 - In-person class, lead by Sgt. Sean O'Brien, senior trainer TPS
 - Group-based Scenarios to integrate CIT & BWC training
- Deployed to regular duty as of November 10, 2025
- Support for officers through ITS Portfolio Management Office



Current Status

- Ensure all BWCs are reassigned to trained officers whenever officers were moved from Front Line roles.
- Deployed officers continue to use the latest BWC technology, including Axon Draft One, during their daily duties. Participants reported:
 - Significant improvements in report-writing productivity
 - Reduced downtime and administrative delays
 - Higher quality reports due to AI supported transcription and drafting
 - Improved communication with non-English-speaking residents through BWC translation features

Lessons Learned

Governance & Resources

- Full deployment requires expanded project governance and dedicated support resources.

Technology & Infrastructure

- Stable technology configuration needed before training
- Coordination with uniform and facilities planning required.

Training & Change Management

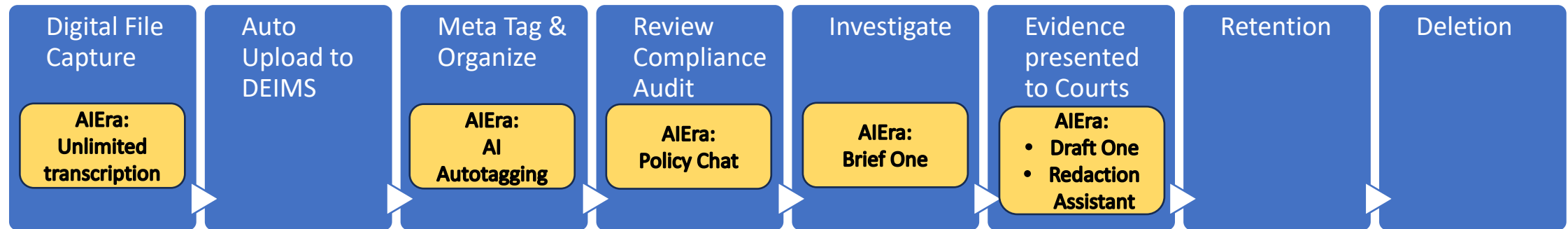
- Supervisor training required
- Train-the-trainer model needed for long-term sustainability.

Policy & Operational Processes

- Policies must align with rollout timelines
- Administrative processes must be streamlined.

DEIMS System Environment With AIera Bundle Capabilities

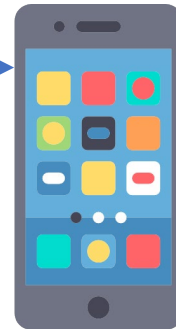
Digital Evidence Information Management System



Axon Interview



In-car Camera (ICC)



Axon App

AIera: Smart Capture



Body Worn Camera (BWC)

AIera: Auto Translate

Return on Investment – AIera Bundle

- AIera Bundle provides OPS with advanced capabilities beyond basic body worn camera capabilities and that enhance DEIMS processes beyond BWC deployment ie. ALPR vehicles / Smart Capture

Operational Data	Assumptions Scenario 1 - Pilot	Assumptions Scenario 2 – Expanded Roll-Out
Sworn officers	30	850
Incident reports per officer per year	250	250
Total reports per year	7,500	212,500
Fully loaded cost per officer hour	\$80/hour (salary + benefits)	\$80/hour (salary + benefits)
ALPR-enabled vehicles	65 patrol vehicles	65 (plus 880 BWC with Smart Capture)
Benefit Category	Annual Value - 30 BWC	Annual Value - 850 BWC
Report writing efficiency value	\$180,000	\$5,100,000
Transcription efficiency value	\$210,00	\$ 5,950,000
Redaction efficiency value	\$420,000	\$420,000
ALPR productivity	\$400,000	\$400,000
Total Annual Benefit	\$1,210,000	\$11,870,000

Net Savings, ROI % and Annual Payback

Summary Item	For 30 BWC Deployed	For 850 BWC additional
Annual benefits:	\$1,210,000	\$11,154,375
Annual cost:	\$592,868	\$7,349,233
Annual Net Benefits:	\$ 617,132	\$4,520,767
ROI:	104.1%	61.5%
Annual Payback:	5.9 months	7.4 months

Benefits

Transparency & Public Trust

- Independent record of police interactions
- Increased accountability and legitimacy

Officer Protection

- Protect officers from unfounded complaints
- Faster complaint resolution

Evidence & Investigations

- Accurate documentation of incidents
- Improved quality of court evidence

Operational Effectiveness

- AI-assisted reporting
- Improved communication through translation features

BWC Project Timeline and Key Workstreams – Year 1 (2026)

Workstream Key Task / Deliverable	Q1 Jan-Mar 2026	Q2 Apr-Jun 2026	Q3 Jul-Sep 2026	Q4 Oct-Dec 2026
PSB Reports	PSB Report Policy & Govern. Mar	PSB Report Progress April	PSB Report w/ Contract June	PSB Report Quarterly Update
Procurement		Socialize w/ City Procurement	★ Sign Axon Quote	Procurement thru City - July
Axon Body 4 & AIEra	Tech Plan Mar	Chg. Bay Install Plan	Facilities	Charge Bay install
Axon Signal	Signal Deploy. Plan - Mar	Signal Deploy Design May		BWC Config & Deployment Starting Sep
Training	Training Plan - Mar	Training Approach Apr	Train-the – Trainer May	Curriculum Jul
Communications	Comms. Plan - Mar	Community Outreach		
		Internal Communications		
		Change Management		
EDI	EDI Lense Mar			
Project Management	Project Charter Feb	Project Mgmt. Plan Mar	Project Governance and Steering Committee	
			Project Monitoring and Control / Status Reporting	



Plans include: detailed tasks, timing, deliverable, risks, constraints, issue mgmt., resources, etc.

Next Steps

- Seek Police Service Board approval for OPS to deploy an additional 850 BWC with AI Era Bundle capabilities
- Confirm Key Project Objectives:
 - Deploy 200 BWC by end of 2026
 - Deploy additional 650 BWC by end of 2027
 - Train 165 officers for BWC deployment on quarterly basis, starting Sept 2026
- Work with project team to complete the detailed planning for the identified workstreams
- Confirm the OPS Resources to be committed to support the development and delivery of the BWC deployment in 2026 and into 2027

Thank You for your Support

