



Medford City Council
Medford, Massachusetts

Public Health and Community Safety Committee, April 9, 2024

City Council

Emily Lazzaro, Chair
Justin Tseng, Vice Chair
Anna Callahan
Kit Collins
Matt Leming

This meeting will take place at 6:00 P.M. in the City Council Chamber, 2nd Floor, Medford City Hall, 85 George P. Hassett Drive, Medford, MA and via Zoom.

Zoom Link: <https://us06web.zoom.us/j/87689478390>

Call-in Number: +13017158592, 87689478390#

Broadcast Live: Channel 22 (Comcast), Channel 43 (Verizon), and medfordtv.org.

To submit written comments, please email AHurtubise@medford-ma.gov.

CALL TO ORDER & ROLL CALL

ACTION AND DISCUSSION ITEMS

24-074

Annual Surveillance Report Presentation

PAPERS IN COMMITTEE

To view Papers in Committee, please email ahurtubise@medford-ma.gov.

Adjournment



Medford City Council
Medford, Massachusetts

MEETING DATE

April 9, 2024

SPONSORED BY

AGENDA ITEM

24-074 - Annual Surveillance Report Presentation

FULL TEXT AND DESCRIPTION

Dear Chief Buckley,

I'm reaching out about scheduling a time for yourself or a designee to join the City Council for the Annual Surveillance Report presentation.

Per the Community Control Over Public Surveillance Ordinance, the Annual Surveillance Report should be released and made available no later than 3/15, and we should find a date to host you and/or designees to discuss it within 30 days of the report's release.

Thanks for all you do, and thanks again for making the Body Worn Camera Policy available and disseminating that to the public.

Sincerely,
Kit Collins
Vice President
Medford City Council

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. 2023 Annual Surveillance Report



2023 Annual Surveillance Report

Surveillance Technology: Body-worn Cameras
Date: April 1, 2024
Submitted By: Chief Jack D. Buckley

In accordance with Section 50, Article III - An Ordinance To Promote Transparency and Protect Civil Rights and Civil Liberties With Respect to Surveillance Technology I am providing the Annual Surveillance Report for the previous 2023 calendar year.

The Medford Police Department did not implement its BWC program until December 4, 2023. As a result, this report covers a limited period of time.

1. A description of how surveillance technology has been used, including whether it captured images, sound, or information regarding members of the public who are not suspected of engaging in unlawful conduct:

Body-worn Camera (BWC) equipment captures audio and video footage of most civilian-officer relations. When performing any patrol function, as determined by the Chief of Police, officers must wear and activate BWCs according to Department policy. Medford Police Officers will activate the BWC only in conjunction with official law enforcement duties, where such BWC use is appropriate to the proper performance of duties, and where BWC recordings are consistent with policy and the law. Recordings shall be specific to an incident. Officers shall not indiscriminately record entire duties or patrols.

Officers may use their discretion when deciding to activate the BWC during incidental public contact during the ordinary course of the day. Officers are not required, or expected, to activate their BWC when conducting ordinary activities or other situations that do not involve the delivery of police services.

2. Whether the surveillance technology has been effective at achieving its identified purpose:

There have been no issues or complaints related to the department's BWC program. I believe it has, thus far, been effective in achieving the purpose of documenting crime and accident scenes, or other events that include the confiscation and documentation of incidental evidence or contraband. BWC equipment enhances the Medford Police Department's ability to document and review statements and events during an incident, as well as preserve video footage, audio information and evidence for investigative and prosecutorial purposes. BWCs are effective law enforcement tools that reinforce the

public's perception of police professionalism and preserve factual representations of officer-civilian interactions.

3. Whether and how often collected Surveillance Data was shared with any external persons or entities, the name(s) of any recipient person or entity, the type(s) of data disclosed, under what legal standard(s) the information was disclosed, and the justification for the disclosure(s);

In 2023 the Medford Police Department has provided to the Middlesex District Attorney's Office two (2) BWC video cases in accordance with the mandatory pre-trial discovery rules of the Massachusetts Trial Court. All discovery requests are made through the police department's court prosecutor and the department's Supervisor of the BWC Unit.

4. The number of public records requests received by the City seeking documents concerning Surveillance Technology approved during the previous year;

During calendar year 2023 there was a total of one (1) public records request filed in accordance with the Massachusetts Public Records Law, M.G.L. Ch. 66, sec. 10. The Medford Police Department did not provide the requested BWC footage as it would violate the provisions of M.G.L Ch. 41, sec. 97D. *All reports, including communications between police officers and victims of domestic violence/ abuse perpetrated by family or household members, rape and sexual assault are confidential, and are not public records.*

5. A summary of complaints or concerns that were received about the Surveillance Technology;

No complaints have been filed.

6. The results of any internal audits, any information about violations of the Surveillance Use Policy, and any actions taken in response other than to the extent that such inclusion would violate the privacy rights of an employee of the City;

The Medford Police Department initiated the BWC trial program with a select group of approximately forty (40) officers beginning on December 4, 2023. This trial program extended through January 2, 2024. The intent of this trial period was for officers to use the BWC in actual, live incidents and for the Body Worn Camera Unit to monitor the implementation and to meet with the officers participating in the trial program to receive feedback and suggestions.

As of January 3, 2024, all officers are required to wear and use BWCs in accordance with policy. As this is new technology, the department has initiated a BWC Pilot Program where minor violations of the BWC policy and/or department rules and regulations related to the use of a BWC will be managed with additional training and counseling as opposed to formal discipline. The BWC Pilot Program will be supervised by the Body Worn Camera Unit Lieutenant. Minor violations, not criminal in nature, discovered during the compliance and review of recorded material will be viewed as training opportunities and not disciplinary actions. Said infractions may be reduced to writing in order to document corrective action.

During the BWC Pilot Program the Body Worn Camera Unit and their designees are responsible for reviewing BWC activity logs and reports to ensure officers remain in

compliance with the policy and procedural metrics established by the policy for the Medford Police Department. The Body Worn Camera Unit personnel are specifically charged with conducting periodic checks of recordings. The Body Worn Camera Unit shall provide feedback to officers on BWC use and performance and recommend training as needed to correct any deficiencies.

7. Whether the civil rights and liberties of any communities or groups, including communities of color or other marginalized communities in the City are disproportionately impacted by the deployment of the Surveillance Technology;

We do not believe the BWC program will disproportionately impact any community or group.

8. An estimate of the total annual costs for the Surveillance Technology, including personnel and other ongoing costs, and what source(s) of funding will fund the technology in the coming year, if known; and

The BWC Unit is staffed with one (1) full-time Lieutenant and one (1) full-time Patrol Officer. The base salary pay for the Lieutenant is \$107,701.77. The base salary for the Patrol Officer is \$76,721.94.

Prior to being issued a BWC, Medford Police Officers successfully completed department approved training related to the use of BWCs and the department's policy related to the activation, categorization, and uploading of data. All Medford Police Department personnel who may supervise officers wearing BWCs, or personnel requiring access to review videos were also required to attend department approved training. The department spent a total of \$28,246.01 to train all officers and supervisors in 2023.

9. A disclosure of any new agreements made in the past 12 months with non-City entities that may include acquiring, sharing, or otherwise using Surveillance Technology or the Surveillance Data it provides.

None to report.