



## CITY OF SOMERVILLE, MASSACHUSETTS MAYOR JAKE WILSON

**Date:** July 13, 2026  
**To:** City Council  
**From:** Amanda Nagim-Williams, Director of Intergovernmental Affairs  
**RE:** Body Worn Camera Finance Update

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Dear Honorable Members of the City Council,

We are providing the below update to outline the financial implications and obligations of the [BWC grant](#).

### **BWC Grant**

In the grant application, the City outlined that this grant would cover the purchasing of 119 BWC's, 14 transfer stations, and 15 charging docks for use with active and backup BWC's. The projected budget the Administration submitted to the Finance Committee outlined costs for \$249,807.00.

Somerville received less than this full request submitted to the state as part of the grant application in December 2025. Specifically, the City did not receive funding for the "Supplies Costs" listed below. The City will use the ordinary maintenance budget to purchase spare batteries should the need arise. At this time, all associated equipment and technology costs will remain consistent if the program is approved before August 31, 2026, and implemented in FY27.

- Equipment & Technology Costs - \$201,635.00
  - 119 BWC's
  - 14 Transfer Stations
  - 15 Charging Docks
- Contracts Costs - \$30,000.00
- Supplies Costs - \$18,172.00 (**Not Awarded in the Grant**)
  - 130 Spare batteries
  - 5 Backup BWCs

This grant will not cover personnel costs or salary increases and can only be expended on the areas outlined above.

### **BWC Implementation**

It is this Administration's intent to expend the full amount of the grant (\$231,635.00) awarded to the City to procure the necessary equipment in anticipation of future phased implementation. The City has successfully negotiated a collective bargaining agreement with the Somerville Police Superior Officer





Association (SPSOA). This agreement includes an updated body-worn camera policy developed in consultation with the Council and allows for immediate implementation of body-worn cameras with SPSOA officers. We will continue to negotiate in good faith with the Somerville Police Employees Association (SPEA) for a collective bargaining agreement containing the same policy. If the City accepts this grant at this time, the first phase of implementation will only apply to members of the SPSOA. As such, the costs for implementation are highlighted in the tables and text below.

BWCs will only be implemented with SPEA members if and when an agreement is reached that includes a BWC policy consistent with the SPSOA BWC policy. Until that time, SPEA members will not wear BWCs and will not receive the salary increase in their contract tied to implementation of BWCs. As is the case with other collectively bargained contracts, an updated contract for SPEA will come before the City Council for appropriation of any cost items associated with it. If and when SPEA accepts a BWC policy, the City will seek to hire a BWC Coordinator (a civilian role) to assist with managing and overseeing the BWC program for both SPSOA and SPEA.

### **BWC Grant Deadlines**

The terms of the grant specify that it is valid through August 31, 2026, which means at a minimum the associated equipment must be procured and delivered to the City by that date. In speaking to vendors, at minimum this process would require 30 days. Per conversations held with the MA Office of Grants and Research, no contract extensions will be considered as this is the final year of the five-year grant cycle associated with this initiative. Therefore, if we do not accept the funds and procure the equipment by August 31, 2026, we forfeit the grant.

### **BWC Financials with SPSOA**

| This chart outlines the Grant covered expense costs associated with implementation for the SPSOA. |               |               |                              |
|---------------------------------------------------------------------------------------------------|---------------|---------------|------------------------------|
|                                                                                                   | Year 1 (FY27) | Year 2 (FY28) | Year 3 (FY29 +) (and beyond) |
| Installation Costs                                                                                | \$85,520.24   | \$0           | \$0                          |
| Salary Cost Increase                                                                              | N/A           | N/A           | N/A                          |
| Recurring Subscription Costs                                                                      | \$95,833.70   | \$50,281.06   | N/A                          |



| This chart outlines the costs to the City associated with implementation for the SPSOA. |               |               |                              |
|-----------------------------------------------------------------------------------------|---------------|---------------|------------------------------|
|                                                                                         | Year 1 (FY27) | Year 2 (FY28) | Year 3 (FY29 +) (and beyond) |
| <b>Installation Costs</b>                                                               | \$0           | \$0           | \$0                          |
| <b>Salary Cost Increase</b>                                                             | \$105,000*    | ~\$105,000*   | ~\$105,000*                  |
| <b>Recurring Subscription Costs</b>                                                     | \$0           | \$45,552.64   | \$95,833.70                  |

\*The salary costs for FY27 implementation as of now totals \$105,000. This figure represents the 2% increase to SPSOA salaries associated with implementation of BWCs in FY27. This wage increase becomes part of employees' base salary, for calculations such as COLA and pension.

#### **BWC Financials with SPEA**

In the event the SPEA comes to an agreement for the use of body-worn cameras, the salary increase for patrol officers would total approximately \$110,000 annually in addition to the previously referenced SPSOA salary cost increase. For the initial year, costs for SPEA would be prorated to the timing of the agreement within the fiscal year at a rate of \$9,166.67 per month.

In addition, the City would seek to establish an SPD civilian role to manage the program once department-wide implementation is complete. That position is currently estimated at \$117,000.00 which breaks down to \$90,000 annually in salary with the inclusion of a 30% fringe benefits package totaling \$27,000. This would also be prorated to the onboarding of the position within the fiscal year in the initial year of hire at a cost of \$7,500 per a month for base salary and \$2,250 per a month in fringe benefits.

#### **BWC City Council Consideration Timeline**

We are also providing a timeline of the BWC grant items before the Council for reference.

| Date      | Meeting Body | Overview                                                                                                                                                      | Relevant Item Number |
|-----------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 3/12/26   | CC           | Requesting that this Council convene in Executive Session to receive an update on the status of collective bargaining negotiations.                           | 26-0334              |
| 3/26/2026 | CC           | Requesting approval to accept and expend a \$231,635 grant with no new match required, from the Massachusetts Executive Office of Public Safety and Security. | 26-0378              |



|           |     |                                                                                                                                                                                                                                                                                                                     |                       |
|-----------|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 3/26/2026 | CC  | Requesting approval of the Surveillance Technology Impact Report for Body Worn Cameras. Item was referred to Legislative Matters.                                                                                                                                                                                   | 26-0484               |
| 4/7/2026  | FIN | Grant item first appeared on the Finance Committee agenda for discussion.                                                                                                                                                                                                                                           | 26-0378               |
| 4/9/2026  | CC  | Requesting that this Council convene in Executive Session to receive an update on the status of collective bargaining negotiations.                                                                                                                                                                                 | 26-0575               |
| 4/21/2026 | FIN | The grant was on the Finance Committee agenda for the second time but discussed for the first time. Memo conveying the anticipated financial costs for the BWC implementation of both Somerville Police Superior Officers Association (SPSOA) and Somerville Police Employee Association (SPEA).                    | Attached as a handout |
| 4/23/2026 | CC  | Requesting that this Council convene in Executive Session to receive an update on the status of collective bargaining negotiations.                                                                                                                                                                                 | 26-0689               |
| 5/20/2026 | CC  | Requesting that this Council convene in Executive Session to receive an update on the status of collective bargaining negotiations.                                                                                                                                                                                 | 26-0865               |
| 5/26/2026 | FIN | Finance Committee Meeting where the Administration shared the intention to submit an appropriation for the ratification of the collective bargaining agreement for the 5/28/2026 City Council meeting to be laid on the table and for anticipated discussion on the item for the City Council meeting on 6/11/2026. | 26-0378               |
| 5/28/2026 | CC  | Signed SPSOA MOA submitted to the Council and Laid on the Table.                                                                                                                                                                                                                                                    | 26-0915               |
| 5/29/2026 | -   | FY27 Budget Book went live to the City Council. This iteration reflected the inclusion of the BWC Coordinator.                                                                                                                                                                                                      | -                     |
| 6/4/2026  | -   | FY27 Budget Book page for SPD updated to reflect the removal of the anticipated BWC Coordinator. SPD will use internal resources at this time for phased implementation as cameras are only being utilized by SPSOA.                                                                                                | -                     |



|           |     |                                                                                                                                                                                                             |                   |
|-----------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 6/11/2026 | CC  | Signed SPSOA MOA discussed at Council Meeting and the appropriation was approved by the Council.                                                                                                            | 26-0915           |
| 6/11/2026 | CC  | Updated memo conveying the anticipated financial costs for the BWC implementation without SPEA. This item was referred to the Legislative Matters Committee.                                                | 26-1034 + 26-0378 |
| 6/11/2026 | CC  | Administration submitted a revised STIR. This item was referred to Legislative Matters.                                                                                                                     | 26-0999           |
| 6/11/2026 | CC  | Administration submitted a BWC TSSUP now that a signed MOA existed with SPSOA. This item was referred to Legislative Matters.                                                                               | 26-1000           |
| 6/16/2026 | FIN | The Finance Committee voted to keep the grant in Committee.                                                                                                                                                 | 26-0378           |
| 6/25/2026 | CC  | Memo conveying the Administration's intent to accepting and expending the entirety of the grant and a request for the Council to take action on relevant items on BWC's while the grant is a viable option. | 26-1123           |
| 6/30/2026 | LEG | The Legislative Matters Committee voted to discharge the TSSUP and STIR without a recommendation.                                                                                                           | 26-0999 + 26-1000 |
| 7/7/2026  | FIN | BWC Grant was discharged from Committee with a recommendation that the item is not approved.                                                                                                                | 26-0378           |
| 7/9/2026  | CC  | The Council referred the TSSUP and STIR back to the Legislative Matters Committee.                                                                                                                          | 26-0999 + 26-1000 |
| 7/9/2026  | CC  | BWC Grant is laid on the table.                                                                                                                                                                             | 26-0378           |
| 7/9/2026  | CC  | The Administration submitted an updated STIR and TSSUP with a request for the items to be laid on the table. The Council referred these items to Legislative Matters Committee.                             | 26-1189 + 26-1192 |

If there are any questions, please do not hesitate to reach out.

Thank you,

**Amanda Nagim-Williams**  
Director of Intergovernmental Affairs