



Medford City Council
Medford, Massachusetts

Public Health and Community Safety Committee, May 20, 2026

City Council

Emily Lazzaro, Chair
Justin Tseng, Vice Chair
Anna Callahan
Matt Leming
George A. Scarpelli

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/82188924439?pwd=FN28gKXDml1HJlqhQC5mEfvFaTiwco.1>

Call-in Number: +19292056099,,82188924439#,,, *752649#

Live: Channel 22 (Comcast), Channel 43 (Verizon), [YouTube](#), and medfordtv.org.

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

CALL TO ORDER & ROLL CALL

ACTION AND DISCUSSION ITEMS

26-094

Submitted by Police Department

2025 Annual Surveillance Report Presentation

Adjournment



Medford City Council
Medford, Massachusetts

MEETING DATE

May 20, 2026

SPONSORED BY

AGENDA ITEM

26-094 - 2025 Annual Surveillance Report Presentation

FULL TEXT AND DESCRIPTION

Be it Resolved by the Medford City Council that the Public Health and Community Safety Committee review the annual surveillance reports of the city.

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. 2025 Annual Surveillance Report



MEDFORD POLICE DEPARTMENT

100 Main Street
Medford, Massachusetts 02155-4510

Jack D. Buckley
Chief of Police



FAX: (781)219-3709 PHONE: (781)391-6409

2025 Annual Surveillance Report

Surveillance Technology: Body-worn Cameras / Other Surveillance Technology
Date: May 5, 2026
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 2025 calendar year.

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:

a. Body-worn Cameras

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.

b. Other Surveillance Technology Used

During calendar year 2025, the Detective Division did utilize certain investigative tools on a limited, case-by-case basis, in accordance with applicable legal authority. This included the court authorized use of a GPS tracking device in connection with one (1) criminal investigation. GPS does not capture audio and video footage.

The Detective Division has also received assistance from other law enforcement partner agencies, which at times included the use of their own facial recognition technology. These systems are owned, operated, and maintained, by those respective agencies and are not under the control of the Medford Police Department. Facial recognition software was utilized approximately three (3) times during calendar year 2025, all involving criminal investigations. All investigations complied with Massachusetts General Law Chapter 6, Section 220.

Additionally, the Detective Division utilized information from FLOCK camera systems operated by other municipalities in approximately (12) twelve separate criminal investigations. The data was provided to our detectives from other law enforcement agencies. The City of Medford does not own or operate FLOCK camera systems.

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

a. Body-worn Cameras

BWCs are effective law enforcement tools that reinforce the public's perception of police professionalism and preserve factual representations of officer-civilian interactions. They have been effective in achieving the purpose of documenting police interactions with the public, crime and accident scenes, or other events.

In 2025, officers made 32,181 videos of which 1,717 were related to arrests. There were 906 videos related to incidents involving a felony and 1,861 videos involving a misdemeanor. The BWC Unit created 3,425 video cases and 361 were requested by the District Attorney's Office to assist with their investigation/prosecution.

b. Other Surveillance Technology Used

The surveillance technology mentioned above was used to gather evidence in active criminal investigations. The surveillance technologies were used to prove or disprove a crime, link suspects to a crime, and ensure that innocent persons were not wrongfully prosecuted.

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);

a. Body-worn Cameras

In 2025 the Medford Police Department has provided to the Middlesex District Attorney's Office in various courts a total of 361 BWC cases each involving numerous incident-specific videos 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.

b. Other Surveillance Technology Used

Any surveillance data involved in a criminal investigation was shared with the State of Federal prosecution team and made available through the discovery process if required.

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

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.

During calendar year 2025 there were a total of one hundred-eight (108) public record requests filed in accordance with the Massachusetts Public Records Law, M.G.L. Ch. 66, sec. 10. The Medford Police Department approved all requests as required by law.

Eighteen (18) public Record requests for BWC video were 'not approved' as it would violate the provisions of M.G.L Ch. 41, sec. 97D.

- Nine (9) - Not disseminated due to Arrest/Discovery
- Nine (9) - Exemption by Law
 - 4 Domestic Violence related
 - 2 Ongoing Investigation
 - 1 Juvenile involved
 - 1 CORI Protected
 - 1 Too vague

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;

A random audit of every officer consisting of three videos each was conducted to ensure officers are complying with the Medford Police Department's Body Worn Camera Policy. A separate Supervisor Access Audit was also conducted comprising a review of 350 random videos.

The Body Worn Camera Unit is 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.

There were no violations observed or reported.

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 use of any surveillance technology mentioned in this report has disproportionately impacted 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 \$125,215.02. The base salary for the Patrol Officer is \$89,197.60.

Ongoing costs could include the annual audit of all officers to ensure compliance with the BWC policy and an annual audit of all supervisors ensuring they are only viewing videos they have permission to. Additional costs could be associated with training. In 2025, four (4) new Police Officers were hired, trained and outfitted with Body Worn Cameras and related equipment.

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.