



City Council Agenda

Monday, January 12, 2026

6:00 PM

City Council Chambers

In accordance with [Minnesota Statutes §13D.02](#) and City policy, Council and Commission members may attend meetings remotely up to three times per calendar year.

(Times listed are approximate – please note that items may be earlier or later than listed on the agenda)

- 6:00 p.m. **1. Roll Call**
Voting & Seating Order: Schroeder, Groff, Bauer, Strahan, and Roe
- 6:01 p.m. **2. Pledge of Allegiance**
- 6:02 p.m. **3. Approve Agenda**
- 6:03 p.m. **4. Public Comment**
- 6:08 p.m. **5. Recognitions and Donations**
- 6:13 p.m. **6. Items Removed from Consent Agenda**
- 7. Business Items**
 - 6:15 p.m. a. Receive Update on Strategic Plan
 - 7:30 p.m. b. Consider Approval of a Contract with Axon for a Records Management System and Integrated Public Safety Technology
- 8:00 p.m. **8. Council Direction on Councilmember Initiated Agenda Items**
 - a. City Council Direction on Future Agenda Item Initiated by Councilmember Bauer - Expectations and Restrictions of DHS, ICE and associated agencies regarding the use of City Resources including property, staff and data.
- 9. Approval of City Council Minutes**
- 10. Approve Consent Agenda**
- 8:15 p.m. **11. Future Agenda Review, Communications, Reports, and Announcements - Council and City Manager**
- 8:25 p.m. **12. Adjourn**

REQUEST FOR COUNCIL ACTION

Date: 1/12/2026

Item No.: 7.a.

Department Approval

City Manager Approval



Item Description: Receive Update on Strategic Plan

Background

In 2024, the city of Roseville entered into an agreement with INspiring SIGHT to create a strategic plan for the organization. In the fall, Staff and City Council held joint sessions to develop a vision, mission, values and strategic directions for the organization. Staff continued the strategic plan work, including developing goals and success indicators for the strategic plan. Staff presented, received, and incorporated council feedback into the final version of goals and success indicators that were adopted by council.

Staff continued to develop the strategic plan's next phase by creating the plan objectives. This presented an opportunity to increase organizational engagement in the development of the strategic plan. The city created cross-functional teams with representatives of all departments to develop innovative objectives to guide city work and the strategic plan. These teams brought forward more innovative objectives, and the relationships developed have led to better collaboration on other projects not related to the strategic plan.

After core teams developed objectives, the department head team reviewed, edited, and revised the objectives. Those updates were shared back to core teams for final review. Staff will provide an update to council about the progress of the plan's development and next steps on implementation.

Policy Objectives

As an evolution of the community aspirations, the development of the strategic plan aligns well with our organizational direction and policy objectives. It prioritizes our programs, operations, and investments through our organizational values, Accountability, Integrity, Equity, Community and Safety.

Equity Impact Summary

As we name the values of our organization, implementation of the strategic plan is another step towards fulfilling our community aspirations. Accountability, Integrity, Equity, Community and Safety are the values that will inform this plan, and our work going forward.

Budget Implications

None.

Staff Recommendations

37 Receive strategic plan update and discuss.

38

39 **Requested Council Action**

40 Adopt strategic plan objectives.

41

42

Prepared by: Antonio Montez

Attachments: 1. Strategic Plan update to city council 1.12.2026
2. Goals & Objectives

43

Strategic Plan Update

City of Roseville



Agenda

1. Key takeaways
2. Recap of the process
3. Where are we today
4. Where will we go

Recap



3 key takeaways

1. Plain language the strategic plan
2. Share objectives of the strategic plan
3. Implementation plan

Envision Roseville

1. Envision Roseville

2. Roseville aspires to be:

1. a city that fosters a **strong sense of community**
2. a community that is **welcoming and inclusive** of all people
3. a city where all people feel **safe and secure** and where mutual trust and respect is held between community and emergency response
4. a community of **thriving and diverse neighborhoods**
5. a community that **embraces diversity**
6. a community that **treasures and preserves natural areas and open space**
7. a community that is **economically prosperous**
8. a community with a **safe, inclusive, and well-connected transportation and infrastructure system**

Development of Vision, Mission, and Values

1. City Vision: Roseville is a vibrant, safe, and inclusive community
2. City mission: Create a high quality of life for our community through:
 - Economic Vitality
 - Parks and Natural Environment
 - Responsive Services and Safety
 - Reliable and Sustainable Infrastructure
 - Community and Civic Engagement
 - City Operations

Values

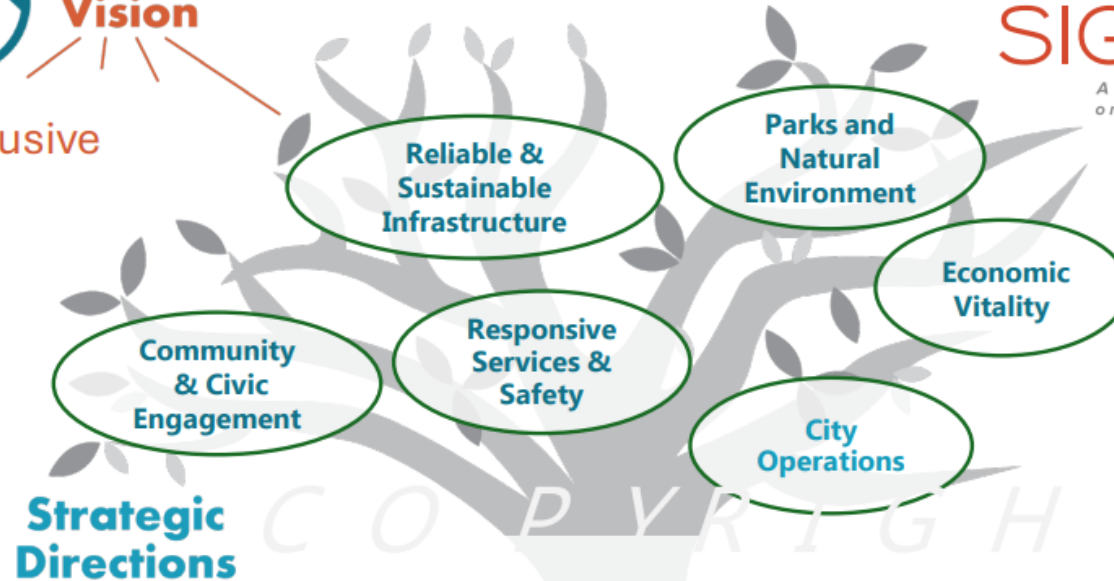




A vibrant, safe and inclusive community

INSPIRING
SIGHT

A new lens
on decision-making



Mission

The City of Roseville creates a high quality of life for our community through reliable and sustainable infrastructure, responsive services and public safety, parks and natural environment, economic vitality, and community and civic engagement

Values



©STRATEGY TREE

Where we are today



Plain language the plan – "The what"

Economic Vitality

- Support and retain business (small and retail).
- Wide range of housing types for all income levels.
- Multi-modal transportation options.

Accountability

Community

Equity

Safety

Integrity

Objectives: Economic Vitality – "The how"

- Provide programs and resources, informed through communications and engagements, aimed at helping establish and grow small businesses and to support and stabilize the retail sector of Roseville.
- Provide programs aimed at cost-burdened households and the unhoused and to maintain and stabilize Roseville's housing stock valued at or below the median-level.
- Ensuring group homes and multi-family housing types are regulated in a manner that meets the needs of the people they serve and contribute positively to the communities they are a part of.
- Create a regulatory environment that is favorable to the development of lower density housing types for middle income households.
- Work with agencies to plan and implement multi-modal transportation options to residents and businesses as transportation systems are upgraded.

Accountability

Community

Equity

Safety

Integrity

Plain language the plan - "The what"

Parks and Natural Environment

- Preserve and enhance parks and natural spaces.
- Broad cross section of community members use parks and participate in activities.

Accountability

Community

Equity

Safety

Integrity

Objectives: Parks and Natural Environment – "The how"

- Conduct a comprehensive, systematic evaluation of the Parks and Recreation System (including facilities and programs) to align with the anticipated needs of the community.
- Ensure that funding for parks, facilities, and programs aligns with community's expected level of service.
- Implement the Natural Resources Master Plan.

Accountability

Community

Equity

Safety

Integrity

Plain language the plan - "The what"

Responsive Services and Safety

- Community is confident in safety services that meet evolving needs.
- A Safe and secure community with high quality of life.

Accountability

Community

Equity

Safety

Integrity

Objectives: Responsive Services and Safety – "The how"

- Support the community through preventative programs and services that improve safety and security.
- Establish a dedicated coordinator to oversee and streamline licensing to improve safety and compliance.
- Commit to open and consistent communication, build authentic partnerships with diverse communities, and create accessible opportunities for residents to participate.
- Develop and implement a prioritized multi-year resource allocation strategy and structure to ensure people, resources, training, and technology are in place to respond to the needs of the community

Accountability

Community

Equity

Safety

Integrity

Plain language the plan - "The what"

Reliable and sustainable infrastructure

- Assets and infrastructure are planned, managed, and funded.

Accountability

Community

Equity

Safety

Integrity

Objectives: Reliable and Sustainable Infrastructure – "The how"

- Develop and Implement a Strategic Asset Management Plan by 2028.
- Implement the Civic Campus project on time and within budget.
- Climate Equity Action Plan will be created, adopted and utilized to guide decision making by 2027.

Accountability

Community

Equity

Safety

Integrity

Plain language the plan - "The what"

Community and Civic Engagement

- The public feels informed and valued for its feedback and input.

Accountability

Community

Equity

Safety

Integrity

Objectives: Community and Civic Engagement – "The how"

- Create a strategic approach to city-wide community engagement initiatives that better align city resources and leads to more informed residents.
- Increase support for staff liaisons by standardizing commissioner onboarding and better aligning scope of work with council priorities so that commissions can effectively advise council.
- Identify common barriers to participation and create strategies to remove them for increased representation in commissions from residents of all backgrounds.

Accountability

Community

Equity

Safety

Integrity

Plain language the plan - "The what"

City Operations

- City workforce and public officials are capable, nimble, and forward thinking.

Accountability

Community

Equity

Safety

Integrity

Objectives: City Operations – "The how"

- Provide staff ongoing training on current technology and review high-priority processes and technology to identify opportunities for improved efficiency, cross-departmental use, and replacement needs.
- Implement a citywide learning framework that defines core competencies for all positions and development pipelines for employees.
- Identify employee wellness needs and develop high impact initiatives to improve employee wellness.
- Develop at least three citywide cross-departmental work teams that advance strategic priorities.
- Integrate the city's mission, vision, and values into all recruitment, selection, and onboarding processes.
- By the 2028 budget year develop a multi-year financial forecast for operations to plan for necessary resources.

Accountability

Community

Equity

Safety

Integrity

Core teams

Joel Koepp
Jeanne Kelsey
Corey Yunke
Antonio Montez
Tom Pitzl
Bryan Lloyd
Jeff Lopez
David Brosnahan
Thomas Paschke
Jennifer Lowry

Carrie Anderson
Josh Tghygesen
Sean McDonagh
Rachel Boggs
Ryan Johnson
Corey Yunke
Kevin Elm
Jim Taylor
Phil Weix
Deon Haider

Joe Adams
Jennifer Engh
Scott Breuer
David Peters
Sally Ricard
Janice Gundlach
Jessica Matthews
Pam Ryan

Travis Steinberg
Neil Sjostrom
Erik Henricksen
Kevin Elm
Michelle Pietrick
Dave Englund
Darrin Wood
Ted Fish
Noelle Bakken

Accountability

Community

Equity

Safety

Integrity

Where will we go



Phase 1 Implementation – Year 1

1. Focused on sustainability for long term implementation.
2. Select 4 objectives to focus on in 2026.

Phase 2 Implementation – Year 1

1. Q2 2026 Collaborate with council to identify 3 objectives to prioritize for 2027.
2. Q4 2026 staff will complete 2026 objectives.

Phase 3 Implementation – Year 2

1. Implementation of objectives identified and funded during 2027 budget process.
2. Q2 2027 Collaborate with council to identify 3 objectives to prioritize for 2028.
3. Q4 2027 staff will complete objectives from Phase 2 of the implementation plan.

Phase 4 Implementation – Year 3 and beyond

1. The continued implementation and collaboration of between staff and council to identify and prioritize objectives that align with organizational values and priorities.

Evaluation and Adjust

1. In 2028 staff plan to evaluate and adjust the strategic plan as necessary to continue to effectively implement the strategic plan.

Year 1 2026 Focused Objectives

- Programming Local Affordable Housing Aid Funding
- Conduct a strategy and planning session with Roseville Central Park Foundation, Friends of Roseville Parks and Friend of the OVAL Foundation to understand how the City can best support and strengthen Friends Groups.
- Launch a Supervisor and Leadership Academy
- Evaluate and improve licensing process

Rollout

You will see a rollout, I'm working with community relations on:

- Visuals
- Templates
- Summary report

How will the plan be used

- Staff will use the plan to inform planning, programming and request for investments.
- The organization will use it to plan and prioritize our short and long term work.
- We hope council will use our mission, vision, values, goals and objectives to inform the decisions you make as you represent the community.
- As an evolution of our community aspirations, we think this aligns with what the community has asked our organization to be.



Q

&

A

Questions?

THANK YOU

Administration

Economic Vitality:

***Desired Impact:** Roseville has a diverse & stable business community, offers a wide range of housing types for people at all income levels, & includes multi-modal transportation options.*

Goal 1: Create a climate that supports the retention and expansion of Roseville businesses:

- Provide programs and resources, informed through communications and engagements, aimed at helping establish and grow small businesses and to support and stabilize the retail sector of Roseville.
- Success indicators
 - Roseville's overall commercial tax base experiences steady growth.
 - Programs and regulations evolve/adapt to meet the needs of the business community.
 - Small, Woman, Veteran and BIPOC-owned businesses have a recognizable presence.

Goal 2: Housing types and programs contribute to economic success for households at all income levels:

- Provide programs aimed at cost-burdened households and the unhoused and to maintain and stabilize Roseville's housing stock valued at or below the median-level.
- Ensuring group homes and multi-family housing types are regulated in a manner that meets the needs of the people they serve and contribute positively to the communities they are a part of.
- Create a regulatory environment that is favorable to the development of lower density housing types for middle income households.
- Success indicators
 - Housing in Roseville is provided in a manner to meet the life-cycle continuum
 - Roseville residents feel safe, secure, and stable in their housing
 - Roseville residents are not cost-burdened by their housing

Goal 3: Develop and advocate for safe, intentional, multi-modal transportation systems throughout Roseville:

- Work with agencies to plan and implement multi-modal transportation options to residents and businesses as transportation systems are upgraded.
- Success indicators
 - Roseville residents, workers and visitors have multi-modal options to connect to places they want and need (amenities and employment).
 - Roseville advocates and partners with other public agencies towards advancement of multi modal options.

Parks and Natural Environment:

***Desired Impact:** Parks and natural resources are preserved, maintained and enhanced to ensure a broad cross-section of community members actively use and participate in our parks, activities and facilities.*

Goal #1: Roseville Parks system, and recreation programs are thoughtfully planned, sustainably funded and well-maintained:

- Conduct a comprehensive, systematic evaluation of the Parks and Recreation System (including facilities and programs) to align with the anticipated needs of the community.
- Ensure that funding for parks, facilities, and programs aligns with community's expected level of service.
- Success indicators
 - Roseville's Parks and Recreation System Master Plan evolves to align with the needs of the community.
 - The Parks and Recreation System Master Plan continues to be implemented.
 - Residents and non-residents (worker and visitor) across all demographics utilize parks and participate in recreation opportunities.
 - Roseville's parks and programs positively contribute to residents' quality of life.

Goal #2: Roseville's natural environment is actively protected and restored.:

- Implement the Natural Resources Master Plan.
- Success indicators
 - Roseville's natural spaces positively contribute to residents' quality of life.

- City programs and regulations support community members in their efforts to maintain, protect and restore the environment.
- The Parks and Recreation Natural Resources Master Plan is implemented.
- Residents and stakeholders are empowered to preserve and restore Roseville's natural resources.

Responsive Services and Safety:

***Desired Impact:** Community members with a variety of needs feel confident that city services are responsive to ongoing needs & keep everyone safe, secure & positively impact their quality of life.*

Goal #1: Take proactive steps to create a safer community through prevention, planning, and early intervention:

- Support the community through preventative programs and services that improve safety and security.
- Establish a dedicated coordinator to oversee and streamline licensing to improve safety and compliance.
- Success indicators
 - Real-time data and information are utilized to improve operations, response, and customer service.
 - Increased public safety involvement in community activities and outreach efforts.
 - Policies and procedures ensure the protection of the community.

Goal #2 develop and implement a prioritized multi-year resource allocation strategy and structure to ensure people, resources, training, and technology are in place to respond to the needs of the community.

- Will be accomplished by the objective in City Operations to develop a multi-year operational budget plan.
- Success indicators
 - Grants, partnerships, and other funding sources contribute to improved resources and technology.
 - Community members report feeling safe and secure.
 - Improved public safety response times.

Goal #3: Strengthen trust through transparency, accessibility and engagement:

- Commit to open and consistent communication, build authentic partnerships with diverse communities, and create accessible opportunities for residents to participate.
- Success indicators
 - Increased involvement in city activities and outreach efforts.
 - Trust is fostered through open discussions with city public safety officials and community.
 - Policies and procedures maximize transparency, accessibility and engagement.
 - Historically underrepresented communities feel an increased sense of trust which leads to an increase in calls for service.

Reliable and Sustainable Infrastructure:

***Desired Impact:** Roseville's assets and infrastructure are effectively, efficiently and sustainably planned, managed and funded.*

Goal #1: Develop and implement a strategic funding strategy that prioritizes key capital improvements that are planned, regularly assessed and evolve based on city values and changing community needs.

- Develop and Implement a Strategic Asset Management Plan by 2028.
- Success indicators
 - All capital assets are catalogued and regularly assessed for condition and expected lifespan.
 - Infrastructure updates and replacement is strategically planned and includes the Community's voice.
 - Capital projects are evaluated and prioritized on values guiding the City of Roseville (Community, Accountability, Integrity, Equity, Safety)
 - Funding strategies are developed and implemented to ensure that Roseville's infrastructure is maintained and updated to a level of service that meets or exceeds the expectations of the community.
 - Residents are satisfied with the quality of the infrastructure.
 - Service interruptions are minimized.

Goal #2: Implement the civic master plan on time, within budget, and with community input:

- Implement the project on time and within budget.
- Success indicators
 - City's Maintenance and Operations space needs are met within the approved budget and timeline
 - City's license center/wellness and dance studio needs are met within the approved budget and timeline
 - Final design was developed with community input.

Goal #3: City Infrastructure supports the sustainability goals of the city:

- Climate Equity Action Plan will be created, adopted and utilized to guide decision making by 2027.
- Success indicators
 - Climate Action Plan is created, completed and implemented.
 - Green alternatives are actively considered in asset replacement.

Community and Civic Engagement:

***Desired Impact:** Roseville's public, across all demographics, feels informed and valued for its feedback and input.*

Goal #1: Create an environment for diverse stakeholder participation at all levels and types of city decision-making:

- Create a strategic approach to city-wide community engagement initiatives that better align city resources and leads to more informed residents.
- Success indicators
 - Roseville stakeholders are informed about the city's, mission, vision, values, and strategic plan and how they drive/influence decisions.
 - Residents understand how their input will be used and the level of impact it has on decision making in advance of participating.
 - Engagements include an intentional plan for historically underrepresented populations to participate.
 - Create an environment that fosters a sense of civility in public engagement.

Goal #2: Utilize Roseville's commissions to provide accessible pathways for residents of all backgrounds representing the voice of the community to shape city decisions and become better informed residents:

- Increase support for staff liaisons by standardizing commissioner onboarding and better aligning scope of work with council priorities so that commissions can effectively advise council.
- Identify common barriers to participation and create strategies to remove them for increased representation in commissions from residents of all backgrounds.
- Success indicators
 - Residents are aware of and understand the opportunities for participation on city commissions.
 - There is growth in commission appointments from underrepresented groups
 - Commissioners understand their role and feel that they have an impact in city decision-making processes.
 - Commissioners are well-informed on issues related to their commission scope.

City operations:

***Desired Impact:** The City of Roseville's workforce & public officials are capable, nimble, & forward thinking in achieving its strategic priorities.*

Goal #1: Technology, resources, and processes are used to improve operations:

- Provide staff ongoing training on current technology and review high-priority processes and technology to identify opportunities for improved efficiency, cross-departmental use, and replacement needs.
- Success indicators
 - City services demonstrate alignment with strategic priorities and adapt as priorities evolve.
 - Residents report satisfaction with the quality and responsiveness of City services.
 - Workforce and public officials report increased efficiency and capacity to deliver high-quality services.

Goal #2: The city attracts and retains a diverse and innovative group of employees who support the mission, vision, and values of the strategic plan:

- Implement a citywide learning framework that defines core competencies for all positions and development pipelines for employees.

- Identify employee wellness needs and develop high impact initiatives to improve employee wellness.
- Develop at least three citywide cross-departmental work teams that advance strategic priorities.
- Integrate the city's mission, vision, and values into all recruitment, selection, and onboarding processes.
- Success indicators
 - Progress is made toward goals outlined in the strategic plan; staff use the city's values to guide decisions.
 - City leadership invests in proactive workforce development.
 - Voluntary employee turnover is reduced.
 - The city's work environment attracts and retains staff.

Goal # 3: Ensuring resource allocation meets operational needs while advancing strategic priorities:

- By the 2028 budget year develop a multi-year financial forecast for operations to plan for necessary resources.
- Success indicators
 - Progress is made toward goals outlined in the strategic plan; staff use the city's values to guide decisions.
 - City leadership invests in proactive workforce development.
 - Voluntary employee turnover is reduced.
 - The city's work environment attracts and retains staff.

REQUEST FOR COUNCIL ACTION

Date: 1/12/2026
Item No.: 7.b.

Department Approval



City Manager Approval



Item Description: Consider Approval of a Contract with Axon for a Records Management System and Integrated Public Safety Technology

Background

The Roseville Police Department seeks Council approval to enter into a time-limited partnership with Axon to replace the Roseville Police Department's Records Management System (RMS) and gain access to a fully integrated public safety technology ecosystem, addressing longstanding operational challenges while leveraging a rare cost-saving opportunity through a regional collaboration with the St. Paul Police Department.

The Roseville Police Department's current Records Management System (RMS) presents ongoing operational challenges that were identified and validated through an independent review of police operations and efficiencies conducted by the Axtell Group. These challenges include system performance issues, redundant data entry, unresolved functionality such as online reporting, and security concerns related to a county-hosted environment. Collectively, these issues impact operational efficiency, data accuracy, staff workload, and overall service delivery.

In 2025, the St. Paul Police Department entered into an agreement with Axon to design and implement a new RMS platform. Because Roseville shares similar operational needs and the same dispatch center, Axon has offered Roseville a rare opportunity to join St. Paul's RMS development project.

This arrangement allows Roseville to implement a modern and cloud-based RMS at a significantly reduced cost while maintaining a separate contract and RMS system. Axon typically does not offer RMS services to agencies of Roseville's size; however, because St. Paul's system is still in the design phase, Axon has extended this time-limited opportunity to Roseville.

Joining St. Paul's Axon RMS project would allow Roseville to replace its current RMS with a fully integrated, cloud-based platform that improves reliability, cybersecurity, and operational efficiency. Key benefits include:

- **Cost efficiency:** Participation in St. Paul's rollout results in pricing estimated to be three to four times lower than standard RMS costs for a mid-sized agency.
- **Operational improvement:** The Axon RMS integrates directly with body-worn cameras, squad cameras, digital evidence, and reporting tools—reducing redundant data entry and administrative workload.
- **Cybersecurity and resilience:** Axon's platform is cloud-based, independently audited, and designed with redundancy, encryption, and disaster recovery safeguards.
- **Technology consolidation:** The bundled agreement replaces multiple third-party systems with a single ecosystem, improving efficiency and reducing long-term costs.

- **Independent validation:** An external review by the Axtell Group identified RMS-related inefficiencies as a significant operational concern and recommended pursuing a system that better supports staff workloads.

The agreement is time-sensitive. Axon requires a commitment by January 13, 2026, before full system design and development begins with St. Paul's project.

The contract has been reviewed and approved by the City Attorney.

Policy Objectives

Approval of the proposed Axon Records Management System (RMS) partnership advances the City of Roseville's strategic objectives by modernizing critical public safety technology, improving operational efficiency, strengthening cybersecurity, and ensuring long-term fiscal sustainability.

This initiative directly supports the Roseville Police Department's Five-Year Resource and Operational Efficiency Plan by reducing administrative burden, eliminating redundant data entry, improving data accuracy, and consolidating multiple systems into a single, integrated platform. These improvements allow sworn and civilian staff to focus on core public safety responsibilities and community engagement.

The proposal aligns with the City's Strategic Plan, specifically Responsive Services and Safety – Goal #2, by ensuring the department has the appropriate technology and systems in place to respond effectively to community needs. It also supports City Operations – Goal #1 by streamlining workflows, consolidating technology platforms, and improving overall operational effectiveness.

By partnering with St. Paul and implementing Axon's integrated RMS and technology ecosystem, the City makes a strategic investment that aligns with adopted plans, addresses current system limitations, and positions Roseville to meet future public safety and operational demands in a cost-effective and sustainable manner.

Equity Impact Summary

The implementation of the Axon ecosystem is expected to advance equity by improving the consistency, transparency, and accountability of police operations. By streamlining administrative tasks such as evidence management and documentation, the department can reduce potential errors or disparities in case handling, ensuring fair treatment for all community members. Freed-up staff time allows officers to focus more on proactive community engagement, relationship-building, and addressing the needs of vulnerable or historically underserved populations.

Many of the technologies included in the Axon ecosystem, such as drones, body-worn cameras, and license plate readers, are already in use by the department. Their deployment is guided by strict departmental policies, applicable state laws, and independent audits, which are conducted regularly to ensure responsible and lawful use. These safeguards provide additional layers of oversight, accountability, and transparency, further supporting equitable outcomes for the community.

This recommendation aligns with the City's Community Aspirations by fostering a safer, more engaged, and inclusive community. The use of technology in a responsible and transparent manner, coupled with strong policies, public input, and independent oversight, helps strengthen community trust and supports equitable access to public safety services. Overall, the project is designed to enhance operational effectiveness while promoting fair and equitable outcomes for all residents.

See attached equity toolkit for additional details.

Budget Implications

No significant financial impacts are anticipated in 2026, as the department's current Axon contract remains in effect and is already budgeted. The new Records Management System is not expected to be fully implemented until mid-to-late 2027, allowing costs to be phased in gradually and minimizing near-term budget impacts.

Absent this opportunity, the department anticipated increased costs beginning in 2027 related to necessary RMS upgrades, cloud migration requirements, end-of-life TASER replacement, and the acquisition of additional technology solutions. Through negotiations with Axon, Roseville is instead able to secure long-term cost efficiencies by bundling multiple technologies into a single agreement and aligning with the St. Paul Police Department's RMS rollout.

This approach provides several key financial benefits, including locked-in 2025 pricing over a ten-year period, predictable and stable long-term costs, bundled access to current and future technologies at no additional charge, and reduced reliance on multiple third-party vendors. In addition to direct savings, the consolidated Axon ecosystem allows the department to phase out redundant systems currently used for functions such as online reporting, drone management, policy compliance, training tracking, wellness platforms, and video-related software, further reducing ongoing operating costs and administrative complexity.

The proposed Axon RMS represents a fiscally responsible, long-term investment in public safety technology that balances near-term affordability with sustainable operational and financial planning. A detailed ten-year cost summary and annual breakdown are provided in the attachments.

Although initial annual costs with the Axon RMS are higher than continuing with the current system, projections indicate that over the ten-year contract, costs associated with the existing RMS and standalone vendors are expected to rise, narrowing the gap between the two options. In 2027, maintaining the current RMS (with a move to a cloud-based solution) is estimated at approximately \$466,000, while participation in the Axon bundled ecosystem is estimated at approximately \$534,000. Starting in 2028, Axon's annual costs are projected to cap at \$620,000 for the duration of the contract, while costs for maintaining and upgrading multiple systems under the current RMS are likely to continue increasing. By providing predictable, stable pricing and access to all future technologies without additional charges, the Axon agreement ensures long-term cost efficiency and operational continuity, a guarantee not available under the current system or from other vendors.

Staff Recommendations

Staff recommends approving entering into a 10-year contract with Axon for a Record Management System and Integrated Public Safety Technology.

Requested Council Action

Approve entering into a contract with Axon for a Record Management System and Integrated Public Safety Technology.

Prepared by: Erika Scheider, Chief of Police

Attachments:

1. Roseville Executive Summary of Axon Contract
2. Equity and Inclusion Toolkit--Axon Contract
3. Axon contract 2026
4. Transition to Axon RMS PowerPoint
5. Memo to City Manager on RMS Opportunity

10-YEAR QUOTE SUMMARY

OFFICER SAFETY PLAN 10 PREMIUM WITH
AXON FLEET 3 FOR
ROSEVILLE POLICE DEPT

Prepared By: Brandon Jones, Account Executive

Email: Brjones@axon.com

Phone: 480.569.7841

17800 North 85th Street

Scottsdale, AZ 85255





EXECUTIVE OVERVIEW

With Axon's Officer Safety Plan 10 Premium with Axon Fleet 3, Roseville Police Dept will gain access to a seamlessly integrated ecosystem of connected hardware and software. Designed to work together, these solutions help better support operations, streamline collaboration, and improve data management—while reinforcing safety and security across your organization.

By bundling these solutions into a single, cost-effective package, Roseville Police Dept will have the essential tools to increase transparency, streamline workflows, and drive productivity—all while fostering a safer, more connected environment.

Choosing a bundled investment over individual purchases provides significant value, with Roseville Police Dept saving \$4,221,406.63 over a 10-year contract.

For your convenience, we have also included a link to our [Master Services and Purchasing Agreement](#) for you to review.

If you have any questions regarding our solutions or pricing, please contact:

POINT OF CONTACT

Brandon Jones

Account Executive

480.569.7841

Brjones@axon.com

Please note that to sign a deal with Axon Enterprise, Inc., all accounts must be current, and any outstanding invoices must be paid.

We look forward to partnering with Roseville Police Dept to strengthen your workflows by integrating our technology into your daily operations.



COST OVERVIEW

CONTRACT LENGTH AND REFRESHES	
Program Length	10 Years
Refresh Schedule	Axon Body-Worn Cameras – 30, 60, 90, and 120 Months
	Axon Docks – 30, 60, 90, and 120 Months
	VR Headset and Tablet Refresh – 60 and 120 Months
BILLING SCHEDULE	
Year 1	\$142,000
Year 2	\$534,621.04
Year 3	\$619,963.99
Year 4	\$620,274.88
Year 5	\$620,274.88
Year 6	\$620,274.88
Year 7	\$620,274.88
Year 8	\$620,274.88
Year 9	\$620,274.88
Year 10	\$620,274.88
SAVINGS OVERVIEW	
Estimated Savings per Year	\$402,038.73
Total Savings Offered	\$4,221,406.63
TOTAL	
Total Program Cost	\$5,638,509.19
Estimated Total w/ Tax	\$5,638,509.19



STORAGE OVERVIEW

With the collection of Roseville Police Dept's digital evidence on the rise, having access to a highly scalable cloud-storage solution capable of housing both Axon and non-Axon data is of the utmost importance. Especially when you need a reliable storage array to quickly access, manage, and share your data. With our proposed solution, Axon is offering Roseville Police Dept the following storage amounts so your data is available all from one place.

AVAILABLE STORAGE BREAKDOWN	
LICENSE TIER	STORAGE AMOUNT
Axon Device Data Storage	Unlimited
Axon Evidence Storage	Unlimited
Third-Party Storage	Unlimited



CYBER SECURITY WITH EVIDENCE.COM

By migrating our RMS and evidence systems to Axon's cloud-based platform, agencies gain a security and availability posture that is materially stronger, and more resilient, than a locally-hosted setup. Axon operates under an enterprise-grade Information Security and Privacy Program that is independently audited and certified to meet stringent external standards. All data is encrypted both in transit and at rest, access is strictly role-based under strong identity and access controls, and full logging and monitoring are in place to detect and respond to threats 24x7. Importantly, Axon's cloud infrastructure is built on highly resilient and redundant cloud architecture (backed by Microsoft Azure), with automated backups and disaster-recovery processes — ensuring that even in the unlikely event of an attack or data-center outage, the RMS remains accessible and agency operations are not disrupted. trust.axon.com+2partner.microsoft.com+2

Key talking-points / highlights for the Committee: TECHNICAL FOCUS more for IT/InfoSec

- **Robust third-party certification and compliance regime** — Axon Cloud Services holds a comprehensive set of independent certifications including FedRAMP (High impact), ISO/IEC 27001, ISO/IEC 27017, ISO/IEC 27018, ISO/IEC 27701, SOC 2/SOC 3, and CSA STAR attestation — demonstrating Axon's controls exceed typical CJIS compliance requirements. axon-static-site.s3-website-us-west-1.amazonaws.com+2Axon IR+2
- **Encryption & access controls at every layer** Data is encrypted both in transit and at rest; access is governed via role-based controls, strong authentication, and audit logging. trust.axon.com+2partner.microsoft.com+2
- **Continuous monitoring, threat detection, and incident response** Axon maintains 24x7 monitoring, automated detection, regular vulnerability scanning/penetration testing, and a mature incident response framework. [Axon+1](https://axon.com+1)
- **Resilience through redundant infrastructure, backup and disaster recovery** Cloud hosting on a platform like Microsoft Azure enables scalable redundancy, geographically isolated cloud regions if required, and automated backup/restore processes to support high availability and rapid recovery in an outage or attack scenario. [U.S. Department of Veterans Affairs+2partner.microsoft.com+2](https://U.S.DepartmentofVeteransAffairs+2partner.microsoft.com+2)
- **Reduction of agency IT burden and risk surface** Transitioning to Axon's managed, cloud-native environment removes reliance on county-hosted data centers, reducing your attack surface and eliminating single-point-of-failure risk that can accompany local hosting — lessening the chance of the kind of disruption seen in your example from St. Paul.

Revised Talking Points (Less Technical, more suitable for a City Council/Committee)

- **Independently validated security** Axon's cloud systems are regularly audited by third-party experts and hold top-tier certifications, including **FedRAMP High, ISO 27001, ISO 27017, ISO 27018, ISO 27701, and SOC 2/SOC 3**. These demonstrate that Axon meets strict government-level security and privacy standards.



- **Strong protection of agency data** All information is **encrypted**, meaning it is protected both when it is stored and when it moves across the network. Access is tightly controlled so only authorized personnel can reach what they need.
- **Around-the-clock monitoring and rapid response** Axon's security team monitors systems **24/7** and uses automated tools to detect unusual activity early. Regular testing ensures vulnerabilities are found and fixed before they can be exploited.
- **Built-in resilience to outages or attacks** Because Axon's systems run in the cloud on highly reliable infrastructure (powered by **Microsoft Azure**), they benefit from built-in backups, redundancy, and disaster-recovery measures. This significantly reduces the risk of an agency-wide service disruption, even in the event of a cyberattack.
- **Smaller risk footprint for the agency** Moving away from county-hosted servers reduces your local systems' exposure to threats. By shifting to Axon's managed, cloud-based environment, the agency avoids the single-point-of-failure risk that affected others—like the St. Paul outage referenced, strengthening continuity of operations.



SOLUTION DELIVERABLES

Axon's Officer Safety Plan 10 Premium with Axon Fleet 3 bundles hardware, software, accessories, training programs, 24/7 customer support, equipment refreshes, and warranties together to help equip your officers with the solutions they need. Whether easing your administrative burden back at the station or protecting your officers in the field, Roseville Police Dept will receive the following program features and products to help you meet your goals.

HARDWARE COMPONENTS

ENERGY WEAPONS

- ▶ 75 TASER 10 Energy Weapons
- ▶ 92 TASER 10 Battery Packs
- ▶ 75 TASER 10 Safariland Holsters
 - ▶ 65 Right-Hand and 10 Left-Hand
- ▶ 1 TASER 10 Docks and 1 Wall Mounts
- ▶ TASER 10 Cartridges and Magazines
 - ▶ Includes Live, Duty, and HALT Cartridges
 - ▶ Includes Live, Duty, Training, and HALT Magazines
 - ▶ Includes Live Duty Replacement Cartridge Program
- ▶ 1 HALT Suits
- ▶ 1 HALT Targets and Target Frames

BODY-WORN CAMERAS

- ▶ 75 Axon Body-Worn Cameras
- ▶ 10 Axon Body-Worn Cameras Docks, 10 Wall Mounts, and Accessories
- ▶ 85 Axon Body-Worn Camera Mount per Camera

IN-CAR CAMERA SYSTEMS

- ▶ 20 Axon Fleet 3 Camera Kits
- ▶ 20 Cradlepoint Routers
- ▶ 20 Axon Signal Units
- ▶ 20 Airgain Antennas
- ▶ 20 Axon Fleet SIM Cards

AUTOMATIC SENSORS

- ▶ 75 Axon Signal Sidearm Kits
- ▶ 75 Axon Signal Sidearm Spare Batteries



VR TRAINING

- ▶ 3 VR Headsets and Controller Kits
- ▶ 3 Handheld Tablets and Cases
- ▶ 3 Handgun VR Controllers
- ▶ 3 TASER Energy Weapon VR Controllers w/ Holsters
- ▶ Tactical Carry Bags

REAL-TIME CRIME CENTER

- ▶ 75 Fusus Core Pro w/ 4TB HDD Storage
- ▶ 1 Fusus Core Elite AI w/ 36TB HDD Storage
- ▶ 1 Fusus Core Elite w/ 36TB HDD Storage



SOFTWARE COMPONENTS

ENERGY WEAPONS

- ▶ 75 Axon Evidence TASER 10 Licenses

BODY-WORN CAMERAS

- ▶ 75 Device Connectivity Licenses

IN-CAR CAMERA SYSTEMS

- ▶ 20 Axon Fleet 3 In-Car System Licenses
- ▶ 20 Axon Fleet 3 ALPR Licenses
- ▶ 20 Device Connectivity Licenses
- ▶ 20 Axon Fleet 3 Unlimited Storage Licenses

VR TRAINING

- ▶ 75 VR TASER 10 User Access Licenses
 - ▶ Includes Community Engagement Training, Simulator Training, vRBT Live Action Training, AI Verbal Skills Training, and TASER Arena

DEMS

- ▶ 101 Axon Evidence Pro Licenses
- ▶ 75 Axon Evidence Unlimited Storage Licenses (Axon Data Only)
- ▶ 75 Unlimited Third-Party Storage Licenses
- ▶ 75 Third-Party Video Support Licenses
- ▶ 75 Redaction Assistant User Licenses
- ▶ 75 Axon Community Request User Licenses
- ▶ 103 Axon Records Full Licenses
- ▶ 75 Auto-Tagging Licenses
- ▶ 75 Axon Performance Licenses
- ▶ 75 Axon Investigate Licenses
- ▶ 75 Auto-Transcribe Unlimited Licenses
- ▶ 75 My90 by Axon Licenses

REAL-TIME CRIME CENTER

- ▶ 75 Axon Fusus One Licenses
 - ▶ Includes access to the Axon Fusus Map to view real-time Axon device, CCTV stream, and other third-party sensor information



TRAINING AND SUPPORT

- ▶ Auto-Tagging/Axon Performance Implementation
- ▶ Axon Evidence Channel Services
- ▶ Axon Full-Service Deployment
- ▶ In-Car Camera System Vehicle Installations
- ▶ Energy Weapon Full-Service Deployment w/ Instructor Training
- ▶ Axon Fusus Implementation
- ▶ Axon Academy Online Training Content

ENERGY WEAPON VOUCHERS

- ▶ TASER 10 Master Instructor School Vouchers
- ▶ TASER Instructor Course Vouchers

WARRANTIES AND REFRESHES

- ▶ Five-Year TASER 10 Handle, Battery, and Dock Extended Warranties
- ▶ Five-Year Body-Worn Camera and Dock Warranties
- ▶ Fusus Core Warranties
- ▶ Body-Worn Camera and Dock Refreshes
- ▶ In-Car Camera Systems Refresh
- ▶ VR Headset and Tablet Refreshes



DETAILED SOLUTION OVERVIEW

When deployed together, the solutions included in Officer Safety Plan 10 Premium with Axon Fleet 3 work as a connected system to help promote safety, efficiency, and operational effectiveness. The following section provides detailed overviews of each solution, outlining their key capabilities and benefits.

TASER 10 ENERGY WEAPON

The TASER 10 energy weapon is designed to provide a less-lethal response option, allowing users to gain control of a resistant or aggressive individual while reducing the risk of injury. The device delivers Neuromuscular Incapacitation (NMI), which temporarily overrides voluntary muscle control, enabling users to safely gain compliance without relying on pain compliance techniques.



Built for rugged performance, the TASER 10 features a high-impact polymer housing, is IP67-rated for dust and water resistance, and has been drop-tested from five feet to withstand demanding environments. With a five-year useful life, it is a durable and reliable de-escalation tool in a variety of operational settings.

The TASER 10 introduces a single-probe firing system, giving users greater control over probe placement and targeting accuracy. Equipped with 10 individually targeted probes, the device provides up to nine additional opportunities to complete a circuit if an initial probe misses. Once two probes successfully connect, an electrical charge is delivered, temporarily incapacitating muscle function and allowing for safer resolution of encounters.

TASER 10 IN USE

The TASER 10 energy weapon provides multiple opportunities to gain compliance from a safe distance, whether through its warning alert or probe deployment. Users can first attempt to de-escalate a situation by activating the warning alert, which emits a bright pulsing light and an audible sound. The two together serve as a deterrent, signaling intent to deploy, making it clear the energy weapon is unholstered, and giving individuals a chance to comply before force is needed.

If the situation requires further action, users can deploy probes one at a time to establish control from a distance. Each probe is fired individually, allowing users to adjust aim and placement as needed. Once two probes make contact, an electrical circuit is completed, enabling a controlled response to gain compliance.

The TASER 10 energy weapon supports engagement at multiple distances, providing users with flexibility based on the environment and threat level. A 0-foot minimum range allows for safe deployment in close quarters, while a 45-foot maximum range provides greater distance and additional time to assess a situation before engaging. Whether using the warning alert to encourage voluntary compliance or deploying probes to establish control, the TASER 10 energy weapon gives users measured options to resolve encounters safely while reducing the need for higher levels of force.



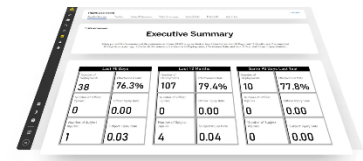
TASER 10 AFTER USE

When it is time to recharge and offload data, users can dock the TASER 10 energy weapon to recharge, upload device logs to Axon Evidence, and receive firmware updates. Docking stations are available in 1-bay and 6-bay configurations, accommodating different layouts and operational setups.

Once the TASER energy weapon data is uploaded, administrators can monitor usage, track system status, and manage assigned devices. Administrators can also verify firmware versions, access audit trails, and confirm that each TASER 10 energy weapon remains updated and ready for deployment.

DATA-DRIVEN INSIGHTS WITH TREND

TREND gives administrators real-time access to TASER energy weapon data, allowing them to track deployments, monitor trends, and evaluate program effectiveness. Self-service dashboards provide a clear view of when and how TASER energy weapons are used, helping administrators assess impact and identify areas for improvement.



By reviewing force avoidance cases, administrators can see where de-escalation efforts were successful, reinforcing accountability and guiding training decisions. Tracking deployment success rates and injury trends allows for policy refinement and resource planning. With actionable insights, TREND can help administrators improve TASER energy weapon programs, strengthen safety efforts, and support transparency initiatives.

FEATURES AND BENEFITS

- ▶ **0-FOOT MINIMUM RANGE** – Enables close-quarters deployment, allowing users to stop a threat within personal space.
- ▶ **45-FOOT MAXIMUM RANGE** – that creates more time and space to de-escalate and resolve conflicts
- ▶ **10-SINGLE PROBE CARTRIDGES** – that provide users with nine opportunities to achieve an effective connection leading to NMI
- ▶ **INDIVIDUALLY TARGETED PROBES** – that allow users to place each probe with precision and accuracy, and create their own spread from close or long range
- ▶ **ANY PROBE CONNECT TECHNOLOGY** – that uses a spread optimizer to energize up to four probes at once
- ▶ **INTEGRATION WITH AXON VR TRAINING** – to help improve TASER energy weapon proficiency, use-of-force decision-making, and confidence under stress
- ▶ **DAYLIGHT GREEN LASER** – that improves accuracy while aiming from varying distances
- ▶ **A CENTRAL INFORMATION DISPLAY** – on the back of the energy weapon that provides information on the status of the weapon, cartridge information, and the battery's status



AXON BODY 4

The Axon Body 4 is built to capture clear, admissible video and audio evidence in a variety of environments. It supports four configurable resolutions, from 480p to 1440p, allowing users to balance video quality with storage needs. Low-light and clear frame technology helps maintain visibility in challenging conditions, allowing the camera to capture details as they appear in the moment.

For high-fidelity audio, the Axon Body 4 features four built-in microphones strategically placed within the device. These work alongside advanced audio processing to record clear speech and environmental sounds, preserving important details in every interaction.



AXON BODY 4 IN USE

The Axon Body 4 is designed for intuitive operation, allowing users to quickly capture critical evidence. Seven strategically placed buttons provide direct access to essential functions, including starting and stopping recordings, adjusting volume, switching modes, checking device status, and powering the camera on or off. Two programmable buttons offer additional customization, giving organizations the flexibility to tailor the device to their specific needs.

To reinforce recording awareness, the Axon Body 4 provides multiple visual, audio, and haptic cues, allowing users to quickly assess the camera's status while focusing on their tasks and interactions. For example, when the camera is recording, both the front-facing LED and the Camera Display emit a blinking red light, accompanied by a vibration and beeping sequence that aligns with the mode of operation. These sensory indicators not only provide real-time status updates to the user but also create awareness of the camera's presence among those nearby. This heightened awareness can influence behavior, promote more constructive interactions, and contribute to safer outcomes simply by reinforcing the understanding that actions are being documented.

After a recording is complete, on-camera categorization allows users to tag footage with pre-defined retention categories before upload. This helps streamline post-event workflows by organizing evidence at the moment of capture.

DEVICE CONNECTIVITY WHILE IN USE

Axon Body 4 is a fully connected device, designed to support real-time operations, communication, and situational awareness. With built-in LTE and Wi-Fi connectivity, the camera continuously transmits live data—including location, status, alerts, and active livestreams—back to Axon's real-time operations systems. This connection is mostly passive, meaning users do not need to take any action for their camera's status and alerts to appear on the Axon Fusus Map. Authorized personnel can then monitor unfolding events in real time, gaining immediate situational insights without disrupting the user's workflow.

For direct engagement, Watch Me and Bi-Directional Communication allow users to actively request support. With Watch Me, a user can notify connected viewers to open a livestream,



while Bi-Directional Communication enables hands-free voice contact with supervisors, translators, or other support roles.

AXON BODY 4 AFTER USE

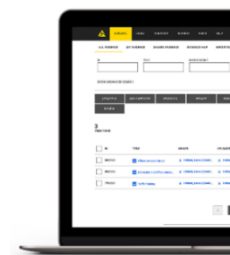
After active use, users can quickly offload footage by placing the Axon Body 4 into a docking station. Whether on a desk or wall-mounted, the docking station facilitates a secure and automated transfer to Axon Evidence, clearing storage for future recordings. At the same time, the camera charges and receives firmware updates, keeping it up to date with the latest features and performance enhancements. Organization-defined settings are also updated during this process, helping to maintain consistency across devices and readying the Axon Body 4 for the next deployment.

FEATURES AND BENEFITS

- ▶ **RUGGED, TESTED DESIGN** – Built to withstand impacts and harsh environments, meeting Ingress Protection Rating, MIL-STD Defense, and Impact Certification standards.
- ▶ **AES-256-XTS FULL-DISK ENCRYPTION** – Helps protect recorded evidence from unauthorized access.
- ▶ **LONG-LASTING BATTERY** – Provides approximately 13 hours of battery life per charge under normal operations.
- ▶ **LARGE INTERNAL STORAGE** – Provides 128 GB of storage to house captured video files.
- ▶ **VERSATILE MOUNTING SYSTEM** – Securely attaches to uniforms, helmets, belts, and other equipment for flexible placement.
- ▶ **BUILT-IN CONNECTIVITY** – Enables real-time notifications, GPS tracking, Wi-Fi updates, and secure livestreaming over LTE and Wi-Fi connections.
- ▶ **AXON SIGNAL TECHNOLOGY** – Communicates with Axon-connected devices to begin a recording when certain actions are detected, such as a user arming a TASER energy weapon.
- ▶ **CONFIGURABLE PRE-EVENT BUFFER** – Captures up to two minutes of video before a recording begins.
- ▶ **IN-FIELD EVIDENCE OFFLOAD** – Allows users to wirelessly send select evidence files directly from the camera to Axon Evidence.

AXON EVIDENCE

Axon Evidence is a scalable, cloud-based DEMS, which stores all digital evidence in a centralized, secure system. Axon Evidence integrates with the entire Axon Ecosystem of devices and applications, so your users and administrators can use its suite of features to easily store, organize, and view data and evidence. On top of that, Axon Evidence includes easy-to-use case-building tools and sharing workflows that allow users to build cases out of the evidence stored in the system. Once built, these cases can then be shared both internally and with external partners.



UNLIMITED STORAGE



Our **Officer Safety Plan 10 Premium with Axon Fleet 3** provides **unlimited storage** for all evidence, including **Axon-generated footage, third-party video, and other digital files** stored in **Axon Evidence**. With **no storage limits, overages, or additional fees**, your **organization** can rely on **Axon Evidence as a single, secure destination for managing critical evidence**, offering seamless access and long-term retention without constraints.

THIRD-PARTY VIDEO SUPPORT

The Axon Evidence third-party video playback feature streamlines the handling of non-standard video formats by automatically converting and playing unsupported files. This drastically reduces the need for manual conversion, allowing users to quickly ingest and review video evidence. The feature supports more than 1,000 file types and variations, with new formats continuously added based on customer requests and Axon's identification of emerging needs.

AXON EVIDENCE MANAGEMENT AND WORKFLOWS

Personnel in a variety of roles can use Axon Evidence as the centralized system for uploading, storing, managing, searching, and organizing evidence—both captured via devices in the Axon Ecosystem and gathered from other, third-party sources.

Each user of Axon Evidence has their actions and capabilities within the system determined by role-based access permissions defined by administrators. These permissions are reflected within the system's dynamic user interface. For example, an Admin user will most likely have access to more tools and actions than that of a Basic user. Depending on those permissions, a user's experience in the system will vary. Providing user access to only the tools necessary to complete their duties in Axon Evidence creates a cleaner workspace with fewer distractions.

SEARCHING AND MANAGING EVIDENCE

The search functionality in Axon Evidence is designed to reduce the time it takes to locate an evidence file. The search interface offers an intuitive and customizable design that allows users to quickly navigate the search fields and filters to find exactly what they are looking for.

Axon Evidence also supports bulk action capabilities that can save users time when managing the system and their evidence. For example, instead of going into the video player interface to perform actions on an individual video, Axon Evidence supports bulk actions that can be performed on one or many selected videos within the search results, which can save time when managing multiple pieces of evidence.

WORKING WITH EVIDENCE

While working with evidence, users will review and playback video and audio with our built-in media player. With basic controls that allow a user to play, stop, rewind, fast forward, and control the speed at which evidence files are played, users can quickly and thoroughly review their evidence.

While reviewing evidence from the View Evidence page, your users can also:

- ▶ **CREATE CLIPS AND MARKERS** to focus on or separate certain parts of a video



- ▶ CREATE REDACTIONS with powerful AI that helps detect and mask common objects such as license plates, MDC screens, and faces
- ▶ VIEW METADATA OVERLAYS that display important information such as the time, date, agency name, and evidence ID
- ▶ ADD METADATA, TAGS, NOTES, AND CATEGORIES to the evidence file
- ▶ SHARE EVIDENCE FILES with other users or external partners
- ▶ ACCESS, DOWNLOAD, AND SHARE THE AUDIT TRAIL to review actions taken on the evidence
- ▶ VIEW LOCATION DATA AND AUTOMATED TRANSCRIPTIONS that may be associated with the evidence file

CONTROLLING ACCESS TO EVIDENCE

Axon Evidence governs access to stored information through agency-defined access control settings and configurations. Administrators will create roles for different users that dictate levels of access. Each Axon Evidence user will then be assigned one of these roles, which determines if they do or do not have access to particular DEMS features and functions, as well as evidence. Administrators can also create cases and groups to control evidence access lists and improve sharing workflows.

Additionally, Axon Evidence provides many customizable security features to protect access to evidence, including password complexity requirements, failed login limits, and enforced timeout settings. Multi-factor authentication and single sign-on options are also available to further secure access to Axon Evidence.

PROTECTING THE CHAIN OF CUSTODY

Robust evidence, device, and user audit trails help protect the chain of custody within Axon Evidence. For peace of mind, every action taken by your personnel when in the system is tracked and recorded in a tamperproof audit trail.

Axon's compliance demonstrates our commitment to providing a trustworthy platform and offers Roseville Police Dept a way to understand the controls put in place to secure Axon Evidence and the data you store in it.

SECURING THE SYSTEM AND EVIDENCE

Axon Evidence was designed and operates to comply with the FBI CJIS Security Policy. Roseville Police Dept can be assured that your digital data is protected by a robust information security program designed to exceed the CJIS security requirements as well as provide protection against current and emerging threats.

Additionally, all evidence data is encrypted at rest and in transit. Robust SSL/TLS is implemented for data in transit using TLS 1.2 with a 256-bit connection and Perfect Forward Secrecy. Evidence data stored at rest is encrypted with at least 256-bit AES.

AXON EVIDENCE MOBILE APP

Axon Evidence can be accessed via the Axon app from a mobile device. The Axon app can be particularly valuable for keeping users connected and productive during downtime—such as when waiting at an off-site location. The app allows users to search for evidence with



predictive features for ease-of-use, and edit evidence metadata on the spot, helping keep information accurate and up to date. Additionally, the app supports real-time internal sharing of evidence, promoting collaboration and faster decision-making both internally and externally.

Additionally, authorized users can access Community Request features built into the app to obtain evidence from third parties while maintaining chain of custody.

AXON FUSUS

The Axon Fusus Map provides a real-time operational view of connected sensors and devices, creating a common operating picture that enhances coordination and decision-making. All connected Axon devices automatically appear on the map, providing access to GPS location, live alerts, and livestreaming without requiring user action. From this interactive map, authorized personnel can monitor active devices, track movements, and access real-time video feeds, helping teams stay connected and aware of unfolding events.



Beyond Axon devices, Axon Fusus expands situational awareness by integrating third-party CCTV systems, sensors, and other public and private security assets. Organizations can deploy Axon Fusus Cores to connect these systems, allowing users to bridge public and private networks into a unified operating picture. By combining Axon devices with external cameras, alarms, and other security infrastructure, Axon Fusus provides a centralized view of critical information, improving real-time response and operational efficiency.

In addition to connecting cameras and displaying them on the Axon Fusus map, users can also leverage other Axon Fusus features to **access, manage, and act on real-time video, alerts, and incident data**, including:

- ▶ FUSUS VAULT – A CJIS-compliant digital evidence management system that temporarily stores images, videos, and other incident data for review and analysis.
- ▶ FUSUS REGISTRY – Maps available public and private cameras, allowing users to quickly locate and request footage, improving access to critical evidence.
- ▶ FUSUS TIPS – Allows individuals to securely submit pictures, audio, and video via SMS, sending media directly into Fusus Vault for storage and investigation.
- ▶ FUSUS NOTIFY – Enables organizations to send important alerts via text to an opt-in list of recipients, helping support timely communication.
- ▶ CAD/RMS INTEGRATION – Displays live call data and incident reports from CAD/RMS systems directly on the Axon Fusus Map, allowing users to track active incidents alongside live video feeds and connected devices.

AXON VIRTUAL REALITY TRAINING



Axon VR Training is a fully wireless virtual reality (VR) solution that transforms how users develop critical skills when interacting with the community. By immersing trainees in realistic, scenario-based environments, Axon VR Training provides hands-on experiences that replicate the complexities of real-world situations. This all-in-one system integrates the HTC VIVE Focus Vision headset, VR controllers, a tablet, and integrated software into a compact, portable solution



designed for simplicity and effectiveness. Whether training in a designated space or remote locations, Axon VR Training's minimal hardware requirements and quick setup reduces the need for dedicated training spaces or complex equipment setups.

Once the system is ready, trainees can seamlessly access core components through the headset's intuitive interface, enabling them to move effortlessly between Community Engagement Training scenarios, Simulator Training environments, Virtual Reality-Based Training (vRBT), and TASER Arena content modules. This streamlined experience allows users to refine skills at their own pace while maintaining a focused and immersive training environment.

TRAINING IN ACTION

Axon VR Training combines immersive technology with practical skill building, providing trainees and trainers with a flexible and interactive training platform. By integrating realistic scenarios and hands-on guidance, this solution supports the development of decision-making, communication, and tactical skills in a focused and collaborative environment. Whether trainees practice independently or with trainer oversight, Axon VR Training is designed to help support agencies meet their training goals.

/ REAL-TIME APPLICATION

Trainees start by grabbing their VR controllers, putting on the HTC VIVE Focus Vision headset, and stepping into a dynamic virtual environment. With free range of motion in small or large spaces, trainees can self-train by selecting scenarios or range skills they wish to develop or participate in trainer-led sessions. In self-guided training, trainees explore Community Engagement scenarios, practice Simulator Training (Range Skills), or work through vRBT environments to develop their abilities. In trainer-led sessions, trainees collaborate within structured scenarios that trainers guide and adjust using a tablet. Trainers provide real-time feedback, adapt scenarios to align with training objectives, and help focus the experience on skill improvement. These flexible options support confidence-building and skill refinement for various training needs.

/ COLLABORATIVE TRAINING

Axon VR Training integrates the roles of trainee and trainer into a collaborative learning process. While trainees engage in immersive VR scenarios, trainers use a tablet to monitor performance, provide feedback, and adapt scenarios to target specific training objectives or address skill areas.

Following the session, both trainers and trainees can review AARs, which summarize session outcomes, including decision-making, communication, and tactical responses. This



collaborative process fosters constructive discussions and helps trainers and trainees focus on ways to improve performance.

/ OUTCOME-FOCUSED TRAINING FOR REAL-WORLD SUCCESS

Axon VR Training provides trainees with opportunities to practice and refine essential skills in realistic, scenario-based environments. Through immersive training, trainees work on decision-making, communication, and tactical techniques, gaining experience in settings that simulate the challenges of their roles. Trainers enhance this process by guiding sessions, offering targeted feedback, and using AARs to support continuous improvement. By focusing on practical application and skill development, Axon VR Training helps trainees prepare for the complexities they may face in real-world situations.

TRAINING MODULES AND APPLICATIONS

Axon VR Training offers multiple modules to build skills across communication, decision-making, and tactical readiness:

- ▶ **COMMUNITY ENGAGEMENT TRAINING** – Develops empathy, communication, and de-escalation skills through 360 video scenarios, including responses to mental health crises, peer intervention, personnel wellness, and interactions with diverse communities.
- ▶ **SIMULATOR TRAINING (RANGE SKILLS)** – Immerses trainees in dynamic scenarios to practice decision-making, verbal commands, and tactical responses, as well as range-specific modules for marksmanship and shooting proficiency.
- ▶ **VRBT TRAINING (LIVE ACTION)** – Delivers realistic 360 video scenarios such as traffic stops, domestic disturbances, and active shooter incidents to build situational awareness and effective decision-making under pressure.
- ▶ **VRBT TRAINING (SIMULATOR)** – Focuses on force options training through reality-based scenarios in a simulated environment, guiding trainees to make critical judgments and deploy appropriate tactics.
- ▶ **TASER ARENA** - An arcade-style VR game developed by Axon and designed to offer both entertainment and education on the basics of TASER energy weapons, with a focus on aspects such as time, distance, and accuracy under stress.

AXON ACADEMY

Axon Academy is a centralized learning management system for Axon certifications training, including TASER Operator and Instructor certifications. Access requires login via MyAxon or Axon Evidence credentials. For certification training or select e-learning courses—including VR Getting Started and Facilitator's Guides—Axon Academy allows users to self-register or register trainees on their behalf. The platform also provides e-learning content, tracks trainee progress, and stores training records and certifications.

VR WEB APP

The VR Web App is a centralized platform for accessing and managing training records generated from Axon VR sessions. After-Action Reports (AAR)—created automatically at the end of sessions when headsets have been successfully paired with a trainer's tablet—capture essential data such as trainee and trainer information and session date.



The trainer also has the option to capture detailed data, which includes the full set of performance metrics. These reports provide insights into training participation and performance, enabling trainers and administrators to track progress, identify trends, and address training gaps.

Integrated with Axon Evidence, the VR Web App offers reporting capabilities, including filtering, exporting, and viewing aggregated and drill-specific data. By providing actionable insights and a secure, intuitive interface, the VR Web App helps agencies maintain compliance, streamline training oversight, and make informed decisions to align training programs with operational goals.

FULL LIST OF AVAILABLE TRAINING MODULES

COMMUNITY ENGAGEMENT TRAINING	▶ Alzheimer's Disease ▶ Autism (I & II) ▶ Bipolar Disorder ▶ Call for Backup ▶ Combative Subject (I & II) ▶ Conflict Management ▶ Corrections (I, II, III) ▶ Destruction of Property ▶ Domestic Violence (I, II, III) ▶ English as a Second Language ▶ Hard of Hearing ▶ Interactive Case Law (I & II) ▶ Officer Assist ▶ Officer in Crisis ▶ Peer Intervention (I, II, III) ▶ Schizophrenia (I & II) ▶ Substance Use Disorder (I & II) ▶ Suicidal Ideation ▶ Traffic Stop (I & II) ▶ Veteran PTSD
SIMULATOR TRAINING (RANGE SKILLS)	▶ Clothing ▶ Distance ▶ Draw Reps ▶ Firing Range ▶ Moving Targets ▶ Timed Deployment



VRBT TRAINING (LIVE ACTION)	▶ Active Shooter ▶ Armed Subject (I & II) ▶ Assault Suspect: Attempt to Locate ▶ Bar Altercation ▶ Domestic Disturbance (I & II) ▶ Neighbor Altercation ▶ Robbery ▶ Terry Stop ▶ Traffic Stop (I & II) ▶ Workplace Disturbance
VRBT TRAINING (SIMULATOR)	▶ Trespasser with Handgun - Quick Surrender ▶ Trespasser with Handgun - Lethal Force Surrender ▶ Trespasser with Handgun - Standoff ▶ Street Fighter - Taunt and Leave ▶ Street Fighter - Show of Force Surrender ▶ Street Fighter - Approach and Attack ▶ Irate Phone Caller - Walks Away ▶ Irate Phone Caller - Approach and Walk Away ▶ Irate Phone Caller - Approach and Attack

VALUE-ADDED SOLUTIONS

In addition to the aforementioned solutions, we have also included additional solutions and features of the Officer Safety Plan 10 Premium with Axon Fleet 3 that can be implemented by Roseville Police Dept—now or in the future—to improve upon your current technology deployments as needs evolve. These solutions and features include:

DRAFT ONE

OBJECTIVE // CUT REPORT WRITING TIME BY 50% OR MORE

Draft One force multiplies agencies by drafting police report narratives based on body-worn camera audio. Safeguards require officers to review every report, ensuring accuracy and ownership of the information.

AXON AUTO-TRANSCRIBE

OBJECTIVE // Generate actionable and admissible transcripts from the audio captured in evidence files



Axon Auto-Transcribe is a tool in Axon Evidence made up of two modules: Review Assistant and Transcription Assistant. Investigators can use Review Assistant to accelerate their review of evidence by generating a searchable, time-synced transcript of the evidence's audio. This allows a user to click on a word spoken in the evidence file and be immediately taken to that point of the video. Transcription Assistant generates a transcript of an entire video via AI. An investigator can use Transcription Assistant to speed up the process of creating a transcript by correcting any errors in the AI-generated transcript, rather than typing a transcript from scratch.

AB4 LIVE TRANSLATION

OBJECTIVE // Can detect 63 languages at 100% accuracy in real-time

Axon Body 4 Live Translation equips officers to effectively communicate in multilingual scenarios without requiring additional backup or other devices, empowering safer and more efficient responses.

AXON COMMUNITY REQUEST

OBJECTIVE // Create submission portals that can be shared with the individuals or the community to intake evidence

Axon Community Request is a tool built to securely request evidence from community members or the public at large for ingestion into Axon Evidence. Axon Community Request can be used by users to collect evidence, such as cell phone or surveillance video, from witnesses or victims. The tool also allows authorized users to create a public web portal and associated QR code for sharing to social media, news media, or other outlets. Community members can then access the portal link and upload any evidence they have related to the incident in question, greatly simplifying the evidence-collection process.

AXON PERFORMANCE

OBJECTIVE // Measure an officer's body-worn camera, in-car camera, and/or energy weapon usage against your policies

Axon Performance is a module in Axon Evidence that allows supervisors to easily review the videos and compliance of their direct reports. Axon Performance's dashboard can be configured to report against specific body-worn camera and TASER energy weapon metrics. It displays individual and overall team performance and allows for targeted or randomized video review functionality based on desired criteria. Administrators can further customize Axon Performance by setting up squads (a group of users in the same unit, shift, or team who report to the same supervisor) or suggest reviews of videos containing specified words. Using Axon Performance, supervisors can access pertinent information to identify gaps in both performance and evidence management workflows, which can help guide further training to improve skills.

AXON STANDARDS

OBJECTIVE // Create and manage internal affairs and officer-based performance reports

Axon Standards is a tool in Axon Evidence that assists with report writing for personnel-involved events. Supervisors and Professional Standards teams can streamline their report-



writing duties by having direct access to the associated digital evidence and taking advantage of predictive typing, task delegation, and data management features. System administrators can also create custom forms specific to policies, design routing and approval processes to match your workflows, and create automated alerts so that no report is bottlenecked in review.

AXON RECORDS

OBJECTIVE // Create and manage dynamic incident reports

Axon Records is a modern records management system that removes the data silos between records management, digital evidence, and data analytics to provide a more streamlined reporting workflow for your staff. Users can leverage Axon Records to access a cohesive digital record of an event—including any body-worn camera or third-party evidence—all from one system, greatly simplifying the report-writing process. Users can access evidence from third-party systems through integrations with CAD, crash reporting, and citation solutions, while investigators will save time by using Axon Records to easily accept case assignments and take advantage of task tracking and automated alerts. Supervisors can easily manage approvals and rely on the native NIBRS validation, which works in the background to confirm compliance, including flagging any missing fields and properly routing rework requests.

AUTO-TAGGING

OBJECTIVE // Automatically apply metadata from your CAD or RMS service to evidence files stored in Axon Evidence

Axon's auto-tagging service takes metadata directly from your CAD or RMS solution and correlates it with videos or photos associated with an incident in Axon Evidence. Your users will no longer need to manually tag their body-worn camera recordings or double-check manual entries for errors. Auto-tagging also works with evidence uploaded via the Axon Capture mobile app, Axon Evidence imports, or uploads via API integrations. With auto-tagging, administrators can rest easy knowing that the metadata is linked with custom retention categories in Axon Evidence, making proper evidence retention simple.

AXON SIGNAL SIDEARM

OBJECTIVE // Initiate a recording on nearby Axon cameras when a firearm is drawn

Axon Signal Sidearm is a device that attaches to the outside of commonly used holsters and sends a signal communication to initiate recording of Axon body-worn cameras when a firearm is drawn. By using Axon Signal Sidearm, a user can confidently focus on events as they occur, rather than having to remember to manually begin a recording on body-worn cameras during critical moments. Axon Signal Sidearm activation will also be timestamped within video and audio to review post-incident.

AXON INVESTIGATE

OBJECTIVE // Replay proprietary third-party footage and investigate video evidence

Axon Investigate is a software solution that allows users to easily review, investigate, and view metadata from proprietary third-party video sources. Featuring simple drag-and-drop



workflows, users can leverage Axon Investigate to convert file types, play video from the same incident side by side, or enhance video for investigative purposes.

MY90

OBJECTIVE // Deliver surveys and display results to provide actionable insights into community and staff satisfaction

My90 is an engagement and analytics tool designed for organizations and the communities they serve. My90 sends automated and confidential surveys to community members and callers who interact with your personnel. Feedback can also be collected anonymously from said personnel to reduce burnout and support overall wellness.

ADDITIONAL SOLUTIONS

AXON FLEET 3

Axon Fleet 3 is an in-car video system purpose-built to capture audio and video within and outside of the vehicle. Axon Fleet 3 offers comprehensive evidence capture so that incidents are accurately documented, and policing processes become more efficient and purposeful. Evidence captured by the system is stored on the Axon Fleet Hub and offloaded to Axon Evidence via LTE or Wi-Fi connections. The system also leverages Automatic License Plate Recognition (ALPR) technology to quickly gather information tied to plate reads. Axon Fleet 3 also comes equipped with Axon Signal technology to remotely start a recording if a particular action is taken or a device is engaged.



AXON FLEET 3 IN USE

Vehicles equipped with Axon Fleet 3 can capture clear and admissible evidence from two cameras—including a front-facing Dual-View camera and rear-facing Interior Camera—both with four configurable resolutions from 480p to 1080p.

The Dual-View Camera supports a Panoramic mode with a 5:2 aspect ratio. This aspect ratio lessens the view of the vehicle's hood—as well as the sky—when recording, which helps capture a wider view of events happening in front of the vehicle. The camera uses two built-in image sensors and auto-exposure capabilities to record high-quality video in all conditions ranging from dim twilight to bright daylight. This technology helps the camera adjust to a variety of lighting environments as the patrol vehicle moves, including traveling through tunnels and parking garages. Additionally, the use of motion blur technology helps to clearly capture fast-moving objects, which is especially useful when using our ALPR technology to scan license plates in the flow of traffic.

The Interior Camera captures video in full color during daylight operation and automatically transitions to capture video in infrared at night. This infrared technology enables video recording even in total darkness, helping capture activity taking place within the vehicle's cabin. The Interior Camera has a set aspect ratio of 4:3, which allows the camera to capture video evidence of the back cabin, from door-to-door, and above an occupant's head to below their knees.



Each Axon Fleet 3 camera leverages a multi-microphone setup. The Dual-View Camera has three built-in microphones, and the Interior Camera has two built-in microphones. With these multiple integrated microphones, Axon Fleet 3 can make the most effective use of Axon's audio algorithm—developed in partnership with Nokia—which dramatically improves captured audio. Combining Nokia-OZO's Audio Focus and Audio Windscreen technology with our audio algorithm helps to improve the clarity of speech and reduce unwanted environmental noise in a variety of recording environments.

/ EASE OF USE THROUGH AXON FLEET DASHBOARD

The Axon Fleet Dashboard application—designed for an in-vehicle MDC—can be used to control and support Axon Fleet 3 in-car cameras. Axon Fleet Dashboard allows users to start and stop camera recordings, play recorded videos, add metadata to videos, and offload evidence directly from the vehicle. Additionally, the Axon Fleet Dashboard supports user interactions with Axon Fleet 3's built-in ALPR capabilities, which include receiving and responding to vehicle hotlist notifications.

Once signed in to Axon Fleet Dashboard, users can interact with and navigate four main pages:

- ▶ **DEVICES** – Users can review camera status, manually start and stop a camera recording, and watch live views from connected in-car and body-worn cameras.
- ▶ **VIDEOS** – Users can review and add metadata to videos, position videos for priority upload, and check the upload status of videos.
- ▶ **ALPR** – Users can view and interact with ALPR system notifications and responses.
- ▶ **SETTINGS** – Users can review vehicle, user, and system information, pair with and change body-worn camera settings, and sign out of the application.

Axon Fleet Dashboard also supports the ability for two users to be signed into the same session at once. Any video evidence recorded when two users are signed in will have dual ownership when evidence is uploaded to Axon Evidence, thus allowing both users to access and manage the captured evidence.

/ DEVICE CONNECTIVITY WHILE IN USE

Axon Fleet 3 is a fully connected in-car system, designed to support real-time operations, communication, and situational awareness. With built-in LTE connectivity, the Dual-View Camera continuously transmits live data—including location, status, alerts, and active livestreams—back to Axon's real-time operations systems. This connection is mostly passive, meaning users do not need to take any action for their camera's status and alerts to appear on the Axon Fusus Map. Authorized personnel can then monitor unfolding events in real time, gaining immediate situational insights without disrupting the user's workflow.

AXON FLEET 3 AFTER USE

When not in use, Axon Fleet 3 **remains connected to Axon Evidence** through an in-vehicle **Cradlepoint router**, enabling **automatic evidence uploads**. Video footage stored on the **Axon Fleet Hub**—the vehicle's onboard storage system—is **transferred via LTE or Wi-Fi**, helping reduce **manual upload steps and facilitating the availability of evidence to Axon Evidence administrators and supervisors**.



FEATURES AND BENEFITS

- ▶ A DURABLE DESIGN – Tested to meet/pass the Ingress Protection Rating, MIL-STD Defense, and Impact Certified standards, and can withstand impacts and operate in a range of temperatures.
- ▶ CONTINUOUS SYSTEM POWER FROM THE VEHICLE’S ENGINE – Keeps the system running while the ignition is switched on and includes a **backup battery** providing **up to 30 minutes of power** after the ignition is turned off.
- ▶ BUILT-IN ALPR CAMERA – Uses 4K sensors to help legibly capture license plates up to 3 lanes away and ~50 feet in distance, at a closing speed of ~140 MPH.
- ▶ CONFIGURABLE PRE-EVENT BUFFER – Captures up to two minutes of video before the camera is actively recording.
- ▶ EMBEDDED AXON SIGNAL TECHNOLOGY – Supports configurable triggers that activate cameras if a particular action is taken—like a door being opened or a weapon rack being unlocked.
- ▶ A FIXED FOCUS FRONT-FACING LENS – Allows users to capture objects within a wide range (40 cm to infinity) without needing to manually focus the camera or purchase lenses of different focal lengths.
- ▶ VIDEO RECALL FEATURE – Allows for recovery of video footage if a device was not recording at the time of an incident.
- ▶ SUPPORT FOR MULTIPLE CAMERAS – Expandable to **support up to five in-car video cameras**, providing **additional angles and views of events**.



DEDICATION TO CUSTOMER SUCCESS

Once a solution is delivered, most agencies are left asking, what's next? Axon has you covered. We are committed to providing Roseville Police Dept with post-sales and post-deployment support. Whether that be troubleshooting assistance, technical support, additional training, consulting advice, or help with exchanging and returning equipment, our dedicated team is here for you. Through regular communication, our knowledgeable staff can offer Roseville Police Dept the support you should expect from a service provider. This support includes access to:

- ▶ **24/7 CUSTOMER SUPPORT** – Axon's full customer support division is available via live phone support, 24 hours a day, seven days a week.
- ▶ **PROFESSIONAL SERVICES** – Experienced and skilled personnel who are involved in the implementation, development, deployment, management, and support of your Axon program
- ▶ **SALES ENGINEERS (SE)** – SEs own the technical aspects of the sales process and have a technical mindset that allows them to understand complex systems and solve intricate challenges involving hardware, software, and network issues
- ▶ **CUSTOMER SUCCESS MANAGERS** – Dedicated Axon personnel assigned per agency who communicate important operating system/firmware and hardware updates, identify day-to-day bugs, and address general issues, as well as fulfill hardware refreshes and deployment of new equipment, conduct quarterly business reviews with customers, and identify important customer feature requests
- ▶ **ECOMMERCE** – Axon's online store available to clients for an expedited purchasing experience on smaller orders
- ▶ **CONSULTANTS** – Part-time expert consultants, made up of retired law enforcement leaders, who deliver service on smaller projects and serve as additional resources on large projects
- ▶ **AXON WEEK** – Axon's user conference brings members of the law enforcement community, technology leaders, and prosecutors together to learn how agencies can make policing more effective and efficient with Axon products
- ▶ **ACCOUNT MANAGEMENT HELP** – Available assistance when issues arise with an agency's account
- ▶ **LEARNING AND DEVELOPMENT** – Ongoing training courses that cover and promote proper software and hardware use and compliance

Our goal is to provide Roseville Police Dept with the necessary assistance to help make the most of the solutions you count on every day. With a network of resources dedicated to and designed to meet the needs of law enforcement, Axon is here to help.

CAPTURE TRUTH
ACCELERATE JUSTICE
PROTECT LIFE



EQUITY & INCLUSION TOOLKIT



To Guide Decision Making on Policies, Programs, Initiatives, and Budget Proposals to Help Build an Equitable and Inclusive Community

Things to know about the toolkit

1. The Equity & Inclusion Toolkit (EIT) is a reflective tool to assist decision makers in evaluating ideas and proposed solutions with a perspective inclusive of equity.
2. The EIT is NOT a test of competence in equity and inclusion, but a tool to help make decisions that are advancing our community aspirations in an equitable and inclusive way.
3. This is a public document. The public should know city leaders are diligent in considering community voices and potential adverse outcomes of decisions.

Equity & Inclusion Toolkit Instructions

This toolkit serves as a guide to developing an equity impact analysis. Through the process of answering questions focused on community and stakeholder impact. Through the process of understanding the outcomes of decisions on the community, you will end with an Equity Impact Analysis or summary of your findings to be included on the Request for Council Action (RCA). The completed toolkit should be attached as supporting documentation for council RCA's. Please forward a copy of the completed toolkit to the city's Equity and Inclusion Manager for review and storing.

Agenda Item Title:

Consider Approval of a Contract with Axon for a Records Management System and Integrated Public Safety Technology

Brief Description:

The Roseville Police Department is pursuing an upgrade and expansion of its current Axon technology ecosystem, which includes body-worn cameras, evidence management software, and related tools. This project aims to modernize public safety technology, improve operational efficiency, and enhance transparency and accountability in policing. The upgraded system will support better documentation of police interactions, evidence handling, and data storage, ultimately contributing to equitable and consistent service delivery to all community members.

Meeting Date(s):

1/12/2026

Prepared by:

Erika Scheider

Reviewed by:

Which of the community aspirations does this request for council action most align with?

- ☐ Foster a strong sense of community through effective and inclusive communication, effective engagement, and collaborative decision-making.
- ☐ A community that is welcoming and inclusive of all people regardless of country of origin, race, ethnicity, gender, sexual preferences, age, physical ability, or socioeconomic standing.
- ☒ A city where all people feel safe and secure and where mutual trust and respect are fostered between the community and their police, fire, and all emergency responders.
- ☐ A community of thriving and diverse neighborhoods with quality housing and businesses that meet the needs of, and provide opportunities for, all people.
- ☐ A community that embraces diversity through multicultural public programming, public gathering spaces, and parks in ways that are suitable for all people regardless of age, ability, or access to information.
- ☐ A community that treasures and preserves natural areas and open space and prioritizes environmental conservation and sustainability.
- ☐ A community that is economically prosperous with a stable and broad tax base, vibrant small businesses, high quality employment opportunities, and a range of retail and entertainment options.
- ☐ A community with a safe, inclusive, and well-connected transportation and infrastructure system that supports the health and well-being of residents, visitors, customers, businesses, and employees regardless of ability, access, cultural background, or socioeconomic standing.

What are the desired outcomes and impacts in the community?

The primary outcomes of entering into an updated agreement with Axon include increased operational efficiency, improved staff effectiveness, and enhanced transparency and accountability in policing. By modernizing the department's technology ecosystem, staff time currently spent on manual evidence management, data entry, and outdated system processes will be significantly reduced. This will allow officers and support personnel to focus more on community engagement, proactive policing, and critical public safety functions.

The updated system also supports equitable service delivery by ensuring consistent documentation of police interactions and evidence handling, reducing the potential for errors or disparities in case management. Ultimately, the project is expected to strengthen community trust while enabling the department to allocate resources more effectively and serve all members of the community fairly.

Who will benefit from or be burdened by this decision?

Those who will benefit from the contract:

--Community Members: Improved documentation and evidence management enhance accountability and transparency, fostering equitable treatment across all interactions with law enforcement.

--Police Department Staff: Officers and support personnel will benefit from reduced administrative workload, allowing them to focus on critical public safety functions and community engagement.

As far as burdens: Adoption of the Axon RMS will increase costs over the ten-year period, which could have a financial impact on residents and the broader community through the city's budget.

Overall, the project is designed to maximize equitable benefits for the community while minimizing burdens through careful planning, training, and phased implementation.

What are potential unintended consequences and are there strategies to mitigate any negative consequences?

With any technology deployment, it is important to carefully consider potential unintended consequences, particularly regarding privacy, data security, and community trust. Many of the Axon technologies, including drones, license plate readers, and body-worn cameras, are already in use by the department, and their implementation is guided by strict departmental policies and applicable state laws to ensure proper and lawful use. Before deploying body-worn cameras, the department held public input sessions to gather community feedback and promote transparency. In addition, RPD undergoes independent audits of its technology every two years and is pursuing accreditation, which provides an additional layer of oversight and accountability. These measures help mitigate potential negative impacts while ensuring that technology is used responsibly, equitably, and effectively to enhance public safety.

How have we incorporated and/or engaged community perspective into this recommendation?

Although no specific community perspective was gathered for this recommendation due to the tight timeline for joining the project, extensive input was collected during the Axtell Study. One key theme that emerged from the community listening sessions was the importance of fostering positive relationships between the police and the community. By implementing the Axon ecosystem, the department will free up staff time and resources, allowing officers to spend more time engaging with the community and building those important relationships.

Equity Impact Analysis (Summary)

In 1-3 paragraphs, how would you summarize the consideration of equity on this recommendation? How does this help us achieve our Community Aspirations? This summary should be included under the Equity Impact Summary of the RCA.

The implementation of the Axon ecosystem is expected to advance equity by improving the consistency, transparency, and accountability of police operations. By streamlining administrative tasks such as evidence management and documentation, the department can reduce potential errors or disparities in case handling, ensuring fair treatment for all community members. Freed-up staff time allows officers to focus more on proactive community engagement, relationship-building, and addressing the needs of vulnerable or historically underserved populations.

Many of the technologies included in the Axon ecosystem, such as drones, body-worn cameras, and license plate readers, are already in use by the department. Their deployment is guided by strict departmental policies, applicable state laws, and independent audits, which are conducted regularly to ensure responsible and lawful use. These safeguards provide additional layers of oversight, accountability, and transparency, further supporting equitable outcomes for the community.

This recommendation aligns with the City's Community Aspirations by fostering a safer, more engaged, and inclusive community. The use of technology in a responsible and transparent manner, coupled with strong policies, public input, and independent oversight, helps strengthen community trust and supports equitable access to public safety services. Overall, the project is designed to enhance operational effectiveness while promoting fair and equitable outcomes for all residents.

Resources

Roseville Police Deartment Evaluation of Police Resources and Operational Efficiency, The Axtell Group, May 2025, www.cityofroseville.com/DocumentCenter/View/38268/Roseville-Police-Department-Evaluation-Published-572025.

Axon Enterprise, Inc.
17800 N 85th St
Scottsdale, Arizona 85255
United States
VAT: 86-0741227
Domestic: (800) 978-2737
International: +1.800.978.2737



Q-770436-45996BJ

Issued: 12/05/2025

Quote Expiration: 12/31/2025

Estimated Contract Start Date: 04/01/2026

Account Number: 108183

Payment Terms: N30

Mode of Delivery: UPS-GND

Credit/Debit Amount: \$0.00

SHIP TO	BILL TO	SALES REPRESENTATIVE	PRIMARY CONTACT
Roseville Police Dept. - MN 2660 Civic Center Dr Saint Paul, MN 55113-1815 USA	Roseville Police Dept. - MN 2660 Civic Center Dr Saint Paul MN 55113-1815 USA Email:	Brandon Jones Phone: (480) 569-7841 Email: brjones@axon.com Fax:	Jeff Lopez Phone: (651) 792-7211 Email: jeff.lopez@cityofroseville.com Fax:

Quote Summary

Program Length	126 Months
TOTAL COST	\$5,638,509.19
ESTIMATED TOTAL W/ TAX	\$5,638,509.19

Discount Summary

Average Savings Per Year	\$402,038.73
TOTAL SAVINGS	\$4,221,406.63

Payment Summary

Date	Subtotal	Tax	Total
Oct 2026	\$142,000.00	\$0.00	\$142,000.00
Oct 2027	\$534,621.04	\$0.00	\$534,621.04
Oct 2028	\$619,963.99	\$0.00	\$619,963.99
Oct 2029	\$620,274.88	\$0.00	\$620,274.88
Oct 2030	\$620,274.88	\$0.00	\$620,274.88
Oct 2031	\$620,274.88	\$0.00	\$620,274.88
Oct 2032	\$620,274.88	\$0.00	\$620,274.88
Oct 2033	\$620,274.88	\$0.00	\$620,274.88
Oct 2034	\$620,274.88	\$0.00	\$620,274.88
Oct 2035	\$620,274.88	\$0.00	\$620,274.88
Total	\$5,638,509.19	\$0.00	\$5,638,509.19

Quote Unbundled Price: \$9,859,793.32
Quote List Price: \$7,034,927.32
Quote Subtotal: \$5,638,509.19

Pricing

All deliverables are detailed in Delivery Schedules section lower in proposal

Item	Description	Qty	Term	Unbundled	List Price	Net Price	Subtotal	Tax	Total
Program									
100553	TRANSFER BALANCE - SOFTWARE AND SERVICES	1			\$1.00	\$21,805.24	\$21,805.24	\$0.00	\$21,805.24
100552	TRANSFER BALANCE - GOODS	1			\$1.00	\$28,371.93	\$28,371.93	\$0.00	\$28,371.93
M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	120	\$535.17	\$348.18	\$295.95	\$2,663,550.00	\$0.00	\$2,663,550.00
Fleet3ARe	Fleet 3 Advanced Renewal	20	60	\$231.35	\$189.57	\$161.13	\$193,356.00	\$0.00	\$193,356.00
Fleet3ARe	Fleet 3 Advanced Renewal	20	60	\$231.35	\$189.57	\$145.09	\$174,108.00	\$0.00	\$174,108.00
S00007	AXON AI - AI ERA LEADERS	70	120	\$302.90	\$178.89	\$152.06	\$1,277,274.60	\$0.00	\$1,277,274.60
A la Carte Hardware									
101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20			\$129.00	\$145.11	\$2,902.20	\$0.00	\$2,902.20
101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20			\$1,899.00	\$2,136.19	\$42,723.80	\$0.00	\$42,723.80
H00002	AB4 Multi Bay Dock Bundle	9			\$1,638.90	\$0.00	\$0.00	\$0.00	\$0.00
H00001	AB4 Camera Bundle	11			\$899.00	\$0.00	\$0.00	\$0.00	\$0.00
H00002	AB4 Multi Bay Dock Bundle	1			\$1,638.90	\$0.00	\$0.00	\$0.00	\$0.00
H00001	AB4 Camera Bundle	64			\$899.00	\$0.00	\$0.00	\$0.00	\$0.00
A la Carte Software									
73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	6		\$10.00	\$0.00	\$0.00	\$0.00	\$0.00
73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	6		\$0.75	\$0.00	\$0.00	\$0.00	\$0.00
80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	6		\$20.80	\$0.00	\$0.00	\$0.00	\$0.00
80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	6		\$17.70	\$0.00	\$0.00	\$0.00	\$0.00
73681	AXON RECORDS	103	120		\$47.25	\$23.63	\$292,005.00	\$0.00	\$292,005.00
ProLicense	Pro License Bundle	26	6		\$45.00	\$0.00	\$0.00	\$0.00	\$0.00
BasicLicense	Basic License Bundle	51	6		\$15.00	\$0.00	\$0.00	\$0.00	\$0.00
A la Carte Services									
102524	PSO 1-DAY ADD ON ONSITE TRAINING	1			\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00
85144	AXON BODY - PSO - STARTER	1			\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00
20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1			\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00
100946	AXON - MULTI-YEAR SWS TECHNICAL ACCOUNT MANAGER	1	12		\$17,333.70	\$13,868.69	\$166,424.32	\$0.00	\$166,424.32
85157	AXON RECORDS - PROFESSIONAL SERVICES MILESTONE PAYMENT	3230			\$300.00	\$240.03	\$775,296.90	\$0.00	\$775,296.90
A la Carte Warranties									
73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	27		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	6		\$9.35	\$0.00	\$0.00	\$0.00	\$0.00
80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	6		\$16.28	\$0.00	\$0.00	\$0.00	\$0.00
80464	AXON BODY - TAP WARRANTY - CAMERA	66	6		\$10.35	\$0.00	\$0.00	\$0.00	\$0.00
80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	6		\$1.25	\$0.00	\$0.00	\$0.00	\$0.00
80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	27		\$1.28	\$1.28	\$691.20	\$0.00	\$691.20
Total							\$5,638,509.19	\$0.00	\$5,638,509.19

Delivery Schedule

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	2	1	09/01/2026
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	64	1	09/01/2026
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	11	1	09/01/2026
AB4 Camera Bundle	100466	AXON BODY 4 - CABLE - USB-C TO USB-C	71	1	09/01/2026
AB4 Camera Bundle	100466	AXON BODY 4 - CABLE - USB-C TO USB-C	13	1	09/01/2026
AB4 Camera Bundle	100775	AXON BODY 4 - MAGNETIC DISCONNECT CABLE	13	1	09/01/2026
AB4 Camera Bundle	100775	AXON BODY 4 - MAGNETIC DISCONNECT CABLE	71	1	09/01/2026
AB4 Camera Bundle	74020	AXON BODY - MOUNT - MAGNET FLEXIBLE RAPIDLOCK	71	1	09/01/2026
AB4 Camera Bundle	74020	AXON BODY - MOUNT - MAGNET FLEXIBLE RAPIDLOCK	13	1	09/01/2026
AB4 Multi Bay Dock Bundle	100206	AXON BODY 4 - 8 BAY DOCK	9	1	09/01/2026
AB4 Multi Bay Dock Bundle	100206	AXON BODY 4 - 8 BAY DOCK	1	1	09/01/2026
AB4 Multi Bay Dock Bundle	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	1	1	09/01/2026
AB4 Multi Bay Dock Bundle	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	9	1	09/01/2026
AB4 Multi Bay Dock Bundle	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	1	1	09/01/2026
AB4 Multi Bay Dock Bundle	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	9	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100126	AXON VR - TACTICAL BAG	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100390	AXON TASER 10 - HANDLE - YELLOW CLASS 3R	75	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100390	AXON TASER 10 - HANDLE - YELLOW CLASS 3R	2	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100394	AXON TASER 10 - MAGAZINE - HALT TRAINING BLUE	4	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100396	AXON TASER 10 - MAGAZINE - INERT RED	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100399	AXON TASER 10 - CARTRIDGE - LIVE	1500	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100400	AXON TASER 10 - CARTRIDGE - HALT	750	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100401	AXON TASER 10 - CARTRIDGE - INERT	30	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100591	AXON TASER - CLEANING KIT	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100611	AXON TASER 10 - SAFARILAND HOLSTER - RH	75	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100623	ENHANCED HOOK-AND-LOOP TRAINING (HALT) SUIT (V2)	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100748	AXON VR - CONTROLLER - TASER 10	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100832	AXON VR - CONTROLLER - HANDGUN VR19H	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101122	AXON VR - HOLSTER - T10 SAFARILAND GRAY - RH	2	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101123	AXON VR - HOLSTER - T10 SAFARILAND GRAY - LH	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101294	AXON VR - TABLET	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101300	AXON VR - TABLET CASE	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101455	AXON TASER 10 - REPLACEMENT TOOL KIT - INTERPOSER BUCKET	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101456	AXON TASER 10 - REPLACEMENT INTERPOSER BUCKET	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101751	AXON VR - HEADSET - HTC FOCUS VISION	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101755	AXON TASER 10 - MAGAZINE - LIVE DUTY BLACK V2	75	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101755	AXON TASER 10 - MAGAZINE - LIVE DUTY BLACK V2	2	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101757	AXON TASER 10 - MAGAZINE - LIVE TRAINING PURPLE V2	3	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101886	SIGNAL SENSOR	75	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101889	AXON SIGNAL - BATTERY - CR2032	75	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	102389	AXON VR - MULTI-USER ROOM MARKER	2	1	09/01/2026

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20018	AXON TASER - BATTERY PACK - TACTICAL	15	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20018	AXON TASER - BATTERY PACK - TACTICAL	75	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20018	AXON TASER - BATTERY PACK - TACTICAL	2	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	74200	AXON TASER - DOCK - SIX BAY PLUS CORE	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80087	AXON TASER - TARGET - CONDUCTIVE PROFESSIONAL RUGGEDIZED	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80090	AXON TASER - TARGET FRAME - PROFESSIONAL 27.5 IN X 75 IN	1	1	09/01/2026
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100399	AXON TASER 10 - CARTRIDGE - LIVE	230	1	09/01/2027
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100400	AXON TASER 10 - CARTRIDGE - HALT	600	1	09/01/2027
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100399	AXON TASER 10 - CARTRIDGE - LIVE	220	1	09/01/2028
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100400	AXON TASER 10 - CARTRIDGE - HALT	600	1	09/01/2028
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100210	AXON VR - TAP REFRESH 1 - TABLET	3	1	03/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101009	AXON VR - TAP REFRESH 1 - SIDEARM CONTROLLER	3	1	03/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101012	AXON VR - TAP REFRESH 1 - CONTROLLER	3	1	03/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20373	AXON VR - TAP REFRESH 1 - HEADSET	3	1	03/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73309	AXON BODY - TAP REFRESH 1 - CAMERA	77	1	03/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73689	AXON BODY - TAP REFRESH 1 - DOCK MULTI BAY	10	1	03/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100399	AXON TASER 10 - CARTRIDGE - LIVE	230	1	09/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100400	AXON TASER 10 - CARTRIDGE - HALT	600	1	09/01/2029
Fleet 3 Advanced Renewal	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	20	1	09/01/2029
A la Carte	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	1	09/01/2029
A la Carte	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	1	09/01/2029
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100399	AXON TASER 10 - CARTRIDGE - LIVE	220	1	09/01/2030
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100400	AXON TASER 10 - CARTRIDGE - HALT	600	1	09/01/2030
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100211	AXON VR - TAP REFRESH 2 - TABLET	3	1	09/01/2031
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101010	AXON VR - TAP REFRESH 2 - SIDEARM CONTROLLER	3	1	09/01/2031
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101013	AXON VR - TAP REFRESH 2 - CONTROLLER	3	1	09/01/2031
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20374	AXON VR - TAP REFRESH 2 - HEADSET	3	1	09/01/2031
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73310	AXON BODY - TAP REFRESH 2 - CAMERA	77	1	09/01/2031
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73688	AXON BODY - TAP REFRESH 2 - DOCK MULTI BAY	10	1	09/01/2031
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20242	AXON TASER - CERTIFICATION PROGRAM YEAR 6-10 HARDWARE	75	1	03/01/2032
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100212	AXON VR - TAP REFRESH 3 - TABLET	3	1	03/01/2034
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101011	AXON VR - TAP REFRESH 3 - SIDEARM CONTROLLER	3	1	03/01/2034
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101014	AXON VR - TAP REFRESH 3 - CONTROLLER	3	1	03/01/2034
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20375	AXON VR - TAP REFRESH 3 - HEADSET	3	1	03/01/2034
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73345	AXON BODY - TAP REFRESH 3 - CAMERA	77	1	03/01/2034
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73347	AXON BODY - TAP REFRESH 3 - DOCK MULTI BAY	10	1	03/01/2034
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73346	AXON BODY - TAP REFRESH 4 - CAMERA	77	1	09/01/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73348	AXON BODY - TAP REFRESH 4 - DOCK MULTI BAY	10	1	09/01/2036
Fleet 3 Advanced Renewal	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	20	1	09/01/2036

Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
Basic License Bundle	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	51	04/01/2026	09/30/2026
Basic License Bundle	73684	AXON EVIDENCE - ECOM LICENSE - BASIC	51	04/01/2026	09/30/2026
Pro License Bundle	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	78	04/01/2026	09/30/2026

Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
Pro License Bundle	73746	AXON EVIDENCE - ECOM LICENSE - PRO	26	04/01/2026	09/30/2026
A la Carte	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	04/01/2026	09/30/2026
A la Carte	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	04/01/2026	09/30/2026
A la Carte	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	04/01/2026	09/30/2026
A la Carte	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	04/01/2026	09/30/2026
AXON AI - AI ERA LEADERS	101740	AXON - AI SOFTWARE LICENSE	70	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100165	AXON EVIDENCE - STORAGE - THIRD PARTY UNLIMITED	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100590	AXON MY90 - LICENSE	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101180	AXON TASER - DATA SCIENCE PROGRAM	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101706	AXON FUSUS - LICENSE - PRO+ USER	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101711	AXON FUSUS - LICENSE - ADDITIONAL CCTV STREAMS	225	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20248	AXON TASER - EVIDENCE.COM LICENSE	1	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20248	AXON TASER - EVIDENCE.COM LICENSE	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	20370	AXON VR - USER ACCESS - FULL VR	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73449	AXON BODY - LEGACY LICENSE - CONNECTED CAMERA	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73618	AXON COMMUNITY REQUEST	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73638	AXON STANDARDS - LICENSE	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73686	AXON EVIDENCE - STORAGE - UNLIMITED (AXON DEVICE)	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73739	AXON PERFORMANCE - LICENSE	75	10/01/2026	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	73746	AXON EVIDENCE - ECOM LICENSE - PRO	75	10/01/2026	09/30/2036
Fleet 3 Advanced Renewal	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	10/01/2026	09/30/2031
Fleet 3 Advanced Renewal	80401	AXON FLEET 3 - ALPR LICENSE - 1 CAMERA	20	10/01/2026	09/30/2031
Fleet 3 Advanced Renewal	80402	AXON FLEET - LICENSE - REAL-TIME LOCATION, ALERTS, & LIVESTREAM	20	10/01/2026	09/30/2031
Fleet 3 Advanced Renewal	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	10/01/2026	09/30/2031
A la Carte	73681	AXON RECORDS	103	10/01/2026	09/30/2036
Fleet 3 Advanced Renewal	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	10/01/2031	09/30/2036
Fleet 3 Advanced Renewal	80401	AXON FLEET 3 - ALPR LICENSE - 1 CAMERA	20	10/01/2031	09/30/2036
Fleet 3 Advanced Renewal	80402	AXON FLEET - LICENSE - REAL-TIME LOCATION, ALERTS, & LIVESTREAM	20	10/01/2031	09/30/2036
Fleet 3 Advanced Renewal	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	10/01/2031	09/30/2036

Services

Bundle	Item	Description	QTY
AXON AI - AI ERA LEADERS	101741	AXON - AI PROFESSIONAL SERVICES	70
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100105	COMMUNITY LINK/PRO PSO SETUP	1
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100751	AXON TASER 10 - REPLACEMENT ACCESS PROGRAM - DUTY CARTRIDGE	75
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101184	AXON INVESTIGATE - TRAINING - OPERATOR AND EXAMINER	5
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101193	AXON TASER - ON DEMAND CERTIFICATION	75
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101781	AXON FUSUS - PSO - SW IMPLEMENTATION - PRO+	1
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	75
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	79999	AXON EVIDENCE - IMPLEMENTATION FOR AUTO TAGGING/PERFORMANCE	1
Fleet 3 Advanced Renewal	73392	AXON FLEET 3 - INSTALLATION - UPGRADE (PER VEHICLE)	20
Fleet 3 Advanced Renewal	73392	AXON FLEET 3 - INSTALLATION - UPGRADE (PER VEHICLE)	20
A la Carte	100946	AXON - MULTI-YEAR SWS TECHNICAL ACCOUNT MANAGER	1
A la Carte	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1
A la Carte	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1
A la Carte	85144	AXON BODY - PSO - STARTER	1
A la Carte	85157	AXON RECORDS - PROFESSIONAL SERVICES MILESTONE PAYMENT	3230

Warranties

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
A la Carte	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	04/01/2026	09/30/2026
A la Carte	80464	AXON BODY - TAP WARRANTY - CAMERA	66	04/01/2026	09/30/2026
A la Carte	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	04/01/2026	09/30/2026
Fleet 3 Advanced Renewal	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	04/01/2026	09/30/2026
A la Carte	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	10/01/2026	09/30/2031
A la Carte	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	10/01/2026	12/31/2028
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	10/01/2026	12/31/2028
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100197	AXON VR - EXT WARRANTY - HEADSET	3	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100213	AXON VR - EXT WARRANTY - TABLET	3	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100704	AXON TASER 10 - EXT WARRANTY - HANDLE	2	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	100704	AXON TASER 10 - EXT WARRANTY - HANDLE	75	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101007	AXON VR - EXT WARRANTY - CONTROLLER	3	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	101008	AXON VR - EXT WARRANTY - HANDGUN CONTROLLER	3	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80374	AXON TASER - EXT WARRANTY - BATTERY PACK T7/T10	15	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80374	AXON TASER - EXT WARRANTY - BATTERY PACK T7/T10	75	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80396	AXON TASER - EXT WARRANTY - BATTERY PACK T7/T10	2	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80464	AXON TASER - EXT WARRANTY - DOCK SIX BAY T7/T10	1	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80464	AXON BODY - TAP WARRANTY - CAMERA	2	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80465	AXON BODY - TAP WARRANTY - CAMERA	75	09/01/2027	09/30/2036
BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	80495	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	10	09/01/2027	09/30/2036
Fleet 3 Advanced Renewal	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	10/01/2031	09/30/2036

Shipping Locations

Location Number	Street	City	State	Zip	Country
1	2660 Civic Center Dr	Saint Paul	MN	55113-1815	USA
1	2660 Civic Center Dr	Saint Paul	MN	55113-1815	USA

Payment Details

Oct 2026					
Invoice Plan	Item	Description	Qty	Subtotal	Tax Total
Annual Payment 1	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$900.89	\$900.89
Annual Payment 1	101926	AXON FLEET - TAOGAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$61.20	\$61.20
Annual Payment 1	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00
Annual Payment 1	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00
Annual Payment 1	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00
Annual Payment 1	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00
Annual Payment 1	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00
Annual Payment 1	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00
Annual Payment 1	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$14.57	\$14.57
Annual Payment 1	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00
Annual Payment 1	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00
Annual Payment 1	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00
Annual Payment 1	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00
Annual Payment 1	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00
Annual Payment 1	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00
Annual Payment 1	Basic License	Basic License Bundle	51	\$0.00	\$0.00
Annual Payment 1	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$4,077.17	\$4,077.17
Annual Payment 1	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$3,671.30	\$3,671.30
Annual Payment 1	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00
Annual Payment 1	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00
Annual Payment 1	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00
Annual Payment 1	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00
Annual Payment 1	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$56,164.64	\$56,164.64
Annual Payment 1	Pro License	Pro License Bundle	26	\$0.00	\$0.00
Annual Payment 1	S00007	AXON AI - AI ERA LEADERS	70	\$26,933.06	\$26,933.06
Annual Payment 1	100552	TRANSFER BALANCE - GOODS	1	\$28,371.93	\$28,371.93
Transfer Value	100553	TRANSFER BALANCE - SOFTWARE AND SERVICES	1	\$21,805.24	\$21,805.24
Total				\$142,000.00	\$0.00 \$142,000.00

Oct 2027					
Invoice Plan	Item	Description	Qty	Subtotal	Tax Total
Annual Payment 2	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$5,245.26	\$5,245.26
Annual Payment 2	101926	AXON FLEET - TAOGAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$356.31	\$356.31
Annual Payment 2	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00
Annual Payment 2	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00
Annual Payment 2	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00
Annual Payment 2	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00
Annual Payment 2	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00

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Oct 2027						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 2	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 2	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$84.86	\$0.00	\$84.86
Annual Payment 2	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 2	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 2	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 2	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 2	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 2	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 2	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 2	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$21,375.48	\$0.00	\$21,375.48
Annual Payment 2	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$23,738.59	\$0.00	\$23,738.59
Annual Payment 2	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 2	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 2	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 2	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 2	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$327,007.80	\$0.00	\$327,007.80
Annual Payment 2	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 2	S00007	AXON AI - AI ERA LEADERS	70	\$156,812.74	\$0.00	\$156,812.74
Total				\$534,621.04	\$0.00	\$534,621.04

Oct 2028						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
aDXR000000uVLN	100946	AXON - MULTI-YEAR SWS TECHNICAL ACCOUNT MANAGER	1	\$166,424.32	\$0.00	\$166,424.32
aDXR000000uVLN	73681	AXON RECORDS	103	\$91,844.16	\$0.00	\$91,844.16
aDXR000000uVLN	85157	AXON RECORDS - PROFESSIONAL SERVICES MILESTONE PAYMENT	3230	\$243,853.66	\$0.00	\$243,853.66
Annual Payment 3	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A-5YR NETCLOUD	20	\$1,156.17	\$0.00	\$1,156.17
Annual Payment 3	101926	AXON FLEET - TAGGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$78.54	\$0.00	\$78.54
Annual Payment 3	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 3	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 3	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 3	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 3	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 3	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$18.70	\$0.00	\$18.70
Annual Payment 3	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 3	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 3	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 3	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 3	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 3	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 3	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 3	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 3	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$4,711.61	\$0.00	\$4,711.61
Annual Payment 3	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$5,232.49	\$0.00	\$5,232.49
Annual Payment 3	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 3	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 3	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 3	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 3	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$72,079.43	\$0.00	\$72,079.43
Annual Payment 3	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 3	S00007	AXON AI - AI ERA LEADERS	70	\$34,564.91	\$0.00	\$34,564.91
Total				\$619,963.99	\$0.00	\$619,963.99

Oct 2029						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
aDXR1000000uMz	73681	AXON RECORDS	103	\$100,080.42	\$0.00	\$100,080.42
aDXR1000000uMz	85157	AXON RECORDS - PROFESSIONAL SERVICES MILESTONE PAYMENT	3230	\$265,721.62	\$0.00	\$265,721.62
Annual Payment 4	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$2,496.68	\$0.00	\$2,496.68
Annual Payment 4	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$169.60	\$0.00	\$169.60
Annual Payment 4	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 4	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 4	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 4	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 4	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 4	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$40.39	\$0.00	\$40.39
Annual Payment 4	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 4	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 4	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 4	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 4	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 4	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 4	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 4	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 4	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$10,174.45	\$0.00	\$10,174.45
Annual Payment 4	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$11,299.26	\$0.00	\$11,299.26
Annual Payment 4	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 4	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 4	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 4	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 4	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$155,651.54	\$0.00	\$155,651.54
Annual Payment 4	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 4	S00007	AXON AI - AI ERA LEADERS	70	\$74,640.92	\$0.00	\$74,640.92
Total				\$620,274.88	\$0.00	\$620,274.88

Oct 2030						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
aDXR1000000uN0	73681	AXON RECORDS	103	\$100,080.42	\$0.00	\$100,080.42
aDXR1000000uN0	85157	AXON RECORDS - PROFESSIONAL SERVICES MILESTONE PAYMENT	3230	\$265,721.62	\$0.00	\$265,721.62
Annual Payment 5	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$2,496.68	\$0.00	\$2,496.68
Annual Payment 5	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$169.60	\$0.00	\$169.60
Annual Payment 5	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 5	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 5	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 5	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 5	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 5	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 5	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$40.39	\$0.00	\$40.39
Annual Payment 5	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 5	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 5	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 5	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 5	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 5	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 5	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 5	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$10,174.45	\$0.00	\$10,174.45

Oct 2030

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 5	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$11,299.26	\$0.00	\$11,299.26
Annual Payment 5	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 5	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 5	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 5	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 5	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$155,651.54	\$0.00	\$155,651.54
Annual Payment 5	Pro.License	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 5	S00007	AXON AI - AI ERA LEADERS	70	\$74,640.92	\$0.00	\$74,640.92
Total				\$620,274.88	\$0.00	\$620,274.88

Oct 2031

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 6	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$6,085.63	\$0.00	\$6,085.63
Annual Payment 6	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$413.39	\$0.00	\$413.39
Annual Payment 6	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 6	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 6	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 6	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 6	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 6	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 6	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 6	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$98.46	\$0.00	\$98.46
Annual Payment 6	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	20	\$0.00	\$0.00	\$0.00
Annual Payment 6	80464	AXON BODY - TAP WARRANTY - CAMERA	40	\$0.00	\$0.00	\$0.00
Annual Payment 6	80465	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 6	80495	AXON FLEET 3 - EXT WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 6	85144	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 6	Basic.License	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 6	Fleet3ARe	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 6	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$24,800.13	\$0.00	\$24,800.13
Annual Payment 6	H00001	Fleet 3 Advanced Renewal	20	\$27,541.84	\$0.00	\$27,541.84
Annual Payment 6	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 6	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 6	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 6	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 6	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$379,398.99	\$0.00	\$379,398.99
Annual Payment 6	Pro.License	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 6	S00007	AXON AI - AI ERA LEADERS	70	\$181,936.44	\$0.00	\$181,936.44
Total				\$620,274.88	\$0.00	\$620,274.88

Oct 2032

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 7	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$6,085.63	\$0.00	\$6,085.63
Annual Payment 7	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$413.39	\$0.00	\$413.39
Annual Payment 7	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 7	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 7	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 7	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 7	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 7	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$98.46	\$0.00	\$98.46
Annual Payment 7	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 7	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00

Oct 2032						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 7	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 7	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 7	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 7	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 7	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 7	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 7	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$24,800.13	\$0.00	\$24,800.13
Annual Payment 7	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$27,541.84	\$0.00	\$27,541.84
Annual Payment 7	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 7	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 7	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 7	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 7	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$379,398.99	\$0.00	\$379,398.99
Annual Payment 7	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 7	S00007	AXON AI - AI ERA LEADERS	70	\$181,936.44	\$0.00	\$181,936.44
Total				\$620,274.88	\$0.00	\$620,274.88

Oct 2033						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 8	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$6,085.63	\$0.00	\$6,085.63
Annual Payment 8	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$413.39	\$0.00	\$413.39
Annual Payment 8	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 8	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 8	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 8	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 8	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 8	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$98.46	\$0.00	\$98.46
Annual Payment 8	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 8	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 8	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 8	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 8	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 8	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 8	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 8	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$27,541.84	\$0.00	\$27,541.84
Annual Payment 8	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$24,800.13	\$0.00	\$24,800.13
Annual Payment 8	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 8	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 8	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 8	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 8	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$379,398.99	\$0.00	\$379,398.99
Annual Payment 8	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 8	S00007	AXON AI - AI ERA LEADERS	70	\$181,936.44	\$0.00	\$181,936.44
Total				\$620,274.88	\$0.00	\$620,274.88

Oct 2034						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 9	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$6,085.63	\$0.00	\$6,085.63
Annual Payment 9	101926	AXON FLEET - TAOGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$413.39	\$0.00	\$413.39
Annual Payment 9	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00

Oct 20234

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 9	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 9	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 9	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 9	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 9	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 9	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$98.46	\$0.00	\$98.46
Annual Payment 9	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 9	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
Annual Payment 9	80464	AXON BODY - TAP WARRANTY - CAMERA	66	\$0.00	\$0.00	\$0.00
Annual Payment 9	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	9	\$0.00	\$0.00	\$0.00
Annual Payment 9	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 9	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Annual Payment 9	BasicLicense	Basic License Bundle	51	\$0.00	\$0.00	\$0.00
Annual Payment 9	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$27,541.84	\$0.00	\$27,541.84
Annual Payment 9	Fleet3ARe	Fleet 3 Advanced Renewal	20	\$24,800.13	\$0.00	\$24,800.13
Annual Payment 9	H00001	AB4 Camera Bundle	64	\$0.00	\$0.00	\$0.00
Annual Payment 9	H00001	AB4 Camera Bundle	11	\$0.00	\$0.00	\$0.00
Annual Payment 9	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 9	H00002	AB4 Multi Bay Dock Bundle	1	\$0.00	\$0.00	\$0.00
Annual Payment 9	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$379,398.99	\$0.00	\$379,398.99
Annual Payment 9	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 9	S00007	AXON AI - AI ERA LEADERS	70	\$181,936.44	\$0.00	\$181,936.44
Total				\$620,274.88	\$0.00	\$620,274.88

Oct 20235

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Annual Payment 10	101675	AXON FLEET - ERICSSON CRADLEPOINT R980-5GD-A+5YR NETCLOUD	20	\$6,085.63	\$0.00	\$6,085.63
Annual Payment 10	101926	AXON FLEET - TAGGLAS ANT - 5-IN-1 2CELL 2WIFI 1GNSS INT	20	\$413.39	\$0.00	\$413.39
Annual Payment 10	102524	PSO 1-DAY ADD ON ONSITE TRAINING	1	\$0.00	\$0.00	\$0.00
Annual Payment 10	20379	AXON VR - PSO - FULL INSTALLATION - INSIDE SALES	1	\$0.00	\$0.00	\$0.00
Annual Payment 10	73390	AXON FLEET - CRADLEPOINT ROUTER TRANSFERRED WARRANTY	20	\$0.00	\$0.00	\$0.00
Annual Payment 10	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	66	\$0.00	\$0.00	\$0.00
Annual Payment 10	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2004	\$0.00	\$0.00	\$0.00
Annual Payment 10	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$0.00	\$0.00	\$0.00
Annual Payment 10	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	20	\$98.46	\$0.00	\$98.46
Annual Payment 10	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	20	\$0.00	\$0.00	\$0.00
Annual Payment 10	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	40	\$0.00	\$0.00	\$0.00
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Annual Payment 10	H00002	AB4 Multi Bay Dock Bundle	9	\$0.00	\$0.00	\$0.00
Annual Payment 10	M00044	BUNDLE - OFFICER SAFETY PLAN 10 PREMIUM ISLE 10YR	75	\$379,398.99	\$0.00	\$379,398.99
Annual Payment 10	ProLicense	Pro License Bundle	26	\$0.00	\$0.00	\$0.00
Annual Payment 10	S00007	AXON AI - AI ERA LEADERS	70	\$181,936.44	\$0.00	\$181,936.44

Tax is estimated based on rates applicable at date of quote and subject to change at time of invoicing. If a tax exemption certificate should be applied, please submit prior to invoicing.

Standard Terms and Conditions

Axon Enterprise Inc. Sales Terms and Conditions

Axon Master Services and Purchasing Agreement:

This Quote is limited to and conditional upon your acceptance of the provisions set forth herein and Axon's Master Services and Purchasing Agreement (posted at <https://www.axon.com/sales-terms-and-conditions>), as well as the attached Statement of Work (SOW) for Axon Fleet and/or Axon Interview Room purchase, if applicable. In the event you and Axon have entered into a prior agreement to govern all future purchases, that agreement shall govern to the extent it includes the products and services being purchased and does not conflict with the Axon Customer Experience Improvement Program Appendix as described below.

ACEIP:

The Axon Customer Experience Improvement Program Appendix, which includes the sharing of de-identified segments of Agency Content with Axon to develop new products and improve your product experience (posted at www.axon.com/legal/sales-terms-and-conditions), is incorporated herein by reference. By signing below, you agree to the terms of the Axon Customer Experience Improvement Program.

Acceptance of Terms:

Any purchase order issued in response to this Quote is subject solely to the above referenced terms and conditions. By signing below, you represent that you are lawfully able to enter into contracts. If you are signing on behalf of an entity (including but not limited to the company, municipality, or government agency for whom you work), you represent to Axon that you have legal authority to bind that entity. If you do not have this authority, please do not sign this Quote.

Exceptions to Standard Terms and Conditions

Agency has existing contract(s) originated via Quote(s):

Q-333128, Q-395375, Q-432991, Q-486272, Q-517350, Q-541143, Q-579018, Q-602503, Q-717766, Q-726907,

Agency is terminating those contracts effective 4/1/2026. Any changes in this date will result in modification of the program value which may result in additional fees or credits due to or from Axon.

The parties agree that Axon is applying a Transfer Balance of \$50,177.17

100% discounted body-worn camera and docking station hardware contained in this quote reflects a TAP replacement for hardware purchased under existing quotes aforementioned above. All TAP obligations from this contract will be considered fulfilled upon execution of this quote.

Any credits contained in this quote are contingent upon payment in full of the following amounts:

Pending Billing - Q-717766 - 9/1/2025 - \$2,100.00

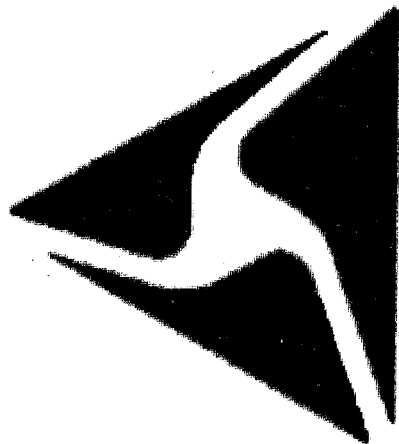
Outstanding Invoice - INUS400768 - 12/1/2025 - \$30,488.40 Outstanding Invoice - INUS400190 - 12/1/2025 - \$1,964.05



Signature

12/12/25

Date Signed



STATEMENT OF WORK FOR THE IMPLEMENTATION OF AXON RECORDS

ROSEVILLE, MN POLICE DEPARTMENT

Submitted By: Axon Enterprise, Inc.
17800 North 85th Street
Scottsdale, AZ 85255



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Our acceptance of this engagement is subject to completion of a formal agreement between both parties documenting the purchased products and services. Upon acceptance, the actual terms of our engagement will be documented in a separate writing to be signed by you and us. The information provided in this proposal is intended for informational purposes only and may not be copied, used, or modified, in whole or in part, for any purpose other than evaluation or as otherwise stated in the solicitation documents without Axon's written approval. All information and stats in this proposal are current as of January 1, 2025, unless otherwise noted.

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1 STATEMENT OF WORK

1.1 DEFINITIONS

TERM	DEFINITION
PARTIES	
Agency	Roseville, MN Police Department who is identified within this SOW
End-Users	Specific agency groups using the system
Professional Services	The services that Axon provides within the scope of this SOW
SYSTEMS	
Axon Systems	Software solutions and agency-specific interfaces developed by Axon
Axon Records	Records Management System (RMS)
Axon Standards	Reporting and Case Management for Internal use cases
CJIS	The Federal Bureau of Investigation's Criminal Justice Information Service
MDC/MDT	Mobile data computer/terminal – a device associated within a vehicle or other mobile unit
NIBRS	National Incident-Based Reporting System
Integration	The process of enabling two or more systems to exchange data in a seamless and automated manner. In the context of this SOW, integrations are typically developed between Axon Records and third-party systems (e.g., CAD, JMS, citation platforms) to support data ingestion, export, or synchronization workflows.
Interface	The technical mechanism used to facilitate data exchange between Axon Records and external systems as part of an integration. Interfaces may include APIs, flat file transfers, Microsoft Self-Hosted Integration Runtime (SHIRt), or other supported technologies.
DataStore	The database Axon provides allowing the agency to query data
Product	The software solution being implemented as part of this SOW
Production Environment	The operational environment where the product is accessed
State Incident-Based Reporting (IBR)	The state's incident-based reporting system requirements
Training Environment	The pre-production environment where all Axon-specific development, configuration, functional acceptance testing, user acceptance testing, and training take place. This environment persists through the life of the agency's contract, allowing the agency to test new functionality prior to being released in



	Production, as well as training new officers/deputies as they are brought onto the force.
Service Portal	An online portal provided by Axon where issues identified are entered and triaged
PROJECT & MILESTONES	
Project	Scope of this SOW as defined by the work to be completed described herein
Project Change Order (PCO)	Change order form outlined in Attachment B to be executed between Axon and the agency if a material change in scope is required for this SOW
Milestone	Event that constitutes completion of work as listed in Attachment A
Milestone Completion Report	The report outlined in Attachment A to be executed at key milestones between agency and Axon to approve completion of project phases
Discovery Phase	Requirements gathering and confirmation occurs during this phase. Confirmed requirements feed the sprint phase, and sprints are designed around what can and cannot be accomplished given time and resource constraints on both Axon and the agency's sides.
Design Build Phase	Project phase encompassing iterative development through sprints. Integrations and workflows are developed and deployed during this phase. The agency forms are also configured during this phase.
Sprint	A period during the configuration phase of the project (typically 2-3 weeks) where specific pieces of functionality are built, configured, and delivered.
Sprint Review	Signifies the end of the sprint where Axon showcases what was built, configured, and delivered. These items are then deemed ready for functional acceptance testing and user acceptance testing.
Go-Live	End-users are activated, and the agency is actively using the product
Cutover	Successful implementation of interfaces and data conversion
Third-Party Products and Services	Software, hardware, and services that are not owned by Axon but are being provided by Axon for this project as listed in the Third-Party Products and Services section
FORMS	
Custom form	A data collection form requiring agency-specific configuration that is not part of the base product or a state-standardized format.
Print Schema	A predefined layout used to generate a printable version of a form, separate from the form configuration



State-Standardized Format	A form layout established and commonly used across agencies within a state to meet regulatory or compliance standards
ACCEPTANCE	
Blocker	Issue impacting 50% or more users or a critical function of agency operations
Functional Acceptance Testing (FAT)	Testing the functionality of the system as configured for the agency. Functional Acceptance Testing is a component of the iterative Design-Build-Validation cycle.
Integration Acceptance Testing	Scheduled events for testing of each integration point and associated functionality in collaboration with the agency and the agency's vendors
User Acceptance Testing (UAT)	Testing the functionality of the system as configured for the agency from an end-user's perspective



- ▶ Administration, management, or support of any internal city, county, state, federal, or agency IT network or infrastructure.
- ▶ Changes made by the agency or the agency's vendors after the Interface Requirements Documentation has been accepted.
- ▶ Third-party products and services costs related to the vendors or agency's side of the integration.
- ▶ Implementation of new features and/or modules that become available following the execution of this statement of work, that are not otherwise identified as being included in scope.



1.3 SOFTWARE

1.3.1 IMPLEMENTATION PHASING

The following modules and features will be implemented across a single phase, as indicated in the table below. For an additional level of specificity as it pertains to features and functions, please reference Attachment D in which additional granularity is provided.

1.3.2 FUNCTIONALITY AND MODULES

The below-listed modules are included as part of this Statement of Work; however, the Agency may elect to remove one or more of these modules from scope based on operational need. Removal of modules will not require a formal Project Change Order and may be communicated directly to the Axon project team during the Discovery phase.

Additionally, the Agency may be entitled to access additional Axon Records modules released after the execution of this Statement of Work, subject to their licensing agreement. Any associated Professional Services required for the implementation of such future modules will be scoped and priced at the time the Agency expresses interest.

AXON RECORDS BASELINE FUNCTIONALITY	▶ Attachments	▶ Master Vehicle Index
	▶ Audit Trail	▶ Print Auditing
	▶ Axon DataStore	▶ Records Requests
	▶ Configurable Forms and Fields	▶ Redaction
	▶ Distribution Management	▶ Restrictions
	▶ Employee Management	▶ Sealing
	▶ Expungement	▶ Search
	▶ Master Index Alerts	▶ User permission Management
	▶ Master Location Index	▶ MNI Flags
	▶ Master Name Index	▶ MNI Subscription

AXON RECORDS MODULES	▶ Incident Reporting ▶ Supplements ▶ Case Management ▶ Field Interviews ▶ Physical Property & Evidence Entry ▶ Warrants ▶ Bookings ▶ Permits ▶ In-Product Analytics ▶ CFS Module ▶ Minnesota IBRS/State Incident Based Reporting ▶ Minnesota State Supplemental Reporting
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1.4 SOFTWARE CONFIGURATION

1.4.1 SYSTEM CONFIGURATION

The Axon project team will configure all applicable areas of the system to support the operational needs of the Agency. Configuration will be conducted in alignment with the best practices and capabilities of Axon Records without the requirement of custom development.

In the event an operational need is identified that cannot be met through standard configuration, the requirement will be documented and treated as a functional gap. Any gaps will be evaluated jointly by the Agency and the Axon project team to determine whether it can be addressed within the scope and timeline. If not feasible within the project scope and timeline, the requirement may be deferred and considered for inclusion in future product enhancements, subject to prioritization and release planning.

- As part of consortium deployment, agencies will be able to set up data sharing relationships with partner agencies to allow searching and viewing each other's data. This data will be searchable natively from with Axon Records UI.
 - The data available to configure for multi-agency search will include:
 - Master Name Index Records
 - Master Vehicle Index Records
 - Incident information
 - Warrant information

1.4.2 CONFIGURABLE FORMS



AXON RECORDS

As part of the base product offering, the system includes any state-standardized forms, and up to 15 custom forms configured in alignment with the Agency's operational needs. These forms will be collaboratively identified and defined during the Discovery and Design phases of the project. Additional custom forms beyond the initial 15 may be accommodated, subject to scope and resource availability.

1.4.3 PRINT SCHEMAS

A Print Schema refers to a customized layout template used to render and format reports, forms, or records for printing or export. It defines the structure, styling, and data elements that appear on the printed version of a report, ensuring alignment with the Agency's operational, legal, and branding requirements. Print Schemas are distinct from the data entry forms and are configured separately to support external sharing, records compliance, and professional presentation of report content.

AXON RECORDS

As part of the base product offering, the system includes a single non-configurable print schema for all standard and State-specific forms, and up to 15 custom print schemas configured in alignment with the Agency's operational needs. These forms will be collaboratively identified and defined during the Discovery and Design phases of the project. Additional custom forms beyond the initial 15 may be accommodated, subject to scope and resource availability.

1.4.4 MASTER CHARGE TABLE

The Master Charge Table is a foundational component of the Axon Records system, used to manage and validate charges, statutes, and offense codes across key workflows including arrests, citations, NIBRS submissions, and state reporting. Axon will provide the Agency with a standardized template in .CSV format to be used for initial data collection and population. The Agency is responsible for populating this template with accurate and complete information in alignment with local, state, and federal requirements. Axon will then load the completed table into the system during implementation.

Following Go-Live, ongoing maintenance of the Master Charge Table—including updates required to reflect statutory or policy changes—will be the responsibility of the Agency and/or their assigned Axon Technical Account Manager (TAM). This ensures continued compliance with state and national reporting standards and alignment with the Agency's operational needs.



1.5 REPORTING AND DATASTORE

1.5.1 IN-PRODUCT ANALYTICS

The baseline Axon Records environment provides the following analytics reports as part of the Records system:

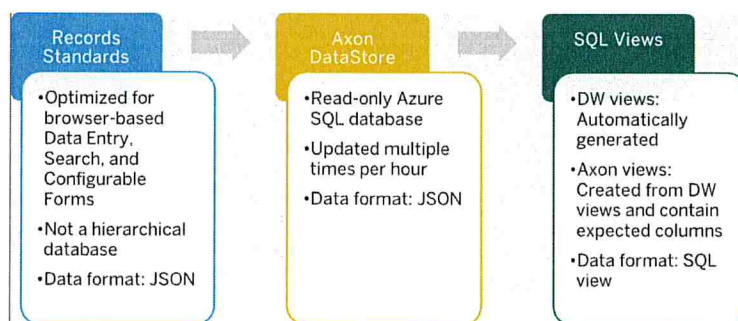
- ▶ Crimes
- ▶ Arrests
- ▶ Stolen Vehicle Recovery
- ▶ Stolen Property Recovery
- ▶ Case Management
- ▶ Productivity Reports
- ▶ MNI De-Duplication
- ▶ Property & Evidence
- ▶ Citations

The above out-of-the-box (OOTB) dashboards will be provided as part of the initial configuration. Each dashboard will support up to 20 custom data fields and up to 2 total custom dashboards as defined during implementation.

Additional custom fields captured within Axon Records can be incorporated into both the out-of-the-box (OOTB) dashboards and additional custom dashboards to better align with the Agency's reporting needs. The inclusion of such fields and the development of corresponding visualizations may require additional Professional Services, with scope and cost to be determined based on the complexity and specific reporting requirements.

1.5.2 DATASTORE

The Axon Records DataStore contains the data users enter into Axon Records reports. The datastore is a read-only Azure database the agency can access for reporting and analytical purposes. Data is regularly pushed from Records (and Standards if implemented) and arrives at the Axon DataStore in a raw JSON format where it is displayed in a SQL View.





Columns in the Axon Records DataStore are pulled from the raw JSON using the SQL built-in JSON functions of Azure SQL Database and displayed in a SQL view. The columns in the Axon views match the field labels in the original report where the data was entered.

- ▶ The access to the DataStore includes read-only access to prescribed views of data which are made available from the entry of data using the Axon Records User Interface.
- ▶ Axon provides the agency with a data dictionary and/or other appropriate documentation.
- ▶ The Axon Records DataStore is provided on an as-is basis, and any requests for custom views, queries, or connections will be subject to review within the standard change order process, unless specified in this SOW.
- ▶ If Axon provides reports and/or views for specific purposes as indicated, it is the responsibility of the agency to maintain the data queries that support the custom report after Go-Live.
- ▶ Third Party "Data Sharing" – At the direction of the Agency, Axon will provide the agency a read-only service account to facilitate data sharing with third-party systems where established hooks into Axon Records already exist. In such cases, no additional integration is required; however, access to the Axon Records DataStore is necessary. This access may necessitate action by the customer, their third-party vendor, or Axon. To that end, Axon will furnish credentials/access to the Axon Records DataStore. It is understood that any work or changes associated with creating queries to access the data are the responsibility of the customer or their vendor, and Axon bears no responsibility or liability in this regard.

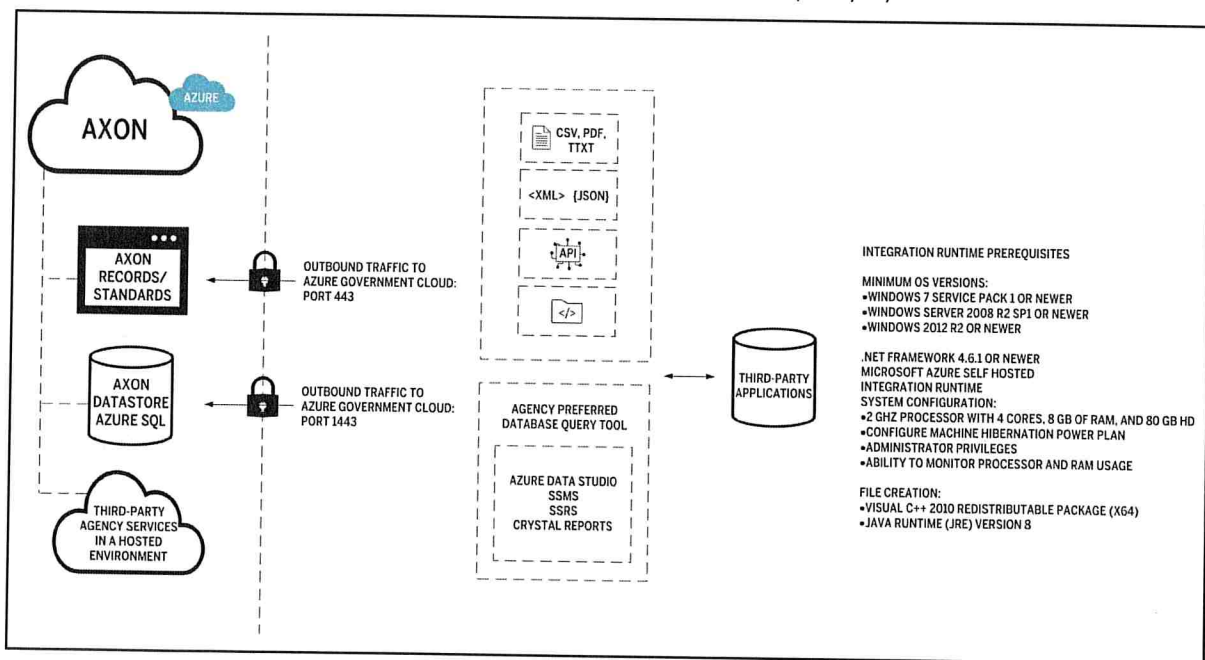
1.6 INTEGRATIONS

1.6.1 INTEGRATION APPROACH

The Axon Integration Approach enables your agency to have one unified conversation across the systems you use. Axon provides a single integration platform using Microsoft Self-Hosted Integration Runtime. This integration source securely connects your on-premise data to the Azure Government Cloud so that Axon can share data across Axon's network of products and software services with your agency's existing and future systems. Software services provided in the Azure cloud include auto-tagging, channel services, legacy evidence migration, and more.

Using this integration platform, Axon can integrate with third-party systems via the following methods:

- ▶ **IMPORT INTERFACE** – Pulling data from a third-party system into Axon's solution.
- ▶ **EXPORT INTERFACE** – Pushing data from Axon's solution to a third-party system.
- ▶ **BIDIRECTIONAL INTERFACE** – An interface that supports both importing and exporting, thus moving data between Axon's solution and a third-party system



1.6.2 INTEGRATION MANAGEMENT

PRE-DISCOVERY PREPARATION

The agency must initiate contact with all third-party vendors prior to project Discovery to:



- ▶ Confirm their willingness to support integration with Axon Records.
- ▶ Identify and plan for any associated costs or technical requirements.

Any integration for which a formal agreement or vendor commitment is not in place by the conclusion of Discovery may result in a delay to the overall project schedule and/or exclusion of that integration from the current scope of work. In such cases, the integration will not be considered a requirement for Final Acceptance.

However, Axon remains committed to supporting the Agency's broader integration goals. Any excluded integrations may be revisited and incorporated into a subsequent project phase or through a separately scoped engagement post-Go-Live, subject to mutual agreement and execution of a Project Change Order.

THIRD-PARTY VENDOR COORDINATION

The agency is solely responsible for facilitating communication and scheduling all necessary meetings with third-party vendors, including but not limited to commercial software vendors, state systems, and municipal systems.

The agency is expected to maintain an active and collaborative partnership with all third-party vendors throughout the duration of the project.

TECHNICAL DOCUMENTATION

The agency must provide Axon with all relevant technical documentation for each third-party system integration, including APIs, data formats, and authentication methods, as early as possible in the project lifecycle.

Axon will provide any applicable Axon API documentation and support for integration development.

INTEGRATION SCOPE

Each integration will support the population of all standard form fields within the Axon system, as well as up to 10 custom fields as defined during integration scoping. Custom fields in excess of this limit may be considered for inclusion; however, they may be subject to additional Professional Services and cost, determined based on the scope and complexity of the requested data mapping and transformation.

INTEGRATION TESTING

Axon will conduct formal Integration Acceptance Testing (IAT) to demonstrate the successful functionality and expected behavior of each integration to the Agency.

Integration testing will be executed within the Agency's Sandbox environment, allowing validation of configuration, data flow, and business logic without affecting the production environment.

Testing is contingent upon the availability of a corresponding test environment from the third-party vendor. Where such an environment is unavailable, Axon may utilize mock payloads or simulated data to demonstrate the integration's core functionality and data-handling behavior.



The Agency is responsible for facilitating coordination with its third-party vendors, ensuring required access, credentials, and documentation are available in advance of the testing window.

Any issues identified during IAT will be documented and addressed collaboratively prior to Go-Live, or deferred via mutual agreement and tracked as part of the post-Go-Live support plan.

ONGOING CHANGE MANAGEMENT

The agency must notify Axon promptly of any changes to the agency's systems or third-party vendor configurations that could impact integration functionality. Axon is not responsible for changes on the agency or vendor side that are beyond Axon's control.

Substantive changes to the technical architecture of an integration after development work has commenced, such as modifications to the data source or destination systems, changes in transport mechanism (e.g., switching from API to flat file), or introduction of new authentication requirements, may trigger a formal change request. These changes will be subject to Axon's established change control process and may impact project timeline and associated costs. Minor adjustments, such as field label corrections or endpoint refinements that do not materially alter the agreed-upon design, will be assessed on a case-by-case basis and addressed without formal change control where feasible.

1.6.3 AGENCY INTEGRATIONS

RECORDS | CENTRAL SQUARE | CALL FOR SERVICE

Axon will import Call For Service (CFS) information from the Central Square CAD system. Ingested CFS data will be used to automatically create a shell Incident Report (TASK) in Axon Records, assigned to the responding/primary officer from the CAD CFS Event. This integration may (depending on CAD Vendor technologies) pull in related NCIC inquiry returns if attached/incorporated within the CFS Event Data, into the CFS Side Panel within the Axon Records Incident Report. Additional customization and workflows may be added to ingest CFS Data and will be specified in Interface Requirement Documentation after Agency Discovery sessions. Specific data points, cadence and import triggers, along with method of transfer, will be determined during the Requirements Phase of the project.

RECORDS | BRAZOS | CITATION

Axon will import citation data from the Brazos system into Axon Records. The data will be imported into a pre-built and delivered standalone form in Axon Records, and the Citation standalone form will automatically finalize upon import. The Citation data ingested from the 3rd party product will include only that data visible within the Citation standalone form and will include an Attachment (.PDF) copy of the finalized version of the 3rd Party Citation (when available from the vendor). During ingestion, data will be matched or ingested as new into the master name and master vehicle index for easy search and later use on other Incident reports. Specific data points, cadence and import triggers, along with method of transfer, will be determined during the Requirements Phase of the project.



RECORDS | BRAZOS | COLLISION

Axon will import collision data from the Brazos system into Axon Records. The data will be imported into a pre-built and delivered standalone form in Axon Records, and the Collision standalone form will automatically finalize upon import. The Collision data ingested from the 3rd party product will include only that data visible within the Collision standalone form and will include an Attachment (.PDF) copy of the finalized version of the 3rd Party Collision Report (when available from the vendor). During ingestion, data will be matched or ingested as new into the master name and master vehicle index for easy search and later use on other Incident reports. Specific data points, cadence and import triggers, along with method of transfer, will be determined during the Requirements Phase of the project.

RECORDS | LEXIS NEXIS | CRIME MAPPING

Axon will export data from Axon Records to Lexis Nexis CrimeMapping solution so that the community can view crime statistics in their area. Specific data points, cadence and export triggers, along with method of transfer, will be determined during the Requirements Phase of the project.

1.7 DATA CONVERSION

1.7.1 CONVERSION APPROACH

Axon implements a structured methodology for converting data from the agency's legacy system to the product. The agency is responsible for providing Axon with extracted data in a format that can be used by Axon for import. The preferred method for delivering legacy data to Axon is to use the Microsoft Data Migration Assistant. The next best method is for the agency to send the data in the .bacpac file format to Axon. If neither method is available, a direct query through the Microsoft Self Hosted Integration Runtime (SHIRt) can be used.

The quality of agency's legacy data is critical to the data conversion timeline. The agency must clean its data prior to conversion to ensure only quality data is being converted into Axon Records. Data that has not been cleansed by the agency may introduce data quality issues into Axon Records, which may compromise the master indices in Axon Records.

The earlier an agency can provide Axon with sample data, the sooner Axon can determine the quality and complexity of the conversion. Axon queries the data to identify completeness, missing values, and other measures of data integrity across records and provides the agency with detailed findings. The agency may or may not elect to process the data further to address completeness issues or may have Axon move forward with the conversion process. The agency is responsible for ensuring data quality. Axon cannot modify or manipulate the data being converted in any way.

If the agency is unable to provide quality, cleansed legacy data, it should consider migrating legacy data to a separate data warehouse, so as to not transfer legacy data quality issues into Axon Records.



The data and operational expertise of the agency's staff are necessary for questions that arise. Thus, it is critical that a member of the agency's team be available to support the data conversion portion of the project.

To ensure a smooth and successful conversion of legacy data, we employ a structured, iterative process, limited to four key phases. This approach allows for continuous feedback, refinement, and alignment with client expectations:

- ▶ **INITIAL ASSESSMENT AND MAPPING** – We begin by conducting a comprehensive analysis of the legacy data and mapping it to the new system's requirements. This phase ensures a clear understanding of the data structure and the client's needs, setting the foundation for the conversion process.
- ▶ **TEST CONVERSION AND REFINEMENT** – The first iteration involves a test conversion using one month of data. This allows for initial validation and identification of any issues. Based on the feedback from this load, refinements are made to the conversion process, iterating up to three additional times, using one full year (or three calendar quarters of data from multiple years) of data. These refinements ensure data integrity and align the conversion with client expectations before proceeding to full-scale conversion.
- ▶ **FULL DATA CONVERSION** – Following successful validation of the test conversions, the full data conversion will take place. This phase will involve the conversion of the complete data set, leveraging a detailed, coordinated conversion plan. The plan will outline the production load steps, ensuring smooth execution with minimal disruption.
- ▶ **FINAL VALIDATION AND SIGN-OFF** – After the full data conversion, a final review and audit will be conducted to ensure the data is complete, accurate, and aligned within Axon Records. The client will validate the converted data, and once confirmed, the final sign-off will take place.

Any Data Misalignment will be addressed during the final validation stage, and minor corrections to ingested data will be made where incomplete, or misaligned data exists.

1.7.2 ROLES AND RESPONSIBILITIES

The agency should be prepared to:

- ▶ Provide a subject-matter expert (SME) in the legacy system and data and provide availability for consultation throughout the project.
- ▶ Facilitate meetings with all third-party system vendors where data conversion is necessary, as required by Axon.
- ▶ Extract and provide the data to Axon in an agreed-upon format.
- ▶ Address data quality by the agency prior to provisioning to Axon.
- ▶ Minimize the amount of business logic and file processing prior to conversion where possible.
- ▶ Provide a data dictionary to define all elements of legacy data.
- ▶ Provide an entity relationship diagram of the legacy database, if available.
- ▶ Collaborate with Axon to map the data from the legacy data structures and formats into the product.



- ▶ Data conversion and data conversion reviews are critical to success. Throughout the data conversion, requirements planning, and review process, the agency project team and Axon data conversion project resource work closely together to ensure success.

CENTRAL SQUARE ZUERCHER | RECORDS DATA CONVERSION

Axon will convert all Incident Reports, Investigation Cases, Supplements, and Physical Property & Evidence identified within Incident Reports, from Central Square Zuercher to Axon Records.

DATA OBJECT(S) INCLUDED	VOLUME OF RECORDS	DATA OBJECT(S) EXCLUDED
▶ Incident Report ▶ Attachments ▶ Cases ▶ MNI/MLI ▶ Warrants ▶ Permits	▶ Up to xxx,xxx ▶ Up to xxx,xxx ▶ Up to xxx,xxx ▶ Up to xxx,xxx	▶

HOME GROWN SYSTEM | PHYSICAL PROPERTY & EVIDENCE DATA CONVERSION

Axon will convert all Physical Property & Evidence identified within the Agency's home grown physical property & evidence system to Axon Records.

1.7.3 LEGACY SOFTWARE UPDATES

During the data conversion process, Axon builds rules to govern the mapping of data from your legacy database into the Axon Records database. If your legacy vendor changes your legacy database structure during the data conversion project, the accuracy of the data conversion could be compromised. As such, the agency agrees it will not allow its legacy database to be updated or changed, until it has been confirmed that any changes will not impact the data conversion.

In the event that unauthorized or uncoordinated changes are made to the legacy system, Axon may be required to re-perform all or part of the data mapping, transformation, and conversion processes, which may result in additional Professional Services costs. Such changes can also lead to delays in the project timeline due to necessary rework or revalidation efforts. Axon will not be held responsible for any resulting data quality issues, omissions, or corruption stemming from changes made to the legacy system without prior coordination and approval.



1.8 COMPLIANCE REPORTING AND CERTIFICATION

1.8.1 NIBRS/STATE INCIDENT-BASED REPORTING (IBR) AND CERTIFICATION

RECORDS | NIBRS | STATE IBR

Axon works in partnership with the agency to complete the NIBRS/State IBR certification process with the State UCR Program to meet the state's incident-based reporting requirements as specified in the state's IBR technical specifications or IEPD. Axon trains appropriate personnel within the agency to perform corrective action to Incident Reports, and ensure representative incident data is captured in alignment with NIBRS/State IBR standards within the Axon Records environment. Axon does not provide training to agency staff on the foundational concepts and requirements of NIBRS/State IBR. During the Discovery process, an Axon UCR Specialist will meet with the agency to confirm and document all NIBRS/State IBR reporting requirements as specified in the SOW which will then be configured for the agency in Axon Records.

At go-live, NIBRS/State IBR-compliant reporting per the requirements in the state IBR technical specification/IEPD and the supporting data submission mechanism will be in place. Agency certification will continue in the months following go-live as the requisite production data is accumulated to support certification requirements. This period is variable, depending on the State-specific UCR Program certification requirements.

The NIBRS/State IBR certification process includes:

- ▶ Training agency personnel on the processing and critical review stages of all generated incident reports within Axon Records to ensure required NIBRS/State IBR reporting compliance data is captured.
- ▶ If leveraging a manual submission process, agency personnel will conduct a periodic NIBRS/State IBR export report of the incidents to the state in the manner and frequency determined by the state.
- ▶ Working with the agency to review errors, update codes, statutes, entity relationships, and any unmatched data the state rejects as part of the NIBRS/State IBR test submission process through certification.

Note: NIBRS/State IBR certification is a separate requirement and timeline from Final MCR that will be determined in collaboration with the Agency's Records Department, the Axon Compliance & Reporting Team, and State UCR/NIBRS Program. The Customer acknowledges that Final Acceptance of the Software is independent of achieving NIBRS/State IBR certification. Final Acceptance may occur prior to the Customer obtaining NIBRS/State IBR certification, provided all other contractual obligations and deliverables have been met. This does not preclude Axon from continuing to support the Customer through both the NIBRS/State IBR certification process and for the duration of the contract as part of the included support and maintenance services.

Due to the variation in State-specific incident-based reporting requirements and the extended durations often required to achieve NIBRS/State IBR certification, Axon commits to



submitting data at an error rate below the state-specific threshold as a condition for Final Acceptance. However, State Certification itself will not be a condition or deliverable for Final Acceptance.

1.8.2 ADDITIONAL STATE COMPLIANCE REPORTING REQUIREMENTS

Some states require additional compliance reporting on topics such as Use of Force, Traffic Stop, and Domestic Violence in addition to the NIBRS/State IBR requirements. During the Discovery phase, the Axon UCR Specialist will work with the agency to document the additional compliance reporting requirements as specified in the SOW, including the required data elements and submission process. A gap analysis will then be conducted by Axon to determine if the additional compliance reporting requirement(s) can be achieved within Axon Records or if additional work as a part of the agency's configuration/build is needed to meet the additional compliance reporting. All additional state compliance reporting requirements are a separate requirement and timeline from Final MCR that will be determined in collaboration with the Agency's Records Department, the Axon Compliance & Reporting Team, and Minnesota UCR/NIBRS Program.



1.9 VALIDATION

1.9.1 VALIDATION APPROACH

Axon utilizes a hybrid program methodology in which Design, Build and Validation activities take place across a number of iterative sprints. Throughout these sprints the collective project team leverages progressive elaboration to design and build features and functions to meet the operating needs of the agency. These sprints last anywhere between 2-4 weeks and are highly collaborative. As feature sets are configured, the project team will partner to complete Functional Acceptance Testing in which agency subject matter experts have the opportunity to validate system functionality and provide feedback where modification or enhancement may be required. To promote project momentum and reduce downstream rework, the Agency should complete validation activities within 5 business days of the delivery of the sprint.

After the configuration of Axon Records is complete, Axon's team will facilitate User Acceptance Testing (UAT) with the agency's identified end-users. Through validation activities, our team will be able to determine whether your agency's solution is configured correctly and validated against the agreed-upon requirements and product outcomes. This includes final validation of integrations, data warehouse set-up, configuration, and any data conversions.

User Acceptance Testing is role and scenario based, and the following list covers some sample scenarios designed to methodically validate all components of the new system. If all testing scenarios meet the pass criteria, the agency will be ready for training and go-live. If during the validation process, changes are identified, the PM, SA, and an agency-appointed deployment lead will re-scope the necessary effort and execute and re-run the applicable scenario until acceptance is reached.

1.9.2 EXAMPLE SCENARIOS

- ▶ **SEARCH FOR DATA ENTERED INTO AXON RECORDS INCLUDING INCIDENTS, PEOPLE, VEHICLES, AND LOCATIONS** – The pass criteria for this scenario includes successful utilization of the search feature to locate applicable information while focusing on efficiency and readability.
- ▶ **MY TASKS, CALL FOR SERVICE** – The pass criteria for this scenario includes verifying all the integrations between your CAD and Axon Records, as well as focus on your patrol officers' understanding of the reports assigned, priority, and subsequent routing to the correct supervisor and records for review.
- ▶ **REPORTING AND ANALYTICS** – The pass criteria for this scenario includes a review of all data summarizations created for go-live with crime analysts and end-consumers of the data, such as command staff. Results will be graded on the ability to review and extract insights from the data as well as testing of automatic updates to data where configured. In addition to product outcome validation, our team will perform integration reviews with the agency. These will include an overview of the steps listed above with your project lead. Once the system has been confirmed as operational and



configuration is approved by your team, we will then initiate the final training and go-live measures.

1.10 TRAINING

1.10.1 TRAINING APPROACH

Training is a critical step in the deployment process and takes careful planning and consideration. Axon believes that one training size does not fit all, which is why we will work with you to develop a flexible training curriculum tailored to meet the specific needs of your agency.

Axon's robust training preparation and execution will help promote skill development and knowledge transfer, ensuring sustained success. Our training approach includes the following:

The Axon RMS Learning Program is designed to equip agency personnel with the knowledge and skills necessary to effectively utilize the Axon Records Management System (RMS) in their daily operations. This structured training program ensures a seamless transition from the legacy system to Axon Records, preparing users to perform essential and advanced tasks within the platform.

There are two types of courses offered in the Axon RMS Learning Program: Train-the-Trainer (TTT) and End User Training (EUT). Roseville, MN Police Department has selected the following training method to be included in this implementation:

1.10.2 TRAIN-THE-TRAINER (TTT)

The Train-the-Trainer course is a key component of the program, providing advanced instruction on the critical functions of Axon Records. This course covers all fundamental and advanced tasks, ensuring trainers gain the necessary expertise to lead end-user training effectively. Participants engage in interactive learning and hands-on system navigation, with a final requirement to conduct peer-led instruction on a learned topic.

Upon completion, trainers will be provided with resource materials to support their agency's end-user training efforts. The depth and complexity of the end-user training will be determined by the specific system modules implemented by the agency.

Key Considerations for TTT:

- ▶ The program is designed to ensure trainers are confident in facilitating learning and supporting end-user adoption of Axon Records.
- ▶ Axon trainers serve as system experts but do not dictate agency-specific policies or procedures. These responsibilities remain with the designated agency representatives.
- ▶ Axon provides the agency with all the necessary training materials and digital assets to facilitate any of the training formats listed below. Training sessions are conducted in an environment containing necessary configurations, forms, and workflows. Any



additional training beyond the selected method is subject to adjustments in pricing. Contact your sales representative for more information.

- ▶ It is the responsibility of the agency to deliver and update the training materials to include agency policies and procedures.

Through a combination of structured learning modules and hands-on instruction, the Train-the-Trainer course ensures designated trainers are well-prepared to lead a smooth and effective agency-wide adoption of the Axon Records Management System.

Axon trains the agency's recommended users (no more than 20 users per session depending on the size of the agency) in full system functionality. This is typically the agency's trainers, or training academy/FTO staff. The agency's trainers are responsible for training all agency end users. Axon provides all training materials for successful training and assists the agency's trainers in creating the course and training schedule.

1.10.3 SCHEDULE

The training plan contains an agreed-upon schedule that makes efficient use of time and resources to avoid undue staffing impacts on the agency. Training sessions occur after the User Acceptance Testing has been successfully completed and documented.

- ▶ Training sessions provided by Axon are conducted on consecutive weekdays (Tuesday-Friday) during normal business hours (9am-6pm with an hour break in between sessions).
- ▶ Training sessions required past the agreed-upon schedule in the training plan, regardless of delivery method, are the responsibility of the agency, unless agreed upon previously by the project team and training team management.

1.10.4 CURRICULUM

As part of the Axon RMS Learning Program, Axon will provide designated agency personnel with a structured package of instructional materials to ensure they are equipped to deliver consistent, accurate, and effective end-user training for all courses covered during Axon-led training sessions. These resources are designed to align with Axon RMS workflows and support scalable knowledge transfer within the agency.

Agency personnel will receive the following resources:

- ▶ **INSTRUCTOR LESSON PLAN** – A comprehensive course outline that details instructional flow, learning objectives, recommended timing, and delivery strategies. This lesson plan ensures trainers can confidently and uniformly lead sessions across different user groups.
- ▶ **POWERPOINT PRESENTATION** – A standardized training deck that supports delivery of the end-user curriculum. The presentation includes key topics, system navigation guidance, screenshots, and discussion prompts to enhance learner engagement and retention.
- ▶ **SCENARIO-BASED EXERCISES** – A collection of realistic training scenarios specific to the agency's operational use of Axon RMS. These scenarios are tailored to mirror



actual workflows and will be used during hands-on segments to reinforce learning through practical application.

Trainers may also receive supplemental guidance from Axon training staff, including recommendations for scheduling, class setup, and facilitation best practices. This ensures internal trainers are fully prepared to conduct effective training sessions for all end users.

The following chart breaks down each core learning course into title, course description and target audience:

COURSE NAME	COURSE DESCRIPTION	TARGET AUDIENCE
Records for Patrol	Provides users with the ability to complete core patrol reporting activities. Covers system workflow rules related to collaborative report writing and incident-based reporting. Activity-driven with independent report-writing objectives.	Personnel responsible for writing and contributing to incident reports.
Records for Patrol Supervisors	Designed for supervisors reviewing incident reports. Covers adding comments, reassigning reports, applying restrictions, and other supervisory tasks.	Personnel responsible for reviewing and assigning incident reports.
Central Records Management	Instructs users on managing and administering all records within the platform. Covers sealing, Records Division review, editing, approval/rejection, finalization, and searching/retrieving records for public requests. Includes limited NIBRS error discussions.	Personnel responsible for administrating records, public releases, and final review for records and NIBRS validation.
Case Management	Covers case management functions, including creating cases, adding/viewing case details and tasks, managing evidence, and searching cases.	Personnel responsible for investigating offenses beyond the initial call for service.
Records Basics	Offers a high-level interactive overview of Axon Records, including simple report writing, searching, and printing reports.	Personnel with limited functions such as Dispatchers, Civilians, and Front Desk personnel.
Property and Evidence Management	Teaches users how to complete property and evidence check-ins, searches, audits, barcode label printing, and chain of custody tracking.	Personnel responsible for intake, inventory, and maintenance of tangible evidence.



Booking Management	Covers the process of Intaking, holding, releasing, or transferring inmates to another holding facility.	Personnel responsible for intaking and processing inmates upon initial in-custody arrest.
Warrant Management	Instructs users on creating and submitting new papers, searching, and maintaining civil and criminal warrants within Axon Records.	Personnel responsible for entering and maintaining civil and criminal warrants and court-ordered paperwork.
Personnel Management	Provides users the ability to capture and maintain agency personnel records, including emergency contacts, assignments, education, training history, and certifications. Covers managing the duty roster.	Personnel who create, modify, track, and manage trainings, certifications, assignments, and duty rosters.
Permits	Guides users in creating custom forms for permit applications and managing the permit lifecycle (application review, approval, issuance, expiration).	Personnel who issue, reject, and renew permit applications, and set permit expiration dates.
Training	Provides users with the ability to manage agency courses, curricula, and learners to ensure officers are trained effectively and in accordance with laws and policies.	Personnel who create, modify, track, and manage trainings, certifications, assignments, and duty rosters.
System Administration	Trains users to perform Axon Records system administration tasks, including user setup, account management, privilege granting/removal, report distribution, routing, and audit log review.	Personnel responsible for system setup and maintenance.
Analytics	This training program prepares agency personnel to effectively use Axon dashboards and data store for routine tasks, enabling them to run reports, create dashboards, and perform analytics. It serves as the final step in onboarding users to Axon Analytics.	Personnel who will use Axon dashboards or datastore for routine work functions.



1.11 GO LIVE

Axon works in partnership with the agency to build, coordinate, and execute a go-live plan to ensure successful implementation of interfaces and data conversion. Some of these go-live events happen in parallel with the system implementation process, and Axon coordinates with the agency to determine the timing requirements for each cutover.

By go-live, the agency should be well prepared to use Axon Records on their own and in the field. The Axon project team will provide a combination of both on-site and remote support, led by your project manager, the day the new system goes live.

During the initial Go-Live phase, Axon's on-site team will be there to address questions as they arise, which will ensure a smooth and successful Go-Live experience for the agency.

We understand that going live can be a stressful time for an agency, which is why the Axon project team will be with the agency each step of the way, in partnership, to guarantee a successful deployment.

1.11.1 GO-LIVE CONTINGENCY

At the agency's discretion, they may elect to go-live before all project deliverables are complete. Upon completion of all project deliverables, exclusive of the deliverables identified below, the Go-Live MCR will be submitted to the agency for review and signature. Upon acceptance of the Go-Live MCR, the agency will be invoiced for full payment as quoted.

This does not relieve Axon from completing the applicable deliverables, and Axon will continue supporting the agency with the completion of these deliverables as the availability of functionality allows.

- ▶ Integrations
- ▶ Data Conversions
- ▶ NIBRS Certification



1.12 THIRD-PARTY PRODUCTS AND SERVICES

To deliver a complete solution to the agency, Axon employs third-party products and services providers.

Axon is responsible for the management of third parties identified below for the purposes of this project. All communications between those third parties, the agency, and Axon is managed by Axon including any supporting requirements, integration acceptance testing, functional acceptance testing, or the processing of PCO or MCR documentation.

The following third-party products and services are included within the scope of this SOW:

1.12.1 MICROSOFT SELF HOSTED INTEGRATION RUNTIME (“SHIRT”)

Included within this project is software that allows integrations within the agency’s local environment to communicate with Axon’s cloud hosted environment.

The agency agrees to provide a CJIS server and operating environment for hosting the Self Hosted Integration Runtime. The minimum technical requirements are:

- ▶ Windows 8.1, 10, 11 or Server 2012, 2012 R2, 2016, 2019, 2022
- ▶ 64-bit Operating System with .NET Framework 4.7.2 or above
- ▶ 2 GHz, 4 core CPU, 8 GB Memory and 80 GB disk
- ▶ A virtual machine installed on a CJIS server will also suffice. It does not need to be a standalone, dedicated CJIS server.

1.12.2 GIS

Axon Records uses a multi-tenant Axon-hosted ArcGIS Enterprise instance in combination with Esri Online for GIS functions within Records. This infrastructure meets our customers’ stringent requirements for high availability GIS data in mission-critical uses. Axon Records supports the following GIS functions:

- ▶ ADDRESS SUGGESTIONS – validated address suggestions are offered to the user when typing in an address. Address validation and geocoding - validation of an address against Esri data and geocoding the location
- ▶ REVERSE GEOCODING – taking geographic coordinates of a location and converting to a text-based address for the location.
- ▶ COMMON NAMES AND STREET ALIASES – agencies can define common names or aliases for locations, which, when entered, will be geocoded to the corresponding address and coordinates
- ▶ ANNOTATIONS FEATURE LAYERS – Agencies can supply their own feature layer(s) for custom annotations (e.g. Districts, Beats, Zones). Annotations are retrieved from the shapefile based on the coordinates of an address and stored as part of location data in Axon Records.



In the event that Esri basemap and data set is not sufficient and the agency has their own GIS provider, Axon Records can also integrate with a third-party hosted composite locator via REST APIs.. All of the above GIS features and information must be provided by the locator and meet Axon's requirements, data contract, and availability SLAs.

1.12.3 ADDITIONAL HARDWARE REQUIREMENTS

Certain modules, features, or integrations included in this implementation may require the use of specific hardware (e.g., signature pads, barcode scanners, printers, biometric devices, or network appliances) to fully realize their intended functionality. While Axon will provide guidance on technical compatibility and configuration requirements, the procurement, installation, and maintenance of any such hardware is the sole responsibility of the Agency.

Axon will not supply hardware as part of this engagement unless explicitly stated elsewhere in this SOW or associated quote documentation. Any additional hardware requirements will be communicated during the relevant phase of implementation (e.g., Discovery or Configuration), and the Agency is responsible for acquiring such hardware in time to support scheduled project milestones.

1.13 PROJECT MANAGEMENT

1.13.1 PROGRAM METHODOLOGY

The Axon Program Methodology enables all parties to navigate toward a common set of goals, as well as project tracking, risk identification, problem-solving, communication, quality, and change management processes and tools that are key to the successful management of Axon software deployments. The Axon Program Methodology is based on the principles of both the PMI, as well as the Standard for Project Management (ANSI 99-001-2021).

Consortium Project Methodology

To achieve the intended efficiencies and functional alignment of a multi-agency Records Management System implementation, this project shall be executed under a unified methodology that treats the consortium of participating agencies as a single operating entity.

While certain deliverables and activities will remain agency-specific due to operational or technical distinctions, the project will be managed through a shared framework, encompassing a consolidated project toolkit, a unified governance structure, and a centralized project schedule. This shared approach is critical to maintaining consistent implementation practices, preserving efficiencies, and aligning the configuration, testing, and go-live efforts across all member agencies.

The selected project methodology acknowledges a continuum of collaboration, and the level of shared versus agency-specific execution will be determined jointly by Axon and the consortium, based on value drivers and organizational constraints.

In the framework below, where project activities or deliverables are marked “Shared,” participating agencies are expected to engage jointly and make decisions collectively, with minimal deviation allowed. Likewise, project activities or deliverables marked as “Agency-Specific” items will be addressed independently per agency.

To derive the maximum benefit from the consortium model, agencies must agree to operate under a common implementation approach for the majority of the project lifecycle, balancing agency autonomy where essential with shared execution where advantageous.

1.13.2 PROJECT PLANNING

Axon utilizes a hybrid approach to project management, utilizing aspects of both Agile and Waterfall methodologies. Waterfall is used for the overall project, with a high-level Gantt chart depicting all key phases and major milestones. More detailed Agile methodology and Sprint Planning is used during the configuration and build phases of the project.

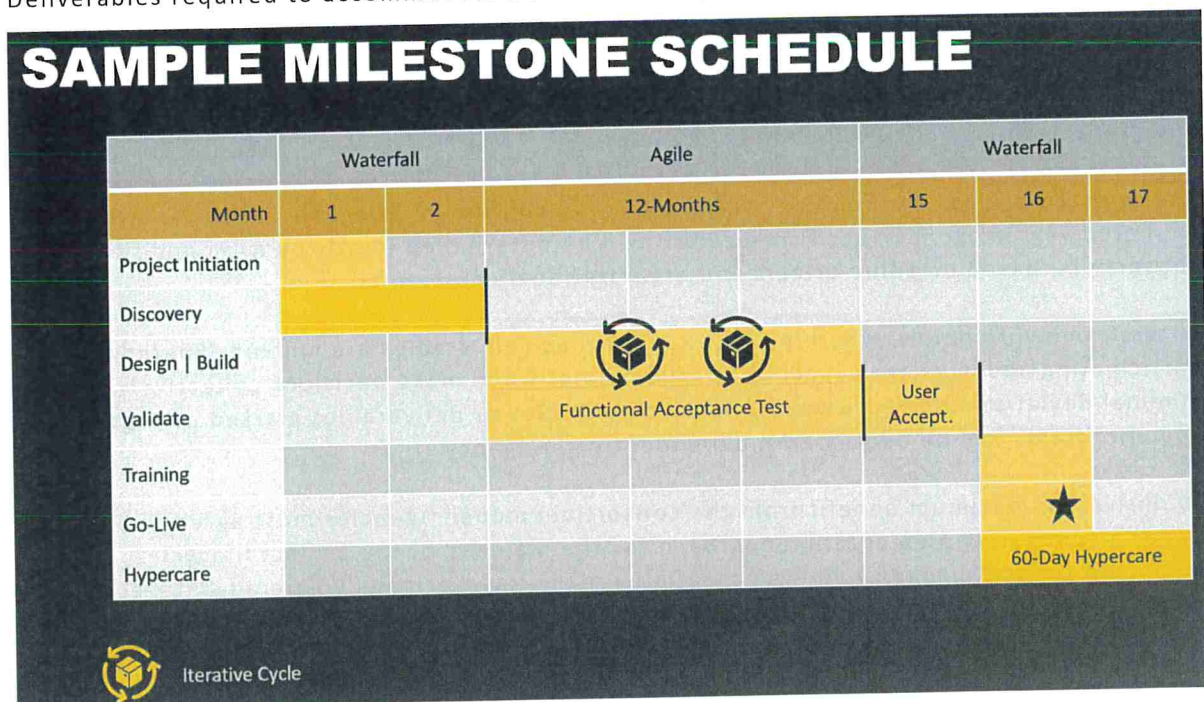


The agency can expect the following as it pertains to the development and management of the project schedule:

- ▶ The Axon project team will initially prepare a preliminary Gantt chart outlining all key phases and milestones in monthly time increments.
- ▶ As the team prepares for the Project Kickoff, a detailed project schedule for all activities in the Initiation and Discovery phases will be completed.
- ▶ Upon completion of the Discovery Phase, a Scope Baseline document will be provided. This document will identify all features and functionality that need to be configured and/or developed, which will be a critical input to building out the Design/Build Sprint plan.
- ▶ Then a detailed project schedule for the iterative Design | Build phase will be produced, and a Go-Live date will be set.
- ▶ Based on the forecasted Go-Live date, the remaining detail for the User Acceptance, Training and Deployment phases will be built out.

1.13.3 HIGH-LEVEL PROJECT PLAN

This high-level project plan provides an overview of the key Phases, Activities and Deliverables required to accommodate a successful implementation of Axon Records.



GO-LIVE DATE

At the conclusion of the Discovery Phase, Axon will partner with the Agency to identify a Go-Live date that is most conducive to Agency operations, taking into account operational readiness, internal priorities, and resource availability. To ensure proper support and resource allocation, certain dates will be blacked out and unavailable for Go-Live scheduling.



These may include, but are not limited to, national holidays, Axon company holidays, and periods of engineering freezes.

These blackout periods are established to protect the success of the deployment by ensuring that all necessary personnel—including implementation, engineering, and support resources—are available to assist during this critical transition. The selected Go-Live date will be confirmed mutually and included in the project schedule following Discovery completion.

Axon will make reasonable efforts to adhere to this timeline; however, delays caused by factors outside Axon’s control may impact the schedule.

Delays may include, but are not limited to:

- ▶ Unresponsiveness to scheduling requests for workshops, configuration sessions, or reviews within 5 business days
- ▶ Failure to provide required data, documentation, or approvals within agreed-upon timeframes
- ▶ Delays in access to necessary systems, environments, or stakeholders
- ▶ Prolonged periods (e.g., more than 15 consecutive business days) of project inactivity attributable to Agency-related factors
- ▶ Dependencies on third-party vendors or systems not managed by Axon

If the project extends more than 60 calendar days beyond the anticipated completion date due to such factors, Axon reserves the right to assess additional Professional Services fees. Any such adjustments will be discussed and agreed upon through the standard change control process.

1.13.4 AXON PROJECT TEAM ON-SITES

- ▶ ONSITE #1 – Project Kickoff and the initiation of the Discovery Phase of the project. Typically, 3 to 4 days in length based on agency availability and projected complexity.
- ▶ ONSITE #2.1 – Agency Testing with expanded subject matter experts. Typically, 4 days in length, conducted once we’ve reached 25 to 50% of the system configuration; allows end users to provide feedback.
- ▶ ONSITE #2.N – Additional on-sites may be added throughout the Design/Build cycle if deemed warranted by the collective project team.
- ▶ ONSITE #3 – User Acceptance Testing conducted; successful completion will confirm Go-Live date. Typically, 2 to 3 days in length.
- ▶ ONSITE #4 – SHARED Training – Various methods, including Train the Trainer and End User; timeline will vary based on option.
- ▶ ONSITE #5 GO-LIVE – Team comes onsite the day prior to Go-Live through the end of week (5 days).
- ▶ ONSITE #6 – On-site Hypercare (5 days).

ADDITIONAL ON-SITE VISITS

While the above list outlines the standard on-site engagements included as part of the implementation, additional on-site visits may be necessary to ensure project success. If



additional on-sites are requested by Axon based on project needs, no additional cost will be passed on to the Agency. However, should the Agency request supplemental on-site visits beyond those outlined, Axon will evaluate the necessity of the request in collaboration with the Agency, and any approved visits may be subject to additional Professional Services fees based on scope and resource requirements.

1.13.5 IMPLEMENTATION ACTIVITIES AND DELIVERABLES

This Implementation Plan provides a high-level overview of the key Phases, Activities and Deliverables required to accommodate a successful implementation of Axon Records.

PHASE	ACTIVITY	DELIVERABLE
Project Initiation Kickoff	▶ Project Team Meet and Greet ▶ Setup Agency Sandbox environment ▶ Setup Agency PMIS (project toolkit) ▶ Project Kick- Off Meeting ▶ Inventory available agency artifacts	▶ Project Kick- Off Presentation ▶ High-level project plan ▶ NIBRS-compliant agency Sandbox environment
Discovery (Requirements Planning)	▶ Develop foundational understanding of agency operations ▶ Identify required agency Integrations, including directionality and content ▶ Identify reporting requirements, including state-specific NIBRS submissions ▶ Data Conversion discovery – Source systems of record ▶ Identify key product features and functionality required to accommodate operations	▶ Scope Baseline and Gap Analysis ▶ Detailed project plan ▶ Define project level build plan ▶ Form Inventory ▶ IRD Part A for integrations and conversions
Design Build (Multiple, iterative cycles) See Appendix for Detail	▶ Agency Configurations ▶ Form Design & Development ▶ Agency Integrations ▶ DataStore ▶ Data Migrations ▶ Functional Test Plan ▶ Iterative Functional Testing: ▶ Develop Functional Test Plan (Build Review) ▶ Schedule Functional Testing	▶ Configurations complete in Sandbox environment ▶ Data Conversion plan ▶ Data Dictionary ▶ Integration Plan ▶ DataStore is active and accessible to Agency for

	▶ Execute Functional Testing ▶ Review Results ▶ Schedule Contingency Functional Testing on Remaining Items	Sandbox environment ▶ IRD Part B for integrations and conversions
Validate	▶ User Acceptance Testing: ▶ Develop User Acceptance Test Plan ▶ Schedule User Acceptance Testing ▶ Execute User Acceptance Testing ▶ Review Results ▶ Integration Testing: ▶ Schedule Integration Testing ▶ Execute Integration Testing ▶ Review Integration Testing Results ▶ Schedule Contingency Integration Testing Open Items ▶ Conversion Testing: ▶ Schedule Conversion Testing ▶ Load sample payloads from source system into agency Sandbox ▶ Review Conversion Testing Results ▶ Resolve identified discrepancies and execute additional validations ▶ Confirm Training and Go- Live Readiness	▶ User Acceptance Test, Conversion and Integration test plans
Training	▶ Planning: ▶ Define list of Trainees/ Roles ▶ Review Training Curriculum with Agency ▶ Update Agency SOPs (as needed) ▶ Schedule Training ▶ Execute Training: ▶ Confirm Go- Live Readiness	▶ Training plan
Go- Live	▶ Agency Support Planning: ▶ Define Support Plan ▶ Assign Axon Support Resources ▶ Review Hypercare Support Model ▶ Review Sustained Support Model ▶ Go-Live and Cutover Plan Review	▶ Support plan ▶ Go-Live and Cutover plan ▶ Cutover and Conversion checklist



	▶ Production Go- Live & Conversion: ▶ Execute cutover and conversion plan ▶ Confirm Successful Login and Performance ▶ Deliver Data Warehouse Connection ▶ Agency Go- Live	
Hypercare	▶ Hypercare (60 days) ▶ Sustained Support	▶ myAxon Support Portal
Final Acceptance	▶ Sustained Support ▶ Release Upgrades and Enhancements	

ADDITIONAL DELIVERABLE DETAIL

PROJECT KICKOFF

Project Kickoff Brief: The project kickoff brief provides a general overview to the agency's key stakeholders/ leadership of the project they will be working on for the duration of the project. It walks through all of the subsequent phases of the project.

- ▶ Format: PowerPoint Presentation
- ▶ Additional: Axon will establish the Agency's Smartsheet Workspace for program management & Agency Sandbox for system configurations and development.

Project Risk Register: Risk is inherent in any project, and appropriate identification and mitigation/exploitation of risk is critical to the success of the project. Drawing from Axon's extensive project experience, an initial Risk Register will be jointly created and reviewed with agency stakeholders during the Initiation phase of the project. Once in place, risk will consistently be monitored and reviewed, allowing for appropriate actions to be taken to mitigate/exploit risks as deemed warranted.

- ▶ Format: Word/PDF Document

DISCOVERY

Project Feature Gap Analysis: The project team will conduct a Gap Analysis on the net new functionality needed to take the Agency live on Axon RMS. The documentation will capture the feature, its priority, product owner, estimated completion date & associated technical tracking tickets (Jira).

- ▶ Format: Smartsheet

Project Scoping Document: The project team will author the Scoping Document to align both project teams on the Agency's requirements for Go-Live and ensure complete transparency on functionality and its availability.

- ▶ Format: Word/ PDF Document

Additional: The Agency's Smartsheet Workspace will contain additional sheets that outline a Rolling Action Item List (RAIL), the Project Schedule, a Build Status sheet that captures the configuration requirements to meet the Agency's deployment requirements.

DESIGN | BUILD | VALIDATE

Smartsheet Workspace: The project team will maintain the Agency Workspace – the sheets will be kept current to reflect system configurations conducted, and the Build Status of the RMS.

► Format: Smartsheet

Integration Requirements Document (IRD): The project team will develop the Integration Requirements Documents to document Axon's understanding of the current systems used, the planned and revised approach, the intended outcome, the Agency's required data objects, the integration directionality, frequency of transfer and all needed additional technical requirements.

► Format: Word/ PDF Document

► Additional: Axon will provide the Agency a Network Diagram and Data Dictionary to communicate technical capabilities and/or limitations to ensure a supportable deployment.

Data Conversion Plans (DCP): The project team will develop the Data Conversion Plans to document Axon's understanding of the current systems used, a comprehensive understanding of the data expected to be transferred, the intended location where the transferred data will be visible and usable, the required data objects, the mapping and transformation dictionary, the testing and review cycles, all needed additional technical requirements.

Functional Acceptance Testing (FAT): The project team will conduct FAT via the Smartsheet Build Status Sheet. This allows the Agency to collaborate with the project team as the system is being built. If functionality does not meet the Agency's expectations, the team will work to improve upon the experience.

► Format: Smartsheet

USER ACCEPTANCE

User Acceptance Testing (UAT): Following system FAT, the project team will develop a scenario based UAT experience that guides users through the agency workflows utilizing the Axon RMS product. Testers will validate the functionality and usability of the system prior to assigning resources for training.

► Format: Word/ PDF Document

TRAINING

Training Plan: The Axon Trainer will develop a training plan based on Agency resources and purchased training package to ensure the best user experience. This plan will be communicated and validated by key stakeholders to ensure Agency needs are met.

► Format: Word/ PDF Document



GO-LIVE

Go-Live/ Cutover Plan: With the assistance and approval of their Agency counterpart, the Axon Program Manager will develop a Go-Live/ Cutover Plan that covers the transition from the legacy system to Axon RMS at a granular level. This documentation serves to provide both sides with the step-by-step actions, mitigations and decision-making authorities in the event of a system emergency.

► Format: Word/ PDF Document

MILESTONE COMPLETION REPORT

Axon will submit an MCR to the agency for approval upon completion of a milestone. Milestone Completion Report included (Attachment A).

Upon receiving an MCR, the agency has 7 calendar days to approve the milestone completion. If the agency reasonably believes Axon did not complete the milestone in substantial conformance with this SoW, the agency must notify Axon in writing of the specific reasons for rejection within seven (7) calendar days from delivery of the MCR. Axon will address the issues and re-present the MCR for signature. If Axon does not receive the signed MCR or written notification of reasons for rejection within seven (7) calendar days of delivery of the MCR, Axon will deem the agency to have accepted the milestone.

1.13.6 CHANGE GOVERNANCE

While change can often be disruptive to a project, Axon recognizes the value in change and has built our Program Methodology to accommodate for this. Throughout critical phases of the project various stakeholders will have opportunities to contribute to design discussions, run through scenarios in the Sandbox, and/or be asked to test key elements of the platform, and often this will result in opportunity to further drive value, which presents itself in the form of feedback. This feedback is expected and encouraged.

The Axon Program Methodology is a hybrid of predictive and agile principles. For the beginning and ending phases of the project, we use a predictive approach which brings consistency and stability to ensure dates and budgets are met. In between these two phases is a highly agile approach in which change is not only expected and encouraged, but also acted upon. Not until the last responsible moment do we limit change, which is following the completion of User Acceptance, promoting system and process stability as training activities commence.

There are some changes that are outside the authority of the project team, such as changes to timelines, budget and scope. Any change requested by a project stakeholder that would materially change the agreed-upon Statement of Work, will be reviewed, evaluated, and presented to both the Project Change Control as well as the Axon Change Review Board. While any material change will be considered, potential cost and schedule implications will be identified and reviewed with agency stakeholders prior to proceeding with the change. For changes of this materiality, a robust change control process with associated documentation is utilized to ensure alignment with all project stakeholders.



If any changes in the project cause a material increase or decrease in fees, as determined by Axon, an adjustment in the fees will be agreed upon between the agency and Axon. All PCO forms must be approved and signed by the agency authority (Attachment_B).

The agency acknowledges a proposed change request might have an impact on both scheduling and cost for the project that will be outlined in the PCO form.

1.13.7 PROJECT GOVERNANCE

Key project management tools that will be used to help manage this project include:

PROJECT SCHEDULE

The Project Schedule will be maintained by Axon in its Project Management Information System (PMIS). The Project Schedule tracks project phases, tracks, tasks, deliverables, and milestones as well as the schedule and resource allocation for tasks.

ROLLING ACTION ITEM LIST (RAIL)

The rolling action item list (RAIL) is a dynamic, continuously updated document or tool that tracks tasks, issues, and decisions needed for successful implementation. It ensures accountability by assigning owners and due dates, providing a clear overview of progress and priorities throughout the project lifecycle.

STATUS MEETINGS

Axon will lead weekly (or as agreed to by the Agency) status meetings to review the RAIL and discuss project related topics. Attendees will include the Axon Program Manager and Agency Project Manager, key Axon and Agency Project Team leads, and others as appropriate.

PROGRAM MANAGER CHECKPOINT MEETINGS

Regularly scheduled meetings between the Axon Program Manager and Agency Project Manager will be held as needed, to review and assess the project's status, progress, issues, risks, current and planned mitigation actions and next steps.

CHANGE REGISTER

The Change Register will track all change requests and related information, including relevant dates (e.g., date submitted, date approved), type of change, a description of the change, decision, and cost (if any).

STAKEHOLDER REGISTER

The Stakeholder Register is a documented listing all individuals, groups, or organizations that have an interest in or influence over the project. It includes details like their roles, interests, expectations, and potential impact on the project's success. This register helps project teams manage communication and engagement effectively with all relevant stakeholders.



BUILD TRACKER

The Build Tracker is a tool or document used to monitor and document the progress of development and deployment activities. It typically includes information such as feature requests, system configurations, bug fixes, testing outcomes, timelines, and version updates, ensuring transparency and accountability throughout the project lifecycle.

DOCUMENT MANAGEMENT REPOSITORY

Immediately upon initiation of the project, a PMIS (Project Management Information System) will be established via Smartsheet. This PMIS is a shared workspace offering full transparency and accountability through all phases of the project. In addition to being a one-stop shop for all project artifacts (e.g., Project Schedule, RAIL, Stakeholder Register, Build Tracker, etc.), key performance indicators and critical actions are surfaced via a Project Dashboard, which will become the central hub for all things related to the project. This PMIS has become a tried-and-true asset to effectively manage projects of this magnitude and is instrumental in ensuring all stakeholders have visibility to the current status, risks, and next actions throughout the course of the project.

Limited Sample of PMIS Dashboard, accessible to all project stakeholders, both Axon and Agency:



AGENCY DASHBOARD



- Records
- Shortcuts
- 01 RAIL
 - 02 Project Schedule - R
 - 03 Defects/Configurations
 - 04 Stakeholder Scorecard
 - 05 Change Order
 - 06 Feature Gap Analysis
 - 07 Document Index
 - 08 Build Status
 - 09 Epic Jira Connector
 - 10 Integration-Conversion-NIBRS
 - 11 Roles and Responsibilities
 - myAxon
 - Axon RMS Records Sandbox
 - Agency SharePoint Site

BUILD METRICS

REVIEW STATUS METRICS

Not Ready	Approved
9	79
Review In Progress	Needs Revision
0	0
Pending Review	Out Of Scope
4	0

BUILD COMPLETION

Validated
87%
Ready for Review
90%

PHASE READINESS

UAT Readiness	0%
Training Readiness	0%
Go-Live Readiness	0%

DEFECT/CONFIGURATION REQUESTS

STAKEHOLDER SCORECARD



1.14 PROJECT PERSONNEL

The respective stakeholders from both Axon and the agency will operate as one team with shared goals and outcomes, working to ensure the successful implementation of Axon Records.

1.14.1 AXON TEAM

- ▶ **EXECUTIVE SPONSOR** – An Axon executive overseeing the implementation process and communicating progress to Axon Leadership.
- ▶ **PROGRAM MANAGER** – The dedicated point of contact and person responsible for successful deployment.
 - ▶ Axon's Program Manager will ensure all team members from Axon and Agency are continually updated on the status of the Project.
 - ▶ Create the customized deployment and go-live project plan.
 - ▶ Ensure proper expectations are set and maintained throughout the deployment.
 - ▶ Execute on the deployment plan.
 - ▶ Ensure the project is on schedule and holding Axon internal and agency resources accountable.
 - ▶ Lead trade-off discussions when new requests or changes to the plan come up.
 - ▶ Facilitate project transition with the Technical Account Manager and tech support post-go-live.
- ▶ **BUSINESS ANALYST** – One of the main executors of the agency's and PM's deployment plan. Holds responsibility for ensuring the project accounts for all specific data elements, and that internal systems are set up and maintained throughout deployment.
- ▶ **SOLUTION ARCHITECT** – the technical lead on the project. Holds responsibility for the development and execution of technical initiatives affecting other teams.
- ▶ **UCR SPECIALIST** – Main executor of the NIBRS/State IBR certification plan and responsible for ensuring compliance with State, Territory, and Federal reporting standards. The UCR Specialist will supervise the entire certification process from when an agency's environment is created, deployed, and tested.
- ▶ **TECHNICAL ACCOUNT MANAGER** – A key player in both deploying and immediately supporting Axon Software. Serves as a resource to the Business Analyst and a lead for agency product training prior to deployment and transitions into the primary point of contact after deployment, handling major technical support issues and requests, driving software adoption, and acting as an agency advocate within Axon.

1.14.2 AGENCY TEAM

- ▶ **EXECUTIVE SPONSOR** – This role is a career agency leadership role with deep understanding of the agency.



- ▶ Primary Agency business sponsor accountable for success of the Records Initiative.
- ▶ Ensure Agency resources support the project through all phases of execution as planned and agreed by Agency and Axon.
- ▶ Communicate with PRPB Leadership as necessary to support the Records Project.
- ▶ Provide guidance and leadership as part of the executive steering committee for the project.
- ▶ Level of Effort: The Executive sponsor is largely an advisory position, providing key guidance and subject matter expertise when consulted by the project team, and holds ultimate decision-making authority. It is anticipated that this role would require between 1-5 hours each week, throughout each phase of the engagement.
- ▶ PROJECT MANAGER – This role requires a dedicated project manager experienced in managing enterprise cloud-based software project delivery experience and strong foundational technical experience.
 - ▶ Agency Project Manager should have proper authority to speak on behalf of the Agency with respect to the project.
 - ▶ Work internally to eliminate roadblocks as required to keep the project on track and escalate issues to the Agency Executive Sponsor.
 - ▶ Designate appropriate subject matter experts to assist the project relative to the task at hand:
 - ▶ Agency Hierarchy, User Groups, Roles, and Permissions
 - ▶ Module subject matter experts
 - ▶ Integration subject matter experts, per interface if necessary
 - ▶ Data Migration Review Team
 - ▶ Work to gather the required signatures and approvals.
 - ▶ Organize scheduling needs related to the project:
 - ▶ System Review and Testing Scheduling
 - ▶ Training Scheduling
 - ▶ Go- live Scheduling
 - ▶ All Communication Cadence Scheduling with appropriate Agency resources
 - ▶ Level of Effort: The Project Manager is a key counterpart to the Axon Project Manager. It is anticipated that these positions will require a time commitment between 20-40 hours per week depending on the phase. Typically, the time commitment will be towards the upper end during Axon on-sites and key project milestones, and will be towards the lower end throughout the iterative Design/Build/Validation phase.
- ▶ INTEGRATIONS MANAGER – This role requires strong foundational experience in technology solutions and application integration. This role also requires fluency in all agency project-relevant data sources, application integrations, and existing custom-developed applications, queries, and reports.



- ▶ Primary leadership role to coordinate Agency resources associated with Records integration with state and federal information systems and 3rd party applications.
- ▶ Coordinate Agency resources to support historical data migration from existing Records system to Axon.
- ▶ Level of Effort: The Integrations Manager role is anticipated to require between 5-30 hours per week. Typically, the Discovery phase and first Design sprint is anticipated to require the most engagement, whereas the other phases will be towards the lower end of the estimate.
- ▶ IT ADMINISTRATOR – This role requires strong foundational experience in systems administration and network management, fluency in all agency network-related processes, sequence and timing of recurring process jobs, reconciliation, etc. This role also requires fluency in the overlap, vulnerabilities, and disaster recovery protocols associated with agency IT infrastructure.
 - ▶ Ensure Project resources have access to systems and data required to support integration and data migration activity.
 - ▶ Level of Effort: Often the IT Administrator is combined with other identified roles (ie. Integrations Manager), however for the responsibilities specific to the IT Administrator, it is anticipated that this role will require between 0-5 hours per week.
 - ▶ Records Supervisor: This role provides strong foundational experience in records management, agency policies, compliance activity, and standard operating procedures. This role also provides fluency in all processes associated with close activity, special processes, and queries to manage bulk actions, as well as a detailed understanding of data elements that support special compliance obligations.
 - ▶ Primary leadership role to coordinate and advise the project team on current Agency Records policies, processes, and operational procedures.
 - ▶ Coordinate resources to confirm and support configuration and integration testing and acceptance.
 - ▶ Level of Effort: The Records Supervisor is a critical member of the core project team and is regularly engaged throughout all phases of the project. The Records Supervisor will typically require 5-10 hours per week, however will require between 10-20 during key on-site events and design sessions.
- ▶ SUBJECT MATTER EXPERTS (SMES) – SMEs in key areas will be available for consulting throughout the project. Key areas include, but are not limited to: operations, investigations, property and evidence, booking process, reporting and analytics. SMEs for the following areas will
- ▶ PATROL LEAD – This role requires strong foundational experience in field policies related to data collection, records initiation, and categorization of the numerous forms of citizen interaction. This role also requires fluency in the policies associated with records creation, supplements, amendments, checkpoints, routing, case management, and determination of records outcomes.
 - ▶ Primary leadership role to coordinate and advise the project team on current Agency patrol, data capture, and investigative practices.
 - ▶ Coordinate resources to confirm and support configuration and integration testing and acceptance.



- ▶ **Level of Effort:** The patrol lead is a key subject matter expert, providing extensive operational insight throughout the Requirements and Design phases, as well as resources for functional validation and acceptance. The Patrol Lead will provide resources to support design and validation efforts, which is estimated at 10-20 hours per week throughout both the Design and Build/Validation phases. Patrol resources are also called upon to support User Acceptance Testing efforts, which is estimated at 10 hours.
- ▶ **REPORTING ANALYST/LEAD** – This role requires strong foundational experience in ad-hoc, daily, weekly, and monthly reporting policies and compliance across local, state, and federal entities. This role also requires fluency in all agency reporting processes, including queries, scripts, and custom applications utilized for all bulk processing to support reporting requirements.
 - ▶ Primary leadership role to coordinate and advise the project team on current Agency reporting policies, processes, ad-hoc analysis, and monthly state and federal reporting requirements.
 - ▶ Coordinate resources to confirm and support Axon Data Warehouse, configuration of standard reports and production of Agency specific reports to support normal operations.
 - ▶ **Level of Effort:** The Reporting Analyst plays a key role in ensuring timely access to complete and accurate data. This role is estimated to require 10 hours during the Discovery phase and 2-5 hours per week during the latter stages of the Design/Build sprints.
- ▶ **SWORN OFFICERS AND ADMINISTRATIVE STAFF** – Staff who will use the RMS for daily operations, report management, and data entry.
 - ▶ SMEs in key areas (e.g., operations, investigations, property and evidence, booking process, reporting and analytics) who will work with the Patrol Lead and Reporting/Analyst Lead.
 - ▶ Provide guidance on daily operations, system configuration.
 - ▶ Participate in user acceptance testing and provide feedback on system usability.
 - ▶ Participate in the review and development of training.
 - ▶ **Level of Effort:** Staff play a key role in ensuring . This role is estimated to require 20 hours during the Discovery phase and 5-10 hours per week during the latter stages of the Design/Build and User Acceptance Testing.
- ▶ **COMMAND STAFF** — Who are responsible for ensuring the project aligns with agency objectives and operational requirements.

OTHER ASSOCIATED AGENCIES

- ▶ Agencies or departments within Minnesota that interface or share data with the agency, such as Forensics, Corrections, or specialized investigative units.
- ▶ IT departments that provide infrastructure support and system maintenance.
- ▶ Third-Party Vendors and Resources:
 - ▶ Vendors providing hardware, software, or network services that support Records infrastructure or deployment.
 - ▶ Any consultants or external resources identified by the agency to provide project-specific expertise or support.



AGENCY COMMITMENTS

- ▶ Ensure the reasonable availability for meetings, phone or email of knowledgeable staff and personnel to provide timely and accurate documentation and information to Axon.
- ▶ Identify holidays, non-workdays, or major events that may impact the project.
- ▶ Ensure agency desktop, mobile systems, and devices can access the product.
- ▶ Make available relevant systems if needed for assessment by Axon (including making these systems available to Axon via remote access, if possible).
- ▶ Provide Axon with remote access to the agency's Axon Evidence account when required.
- ▶ Provide Axon with all CJIS background check requirements at project initiation.

AGENCY PERSONNEL CHANGES

Axon's implementation approach relies on consistent engagement with designated Agency stakeholders throughout the project. In the event of changes to key Agency personnel—such as Project Sponsors, Project Managers, or Subject Matter Experts—Axon reserves the right to re-evaluate the impact of these changes on the project timeline, scope, and associated costs.

If such changes necessitate re-work of previously completed activities (e.g., re-visiting requirements, re-configuring forms, or repeating User Acceptance Testing), additional Professional Services fees may apply. These impacts will be assessed collaboratively and documented through the standard change control process.



1.15 SUPPORT

Axon will provide comprehensive support services to facilitate the successful deployment, adoption, and ongoing use of the Axon RMS solution. The scope of support includes implementation assistance, system maintenance, and direct access to technical expertise throughout the engagement term, as outlined below.

GO-LIVE SUPPORT

To ensure a smooth transition into active system use, Axon will provide on-site Go-Live support during the agency's initial week of software adoption. During this period, Axon personnel will be available to address real-time issues, assist users, and reinforce deployment objectives to support a successful launch.

ONGOING SUPPORT AND SYSTEM MAINTENANCE

Following Go-Live, Axon will continue to provide support services covering active system interfaces, National Incident-Based Reporting System (NIBRS) troubleshooting, and other integration points. Axon will also deliver regular product updates and feature enhancements as part of the agency's subscription. Certain product features may require agency review or activation; these instances will be noted in Axon's monthly release notes and coordinated with agency contacts as appropriate.

TECHNICAL ACCOUNT MANAGER (TAM)

Axon will assign a dedicated Technical Account Manager (TAM) to serve as the agency's primary technical point of contact through the approval of the Final Milestone Completion Report and the first year of product adoption. The TAM will provide direct support, facilitate strategic planning, manage technical escalations, and act as a liaison between the agency and Axon's broader support teams.

For multi-year TAM agreements, TAM services will continue to support the agency for an additional period, subject to the terms defined in the applicable service agreement.

SUPPORT PORTALS AND ONLINE RESOURCES

Agency personnel will have 24/7 access to Axon's support portals, available at my.axon.com. These portals provide access to self-service tools, knowledge base articles, service request submission and tracking, release documentation, and administrative resources for product modifications and account management.

EMERGENCY AND TECHNICAL ASSISTANCE

For urgent or time-sensitive technical issues, Axon offers 24/7 phone-based support. Agency personnel may contact Axon Support directly at 800-978-2737 for immediate assistance.



AXON ENTERPRISE, INC.		ROSEVILLE, MN POLICE DEPARTMENT	
Signature:		Signature:	
Name:		Name:	Erika Scheider
Title:		Title:	Chief
Date:		Date:	12/12/25
		Agency Name:	Roseville

APPENDIX



ATTACHMENT A – MILESTONE COMPLETION REPORT (MCR)

By signing for the items in this Milestone Completion Report, I agree that Axon's Professional Services Organization has reached the following milestone(s) for the project agreed upon in the SOW between Axon and Roseville, MN Police Department:

RECORDS

- ☐ Project kick-off
- ☐ Requirements
- ☐ Functional review and completion of configuration
- ☐ User acceptance testing
- ☐ Integrations (If applicable)
- ☐ Data conversions (If applicable)
- ☐ Agency training
- ☐ Go-Live (Invoice Milestone)
- ☐ Final acceptance

STANDARDS

- ☐ Integrations (If applicable)
- ☐ Data Conversion (If applicable)
- ☐ Go-Live
- ☐ Final acceptance

Date services were completed on: _____ day of _____, 20__

Signature: _____

Signature Date: _____

Printed name: _____

Title: _____

Email: _____



ATTACHMENT B – PROJECT CHANGE ORDER

Date:
Description of change to Axon product or service:
Justification for change:
Effects on schedule:
Effect on project pricing (attach quote for reduction or increase in costs):

AXON ENTERPRISE, INC.

ROSEVILLE, MN POLICE
DEPARTMENT

Signature: _____

Name: _____

Title: _____

Date: _____

Signature: _____

Name: _____

Title: _____

Date: _____

Agency Name: _____

ATTACHMENT C – AXON TECHNICAL ACCOUNT MANAGER

AXON TAM RESPONSIBILITIES

The TAM professional services can include, but is not limited to the following:

DEPLOYMENT CONFIGURATIONS AND TRAINING	During the deployment phase, the TAM will collaborate closely with the Business Analyst to support requirement gathering, business process assessment, and system configuration. This includes tailoring user roles, permissions, workflows, and form structures to align with the agency's operational needs and integrating with existing systems where applicable. The TAM will also coordinate and participate in User Acceptance Testing (UAT), working alongside the Deployment team and agency stakeholders to validate that the system meets all functional expectations. To facilitate end-user adoption, the TAM will lead training sessions for agency personnel on Axon RMS. Responsibilities include the development of training documentation and coordination of training logistics, such as scheduling sessions, managing class sizes, organizing classroom layouts, and aligning with agency shift schedules. If a Train-the-Trainer model is utilized, the TAM will provide onsite support to assist agency-designated trainers during their delivery of internal training.
ONGOING SYSTEM UPDATES AND CONFIGURATIONS	Following Go-Live, the TAM will manage the agency's software release lifecycle. This includes reviewing release notes with relevant users and administrators to ensure awareness of new features and enhancements, particularly those addressing known agency challenges. The TAM will also coordinate agency participation in testing new functionalities prior to release and will manage all communications related to release deployment, including launch dates, postponements, rollbacks, and cancellations. In addition, the TAM will facilitate or provide training on configuration changes and newly released features to ensure continued alignment with the agency's evolving operational needs.
DIRECT SUPPORT	The TAM will serve as a primary technical resource, providing onsite troubleshooting and real-time resolution of agency issues as needed. The TAM will also collect user feedback and product questions, ensuring they are routed to the appropriate Axon teams. As part of support case management, the TAM will organize regular case review meetings with agency Points of Contact (POCs), engage directly with software support engineers, data analysts, and NIBRS specialists, and facilitate prioritization and escalation of critical support needs or feature requests. All support activities will adhere to Axon's internal processes and service protocols to ensure timely and effective resolution.



AGENCY ADVOCACY	The TAM will act as a dedicated liaison between the agency and Axon, ensuring consistent communication and alignment throughout the engagement. The TAM will assist in driving the completion of pre-Go-Live deliverables and will represent the agency's operational interests during internal triage discussions and planning sessions. This advocacy role ensures the agency's needs are accurately conveyed and prioritized within Axon's broader support and development framework.
SUBJECT MATTER EXPERTISE	As a subject matter expert on records and law enforcement operational standards, the TAM will support the agency in troubleshooting technical issues, facilitating product adoption, and guiding workflow transitions. The TAM will work directly with agency personnel to address knowledge gaps and assist them in becoming internal experts in their respective domains, including Records, Investigations, Patrol, Crime Analysis, and Property & Evidence. The TAM will also support any pre- or post-Go-Live requirements related to Axon's DataStore and Form Builder tools to ensure comprehensive system integration and usability.

AXON TAM SERVICES TERMS

A dedicated TAM will support the agency through Milestone Completion Report approval and the first year of product adoption. During this period, the TAM will provide on-site support as needed, based on the agency's operational priorities and support requirements. Following the initial year of product adoption, the Technical Account Manager (TAM) will either remain a dedicated resource or transition to a shared resource based on the agency's selected service add-ons. If the agency elects not to purchase additional support services beyond the initial year, TAM support concludes at the end of that period. If a regional (shared) support add-on is purchased, the TAM will provide continued support in a shared capacity, with reduced on-site visit frequency. If a dedicated support add-on is selected, the TAM will remain fully dedicated to the agency, and on-site support frequency will continue at the same level as during the initial year.

The TAM is an Axon employee, operates under Axon policies and procedures, and completes CJIS background clearance to ensure appropriate access. Should a TAM transition be necessary, Axon will coordinate with the agency to manage timing and interim support coverage. Axon will collaborate with the agency to define support expectations. A waiting period of up to three (3) months may apply before services begin, depending on staffing and onboarding availability.

AXON TAM PAYMENT

Axon will invoice for TAM services as specified in the quote once the TAM begins supporting the agency.



ATTACHMENT D – MODULES, INDICIES, SUPPLEMENTAL DATA

Axon Records includes core modules which are used to manage information and support numerous workflows. The core modules include:

MODULE	DESCRIPTION
Incident Reporting	In Axon Records, the primary component is the Incident Report. Incident Reports are based on report forms which are customized for different types of incidents. During implementation, Axon's professional services team leverages our growing library to tailor forms for each customer. These forms focus only on the specific items needed for each type of incident, prompting users for required information, bringing in data automatically where appropriate, recommending evidence based on system connections, and providing dictation options to complete narrative sections. Depending on the type of Incident Report, other elements are added either directly or through a lookup. Users can link related Incident Reports.
Property	Property can be added when creating a report, and tasks associated with property can be separately managed in the Property module. Axon Records can support barcodes related to property. Users can manage Property check in and check out, and a full chain of custody is associated with each piece of property.
Booking	The Axon Records Booking module provides easy entry for both Juvenile and Adult bookings information, including intake, hold, and release. A person can be selected from the master name index (MNI) or added if not already in the MNI. Information related to the hold can be recorded along with biometric information such as a mugshot. Warrants and charges can be added within the Booking module or linked if they already exist within the system.
Warrants	Axon Records features a Warrants module to record warrant information. In addition, users can create court papers (criminal and civil) associated with a warrant. Users can assign tasks based on the court papers and associate them with a workflow.
Case Management	The Axon Records Case Management module allows authorized users to gather, manage, and share Incident Report information for investigative purposes.
Personnel	The Personnel module provides comprehensive employee management, offering tools to view and manage employee demographics, service history, commendations and awards, promotions, and discipline.



Analytics	The Axon Analytics module provides a closer look at crime, officer productivity, and use of force data. Included analytics include: Crimes, Arrests, Stolen Vehicle Recovery, Stolen Property Recovery, Case Management, Productivity Reports, MNI De-Duplication, Property & Evidence, and Citations.
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INDEX DATA

In addition to information from the main modules, Axon Records incident reports can include information from People, Organization, Vehicles, and Locations indices.

INDEX	DESCRIPTION
People	When People are added to Axon Records, an entry is created in the Master Name Index (MNI). When adding people to future incident reports, Axon Records will automatically run searches to determine if the person already exists in the MNI to avoid data duplication. Detailed information related to a person includes items such as basic demographic information, images, physical characteristics, contact information and identifying documents.
Organizations	Users can add an organization to an Incident Report, and people can be associated with different organizations. When adding an organization users can specify items such as the role, the associated offense, and a contact.
Vehicles	New vehicle information added to an incident report is automatically saved in a Master Vehicle Index (MVI) in Axon Records to prevent duplicate data entry. When creating an Incident Report and adding a vehicle, a user can choose to associate an existing vehicle from the MVI to the report or add a new vehicle. All vehicle type data can be included, such as year, make, model, color, plate, VIN, etc. In addition, users can connect a vehicle to people, organizations, and a last known location. Recovery details can also be added if applicable.
Locations	Locations are added to incident reports either automatically based on information or evidence that is associated with the incident, or manually. Locations can have a category, such as a bus station or a construction site, as well as standard information such as a street number, city, state, zip, district, sector, or zone. Location information is automatically saved to a Master Location Index (MLI) for future use as needed. Once a location is added to the index, it can be searched to provide related information, such as other incident reports, vehicles, people, arrests, or organizations associated with that location.



Property	Property is managed through the Property Module, and property is also a main index in Axon Records. This allows for the tracking and searching of specific pieces of property.
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SUPPLEMENTAL DATA

Offense and arrest information is added directly to the incident report. When searching Axon Records by incidents, users can choose to filter by offense category and arrest information.

DATA	DESCRIPTION
Offenses	Users can add offense information directly into an incident report. Detailed information includes items such as the offense code, completion status, suspicion of drug use, gang activity, weapons, bias, and more. When searching incidents, users can choose to filter based on the offense charges and NIBRS offense categories included in the report.
Arrests	Users can add arrest information directly into an incident report. Arrest information can include items such as the date, time, arrest type, blood alcohol level, injuries, and disposition. Once entered, Arrests can be linked to items such as offenses, charges, warrants or locations. When searching incidents, users can choose to filter based on whether the incident has an associated arrest and the date range for the arrest.

CAPTURE TRUTH
ACCELERATE JUSTICE
PROTECT LIFE



Modernizing Roseville's Technology Infrastructure

Transition to Axon Ecosystem

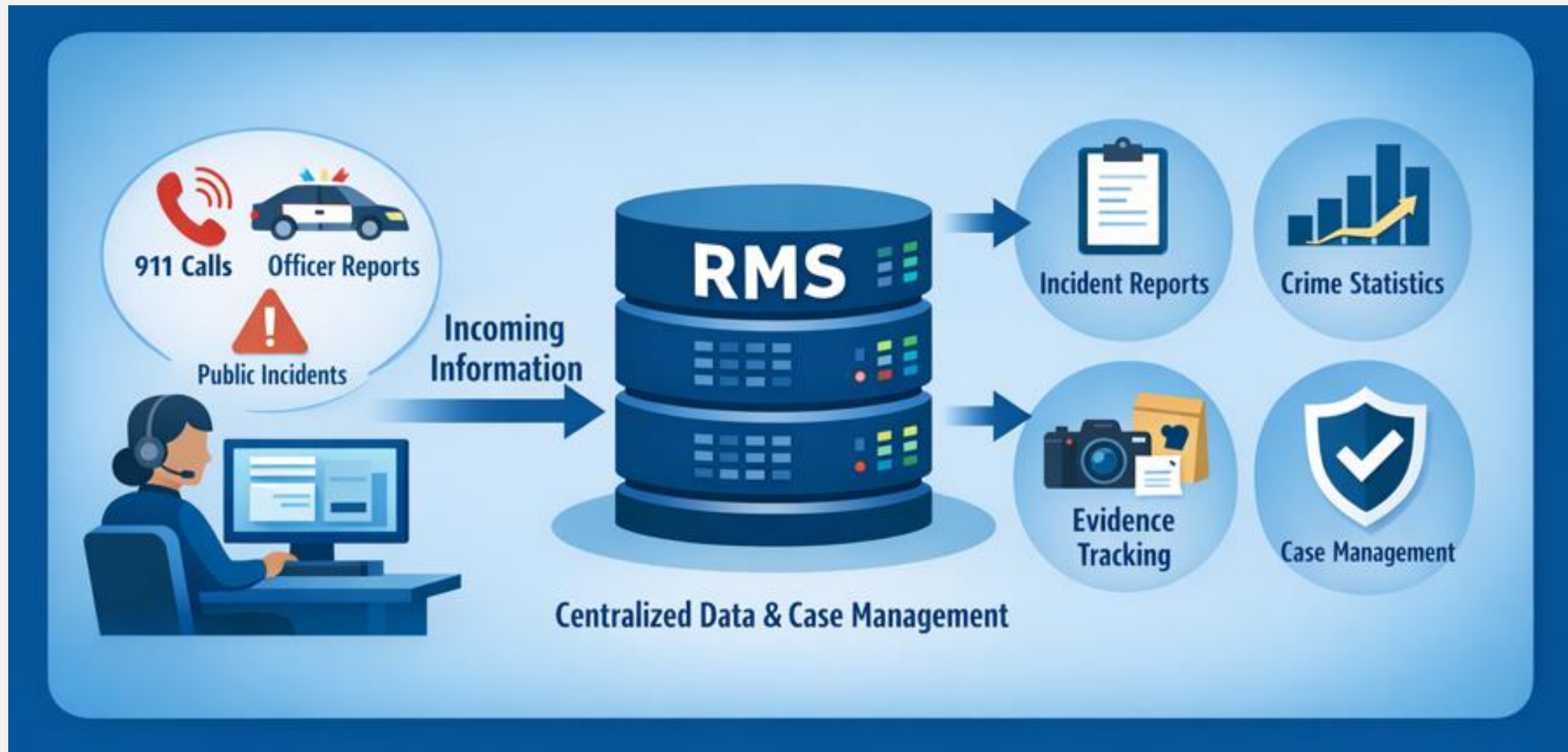


Purpose of Presentation

- Explain purpose of a Records Management System (RMS)
- Outline current RMS challenges and impacts
- Present opportunity to partner with St. Paul Police Department
- Outline operational, security, and financial benefits
- Provide Roseville Police recommendation
- Answer questions and receive feedback



What is a Record Management System (RMS)?



RMS—The Backbone of Police Operations

- **Single system of record**
 - Calls for service, reports, arrests, evidence
- **Connects daily police work**
 - Patrol • Investigations • Evidence • Supervisors
- **Manages the full case lifecycle**
 - From first call → court → case closure
- **Enables information sharing**
 - Courts • Prosecutors • Partner agencies
- **Critical to efficiency & accountability**
 - Accuracy • Compliance • Transparency



How We Got Here

2010

Roseville implements its first RMS through a grant award (LETG).

2014

RPD declines Ramsey County's offer to transition to a countywide RMS.

2019

St. Paul backs out of joining countywide RMS due to functionality concerns with system

2020

Roseville notified that current RMS vendor (LETG) is phasing out; servers reaching end-of-life.

2023

Roseville PD transitions to the countywide RMS due to lack of viable alternatives.

2025

Outside review of RPD's operations identifies major inefficiencies and issues with current RMS.

Why This Matters Now

- Current RMS is inefficient and unreliable
- Axon partnership window closes January 13, 2026
- Rare cost-savings opportunity for a mid-sized agency
- Aligns with RPD and City strategic priorities
- Opportunity to address concerns raised by Axtell Group Study



Current Challenges with Existing RMS

- Cybersecurity concerns
- Slow performance and poor usability
- Redundant data entry
- Reporting inaccuracies
- Online reporting not functional after 2+ yrs
- Significant staff frustration
- Lack of responsiveness from current vendor
- Unknown and unpredictable future costs



Axtell Group Findings

- Staff frustration with current RMS came up in nearly every conversation, roll call, and survey
- Inefficiencies and poor usability were a recurring theme
- System issues identified as a major source of daily operational challenges
- Findings highlight the need for modern technology to improve staff effectiveness and morale

"RPD might find the only solution is to seek a vendor that can meet their needs, including bringing needed efficiencies to an already over-tasked workforce". The Axtell Group



The Axtell Group

BUILDING YOUR BANK OF TRUST



Roseville Police Department

**Evaluation of Police Resources and
Operational Efficiency**

May 2025



Prepared By:
The Axtell Group
Todd Axtell, President & CEO
576 Warwick St. St. Paul, MN 55116
theaxtellgroup.com

[Roseville Police Department Evaluation Published 5.7.2025](#)

The Opportunity

- St. Paul Police partnering with Axon to build new RMS
- Axon offering Roseville access to the same platform
- Systems will be nearly identical
- Roseville retains its own contract and system
- Significant cost savings
- Stable and predictable pricing





➤ **Strategic Alliance**

- Partnering with SPPD connects us to a highly innovative and experienced agency.

➤ **Scalability**

- Opens the door to integrating other Ramsey County agencies into the framework.

➤ **Systemic Influence**

- Leverages SPPD's support to accelerate the adoption of new technology by prosecutors.

➤ **Proven Synergy**

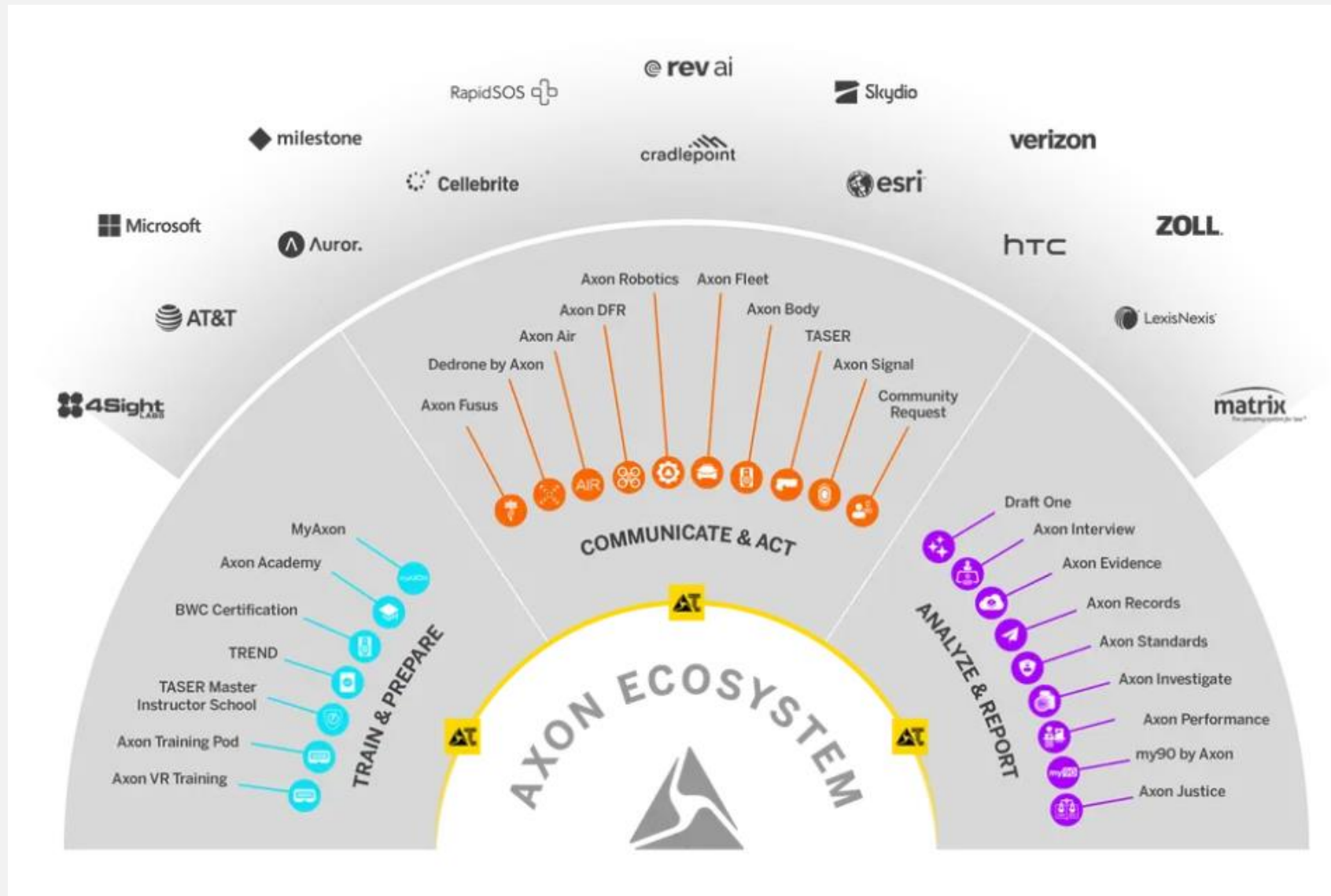
- Strengthens a long-standing, trusted relationship to drive financial and strategic growth.

Benefits of Joining St. Paul's Axon RMS Project

- Access to a modern, fully integrated RMS system
- Not offered to agencies less than 100 officers
- Supports transparency, accountability, and community trust
- Improved efficiency and staff effectiveness
- Access to Axon's integrated ecosystem
- Significant savings
- One-stop shop for support issues



Axon Ecosystem Advantages



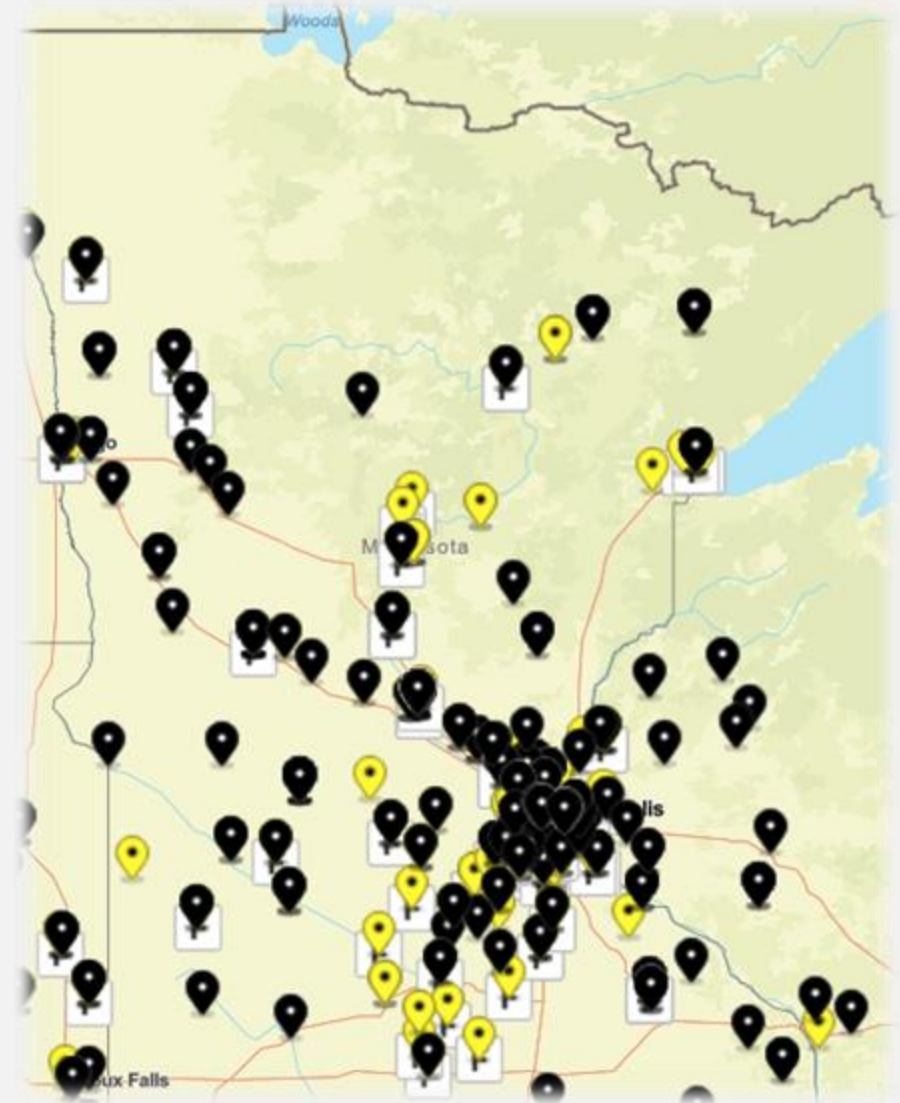
Additional Technology Included in Bundle

- Draft One
- Live Translation
- Automated Transcription
- Automated Performance Auditing
- Universal Video Support
- Real-Time Live Streaming
- Drone Management
- VR Training
- Real Time Crime Center
- Axon Signal Sidearm
- Training Tracking Software
- Policy Manual Module
- Access to any new Axon innovations over the next decade—at no extra cost



The Leading Technology Partner for Law Enforcement

- 60 Minnesota Agencies participating in one of Axon's bundled plans
- 250+ Minnesota Agencies using their Body-Worn Cameras
- Six agencies have or are in the process of rolling out their RMS
 - Rochester (live)
 - Hennepin County (2026)
 - Minnesota DNR (2026)
 - **Minnetonka (2027)**
 - St. Paul (2028)
 - Brooklyn Park (2028)



Financial Overview

- No major impact for 2026 (contract already budgeted)
- RPD anticipates significant increases with current RMS
- Axon will lock 2025 pricing in for 10 years
- Negotiated savings over 10 years: 4.22M+, not including RMS savings)

Total Cost over 10 Years: \$5,638,509.19

Total Negotiated Savings: \$4,221,406.63

Year	Cost
2026	\$142,000
2027	\$534,621
2028	\$619,964
2029	\$620,275
2030	\$620,275
2031	\$620,275
2032	\$620,275
2033	\$620,275
2034	\$620,275
2035	\$620,275

Long-Term Financial Stability

- Predictable annual cost: ~\$620,000 once RMS launches in late 2027/2028
- Avoids significant increases expected from current vendor
- Reduces reliance on county hosting and unknown cost pass-throughs
- Consolidates multiple third-party vendors into one ecosystem
- Stabilizes long-term IT support and maintenance costs



Cost Comparison for Axon/Current RMS

Ten-Year Cost Summary (Axon RMS & Technology Bundle)

Year	Annual Cost
2026	\$142,000.00
2027	\$534,621.00
2028	\$619,963.99
2029	\$620,274.88
2030	\$620,274.88
2031	\$620,274.88
2032	\$620,274.88
2033	\$620,274.88
2034	\$620,274.88
2035	\$620,274.88

Negotiated Savings:
\$4,221,406.63

2027 Total Estimated Cost: \$534,621.00

Total Program Cost: \$5,638,509.19

Approximate Annual Cost with Axon RMS Technology Bundle

Technology	Est. Annual Cost
Axon RMS	\$94,000
Tasers (Axon subscription)	\$72,000
Fleet/Body Worn Cameras	\$130,000

Bundled Savings:
\$113,000.00

2027 Anticipated Costs if Remain with Current RMS Vendor

(no significant investments in technology or bundled savings)

Calendar Year	Est. Annual Cost
Current RMS (transitioning to cloud)	\$92,000.00
Tasers (Axon subscription)	\$105,000.00
Fleet/Bodyworn Cameras (Axon)	\$210,000.00
Digital Interview Rooms (Axon)	\$10,000.00
Squad Automated License Plate Readers	\$14,000.00
Drone Software and Management Program	\$6,000.00
Training Management Software	\$7,000.00
Policy Management Platform	\$22,000.00

2027 Total Estimated Cost: \$466,000.00

Ten-Year Estimated Cost: \$4,660,000.00+



Questions?



To: Pat Trudgeon, City Manager

From: Erika Scheider, Chief of Police

Date: December 31, 2025

Re: Potential Partnership with St. Paul Police Department for a New Records Management System (RMS)

Introduction/Opportunity

This memo outlines a rare and unique opportunity for the Roseville Police Department to partner with the St. Paul Police Department on the development and implementation of a new Records Management System (RMS). By joining St. Paul's RMS project, Roseville can implement a fully integrated RMS system with Axon at a significantly reduced cost, while addressing long-standing operational challenges with our current RMS vendor.

For more than a decade, the Roseville Police Department has contracted with Axon, initially for TASER devices and later body-worn cameras, squad cameras, interview room recording systems, and digital evidence management. Throughout this partnership, Axon has consistently provided responsive service and reliable support. Metro-Inet has expressed confidence in Axon's service levels and its ability to support mission-critical law enforcement technology. Axon is widely regarded as a leading public safety technology provider nationwide.

In recent years, Axon has further expanded its offerings through the Axon Ecosystem, an integrated platform designed to enhance officer safety, transparency, and operational efficiency. The ecosystem provides advanced tools that streamline workflows and reduce reliance on multiple third-party vendors.

Although Axon's RMS is a newer product, it is already receiving positive feedback from agencies. The Rochester Police Department is currently using the RMS successfully, and several agencies, including the Minnesota DNR, Minnetonka, St. Paul, and Brooklyn Park have signed contracts and are in various stages of implementation. Several other Minnesota agencies are currently in contract negotiations with Axon. More than 60 Minnesota agencies currently use components of the Axon Ecosystem, and over 250 agencies statewide rely on Axon for evidence management and body-worn or squad camera systems.

RPD's current Axon contract expires in the fall of 2026. During early renewal discussions, the department learned that the St. Paul Police Department had recently entered into an agreement

with Axon to design and implement a modernized RMS. Because Roseville shares similar operational needs and the same dispatch center, Axon has agreed to allow RPD to join St. Paul's project.

While Roseville would maintain its own contract and operate a separate RMS, the two systems would be nearly identical, creating substantial cost efficiencies. This opportunity is highly unusual, as Axon no longer offers RMS services to agencies with fewer than 100 sworn officers. However, because St. Paul's system is still in the early design phase, Axon has extended the offer to Roseville at an estimated cost three to four times lower than typical pricing for a mid-sized agency. This opportunity is time-sensitive; Axon requires a final decision by January 13, 2026.

RMS Overview and Department History

The Records Management System (RMS) is one of the Roseville Police Department's most critical technology platforms. It serves as the central repository for all police records and supports nearly every operational function within the department. Every call for service is logged in the RMS, officers enter and complete reports within the system, evidence is tracked and managed, investigators review and finalize cases, and required data is submitted to state and federal reporting systems. The RMS is also the mechanism through which cases are electronically submitted to the courts, the County Attorney's Office, and prosecutors.

In today's environment, where policing relies heavily on data and electronic evidence, the role of the RMS has become even more critical. A well-functioning system helps manage large volumes of information, integrates reports with digital evidence, and significantly reduces paperwork and redundant data entry. When the system operates effectively, it can save a tremendous amount of staff time and improve overall efficiency. However, when the system is slow, unreliable, or difficult to use, it creates substantial extra work, increases the risk of errors, and impacts nearly every employee in the department, from patrol officers to investigators, supervisors, and records staff.

The department's RMS has evolved over the past fifteen years. In 2010, Roseville implemented its first modern RMS with LETG, funded through a grant. In 2014, Ramsey County proposed transitioning to a countywide RMS. While that option offered lower upfront costs, RPD elected to remain with LETG based on system performance and operational efficiency.

In 2020, LETG announced it would phase out its RMS product. With on-site servers nearing end of life, RPD had limited alternatives. Transitioning to the countywide system became the only viable option despite known concerns about functionality. RPD completed the transition in July 2023.

St. Paul Police Department initially planned to join the same platform but ultimately terminated its contract after determining the countywide system could not meet its needs.ⁱ While Roseville shared many of these concerns, financial constraints at the time prevented the department from pursuing alternative solutions. As a result, RPD is now operating within a system that continues to present operational challenges.

Operational Challenges

Since the implementation of the current RMS, the department has experienced persistent challenges affecting efficiency, data quality, and staff workload. Officers and support staff report difficulty navigating basic functions, issues that emerged early in the rollout and continue today.

System performance remains a consistent concern. Routine actions frequently experience delays of five to ten seconds, which compound across hundreds of daily transactions. These delays significantly increase the time required for report writing, data entry, and administrative tasks.

More critically, the system initially failed to submit NIBRS crime data as required by the Minnesota Bureau of Criminal Apprehension. After months of unsuccessful submissions, City legal counsel became involved and a formal demand for resolution had to be sent to the vendor.ⁱⁱ Although the issue was eventually solved, it resulted in a substantial reporting backlog that required extensive manual correction by records staff, diverting resources from other essential duties.

Several unresolved issues continue to create inefficiencies. Most notably, the online reporting function remains nonfunctional more than two years after implementation. As a result, records staff must manually re-enter all online citizen and business reports, eliminating intended efficiencies and increasing the risk for errors.ⁱⁱⁱ

These challenges have increased administrative workload, delayed critical processes, and limited the department's ability to provide timely and accurate information to the public and partner agencies.

Cybersecurity and System Resilience

Cybersecurity and system reliability are increasingly critical for law enforcement agencies that depend on uninterrupted access to mission-critical data. RPD's current RMS relies on county-hosted servers, creating a single point of failure. As demonstrated by outages experienced by other agencies, including St. Paul, centralized system disruptions can significantly impact operations and require substantial staff effort to recover.

Transitioning to Axon's cloud-based RMS would significantly strengthen cybersecurity and system resilience. Axon operates an enterprise-grade Information Security and Privacy Program that is independently audited and certified to meet national and international standards. Data is encrypted, access is role-based, and systems are continuously monitored 24/7.^{iv}

Axon's platform is built on a highly resilient and redundant cloud system that includes geographic redundancy, automated backups, and disaster recovery processes. This ensures that even in the event of a cyber incident or localized outage, the RMS remains accessible and operational.

While Ramsey County has indicated plans to upgrade to a cloud-based system with our current vendor, questions remain regarding long-term redundancy, security architecture, and costs. In contrast, Axon's platform is already fully cloud-based, independently validated, and built for

public safety security needs.

Independent Review by the Axtell Group

In May 2025, The Axtell Group completed an independent review of RPD's resources and operational efficiency.^v Although RMS evaluation was not within the original scope, concerns related to the system emerged consistently during employee interviews and data analysis.

"Typically the Axtell Group research team does not include an assessment of records management technology within the scope of a department evaluation. However, during this evaluation, the transition to the county preferred RMS system emerged as a significant concern in a majority of employee interviews and data analytics."

The report identified several RMS-related issues impacting operations, including:

- **User Interface and Performance:** Difficulty navigating the system and slow response times.
- **Redundant Data Entry:** Limited integration with dispatch requiring duplicate entry.
- **Reporting Gaps:** Incomplete capture of use-of-force data affecting transparency.
- **Inefficient Citation Processing:** Lengthened traffic stops and reduced officer efficiency.

The Axtell Group concluded that RMS limitations contribute to staff fatigue and administrative burden, noting that “RPD might find the only solution is to seek a vendor that can meet their needs, including bringing needed efficiencies to an already over-tasked workforce.”

Alignment with RPD’s 5-Year Implementation Plan and City Priorities

Transitioning to Axon’s RMS and ecosystem directly supports key goals in RPD’s 5-year Resource and Operational Efficiency Implementation Plan^{vi} and aligns with the City’s strategic priorities.^{vii} Key alignments include:

- **2026:** Optimize front-line and records operations
- **2027:** Improve analytics and community reporting
- **2028:** Reduce IT complexity through system consolidation
- **2030:** Replace RMS with a modern, cost-effective solution

This initiative also supports City goals related to responsive services, public safety, and operational efficiency by ensuring technology investments align with community needs and long-term sustainability.

Financial Impacts^{viii}

No significant financial impacts are anticipated in 2026, as the department’s current Axon contract remains in effect and is budgeted. The new RMS is not expected to be fully implemented until mid-to-late 2027, allowing costs to be phased in gradually.

Absent this opportunity, the department anticipated increased costs beginning in 2027 related to RMS upgrades, cloud migration, end-of-life TASER replacement, and additional technology purchases. Through negotiations with Axon, Roseville can instead secure long-term savings by bundling multiple technologies into a single agreement and joining St. Paul's RMS rollout.

Key financial benefits include locked-in 2025 pricing for ten years, predictable long-term costs, bundled access to current and future technologies, and reduced reliance on third-party vendors.

Beginning in 2027, if the City remains with the current RMS and transitions to a cloud-based system without making other significant technology investments, projected costs are estimated at approximately \$466,000 annually. By comparison, transitioning to Axon's RMS and bundled ecosystem would result in an estimated annual cost of approximately \$534,000 in 2027. While this represents an initial increase, the Axon option provides access to top-tier technology, significantly enhanced functionality, and improved vendor support across multiple platforms.

Starting in 2028, annual costs under the Axon agreement are projected to level off at approximately \$620,000 and remain capped at that amount for the duration of the contract. In contrast, if the City continues with the current RMS and multiple standalone vendors, annual costs are expected to increase over the same ten-year period, though the amount and timing of those increases remain uncertain. Over time, the initial cost gap between the two options is expected to narrow as costs associated with maintaining and upgrading separate systems continue to rise.

Importantly, the Axon agreement guarantees continued access to new and emerging technologies without additional charges, providing long-term cost predictability and value. At this time, staff is not aware of any other vendor offering similar pricing certainty or comprehensive bundled technology guarantees.

See Appendix A for additional.

Additional Technology Included in Bundled Pricing

As part of the RMS bundle, RPD would receive several additional technology solutions that replace multiple third-party systems, improve efficiency, and reduce workload across the department, including:^{ix}

- **Tasers:** Our current tasers have reached their end of life and will need to be replaced in 2027 regardless of approval of the RMS project.^x
- **AI-Assisted Report Drafting:** Reduces report-writing time by over 50%.
- **Live Language Translation:** Enables communication in 63 languages via body-worn cameras.
- **Automated Transcription:** Converts audio into text, freeing up support staff resources.
- **Automated Performance Auditing:** Saves supervisors approximately four hours per month.
- **Universal Video Compatibility:** Eliminates conversion issues with proprietary video systems.
- **Real-Time Live Streaming:** Enhances situational awareness and officer safety.

- **Drone Management Software:** Replaces the current third-party drone platform.
- **Virtual Reality Training:** Provides immersive scenario-based training.
- **Axon Signal Sidearm:** Automatically activates cameras when a firearm is drawn.
- **Axon Fusus:** A real-time technology platform that brings together video from public, private, and police cameras into one secure system.
- **Access to Future Technology:** All future technology would be provided at no additional cost to Roseville during the contract.

Summary/Recommendation

Joining St. Paul's Axon RMS project offers a rare, time-limited opportunity to address continued challenges through a modern, secure, and fully integrated platform, and at a significantly reduced cost. While Roseville would maintain its own system and contract, alignment with St. Paul's implementation reduces risk, lowers internal workload, and delivers meaningful efficiencies.

Beyond the RMS, the bundled Axon ecosystem provides advanced technology that enhances officer safety, streamlines operations, and replaces multiple third-party systems, resulting in long-term operational and financial benefits.

Next Steps

RPD plans to bring the proposed Axon agreement forward for discussion at the January 12, 2026 City Council work session. At that time, Deputy Chief Adams and I will provide a high-level overview of the contract, including the operational benefits, long-term considerations, and associated costs. This work session will allow for discussion, questions, and direction prior to any formal action by the Council. Prior to the meeting, I am certainly open to meeting with any council member or answering any questions they may have.

Appendix A: Ten-Year Cost Summary and Financial Overview

Ten-Year Cost Summary (Axon RMS & Technology Bundle)

Contract Year	Calendar Year	Annual Cost
Year 1	2026	\$142,000.00
Year 2	2027	\$534,621.04
Year 3	2028	\$619,963.99
Year 4	2029	\$620,274.88
Year 5	2030	\$620,274.88
Year 6	2031	\$620,274.88
Year 7	2032	\$620,274.88
Year 8	2033	\$620,274.88
Year 9	2034	\$620,274.88
Year 10	2035	\$620,274.88

Total Program Cost (10 Years): \$5,638,509.19^{xi}

Total Negotiated Savings: \$4,221,406.63

2027 Estimated Cost: \$534,000

2027 Anticipated Costs if Remain with Current RMS Vendor (no significant investments in technology or bundled savings)

Vendor/Technology	Est. Annual Cost
Current RMS System (transitioning to cloud based)	\$92,000
Replacement of Tasers (Axon subscription)	\$105,000
Fleet/Body Worn Cameras (Axon)	\$210,000
Digital Interview Rooms (Axon)	\$10,000
Squad Automated License Plate Readers	\$14,000
Drone Software and Management Program	\$6,000
Training Management Software	\$7,000
Policy Management Platform	\$22,000

2027 Total Estimated Cost \$466,000

Approximate Annual Cost with Axon RMS/Technology and Bundled Savings^{xii}

Technology	Approx Annual Cost
Axon RMS	\$94,000
Tasers (Axon subscription)	\$72,000
Fleet/Body Worn Cameras	\$130,000

ⁱ Gottfried, Mara H. “After \$720K and 3 Missed Deadlines, St. Paul Police Say Software Company Broke Contract.” *Twin Cities*, Twin Cities, 13 July 2019, www.twincities.com/2019/07/12/after-720k-and-3-missed-deadlines-st-paul-police-say-software-company-broke-contract/.

ⁱⁱ Roseville Police Department. Letter of Non-Conformity to Central Square Technologies, authored by Chief Erika Scheider and mailed August 16, 2023. Internal document on file.

ⁱⁱⁱ Last update received from the project manager on December 5, 2025, indicated a new project manager would reach out in January 2026 to address the interface solution. Internal communication on file with the Roseville Police Department.

^{iv} *Axon Trust Center | Powered by SafeBase*, trust.axon.com/. Accessed 10 Dec. 2025.

^v *Roseville Police Department Evaluation of Police Resources and Operational Efficiency*, The Axtell Group, May 2025, www.cityofroseville.com/DocumentCenter/View/38268/Roseville-Police-Department-Evaluation-Published-572025.

^{vi} Roseville Police Department. “Resource and Operational Efficiency Implementation Plan (2025–2030).” Presented to the Roseville City Council on July 7, 2025. Available at: <https://rosevillemn.portal.civicclerk.com/event/2567/files/attachment/4891>.

^{vii} City of Roseville. “Strategic Priorities Goals.” Adopted by the City Council on April 14, 2025. Available at: <https://rosevillemn.portal.civicclerk.com/event/2560/files/report/2694>.

^{viii} See appendix A for additional financial details.

^{ix} For a complete list of technology included in the bundled package, please refer to the 10-year quote summary provided by Axon, prepared by Brandon Jones.

^x Axon has transitioned to a subscription-based program for Tasers and it is no longer an option to purchase. Regardless of the RMS project, our current Tasers will need to be replaced in February 2027 and moved to the subscription billing. With RMS project, they would be included in bundled pricing. Stand-alone pricing without the RMS would be \$105K each year.

^{xi} Costs in 2026–2027 are lower due to phased RMS implementation, with full deployment expected in late 2027.

^{xii} Costs are high-level estimates to compare the bundled Axon package to projected costs if we stayed with our current vendor. Individual components are not separately priced in Axon’s bundle; amounts shown are illustrative for comparison purposes.

REQUEST FOR COUNCIL ACTION

Date: 1/12/2026

Item No.: 8.a.

Department Approval

City Manager Approval



Item Description: City Council Direction on Future Agenda Item Initiated by Councilmember Bauer - Expectations and Restrictions of DHS, ICE and associated agencies regarding the use of City Resources including property, staff and data.

1
2 **Background**

3 Under Rule 9 of the Roseville City Council and Commission Rules of Procedure, when a Councilmember
4 requests that an item be placed on a future City Council Agenda, that item is placed on the next meeting
5 agenda for the City Council to provide direction on whether, how, and when the item will be taken up at a
6 future meeting.

7
8 Councilmember Bauer, on January 8, 2026 contacted the City Manager and requested that a discussion
9 about the expectations and restrictions of DHS, ICE and associated agencies regarding the use of City
10 Resources, including property, staff and data, be brought forward for discussion at the January 12, 2026
11 meeting.

12
13 Included with this case information from Councilmember Bauer and a memo from Kennedy and Graven
14 dated May 1, 2025 regarding guidance for interaction with U.S. Immigration and Customs Enforcement.
15 Also included is a copy of the Police Department policy regarding Immigration Matters and the Council
16 resolution that was passed that mandates the policy cannot be changed absent Roseville City Council
17 authority.

18
19 **Policy Objectives**

20 Not applicable at this time.

21
22 **Equity Impact Summary**

23 Not applicable at this time.

24
25 **Budget Implications**

26 Not applicable at this time.

27
28 **Staff Recommendations**

29 Discuss the item brought forward by Councilmember Bauer and provide direction to staff
30

31 **Requested Council Action**

32 Discuss the item brought forward by Councilmember Bauer and provide direction to staff.
33
34

Prepared by: Patrick Trudgeon, City Manager (651) 792-7021 pat.trudgeon@cityofroseville.com

Attachments:

1. Councilmember Bauer Document regarding ICE and City of Roseville
2. Kennedy and Graven Memo re Guidance for Staff Interaction with US Immigration and Customs Enforcement
3. Roseville PD Policy 413 Immigration Matters
4. Res_11435
5. Bench Handout Petition and Packet
6. Bench Handout 2 EMAILS_Redacted

Item Description:

Councilmember Bauer - Expectations and Restrictions of DHS, ICE and Associated Agencies Regarding the Use of City Resources Including Property, Staff and Data

Background:

A city serves its residents, businesses and all those that visit it be it for work, leisure or simply transiting through. Roseville strives to provide its services in a professional, open and efficient manner from elected officials to our summer interns. Roseville has and continues to invest heavily in bettering its services. This includes, but not limited to, adding social workers and housing coordinators to our Police Department, providing training and resources to all departments for professional service delivery and, a resident and business first mindset. The professional, open and efficient expectations Roseville has of itself are the same expectations that exist for those involved with city business be it a vendor, contractor, consultant or outside agency. When these expectations are not met, corrective action is typically taken.

There is currently a need for such corrective action regarding an outside agency. Recent actions by the Department of Homeland Security (DHS) and its Immigration and Customer Enforcement (ICE) agency have been carried out in an unprofessional and closed manner counter to Roseville's expectations. The current level of professionalism and training of ICE agents is significantly less than what is expected of Roseville's own highly respected and capable Police Department. This is resulting in a variety of problems for Roseville residents, businesses and staff.

While not typical for local government to interact with the Federal government, it's very common for local government to interact with larger government bodies. Roseville is continually working with Ramsey County and frequently with the State of Minnesota to request changes or collaborate on resolving issues. Roseville is quite limited in the actions it may take with the Federal government compared to the county or state level but there are some.

As a result of the poor level of professionalism, training, openness and cooperation of all aspects of ICE, Roseville should limit its interaction and support until corrective actions are taken by ICE. Roseville staff should investigate what limitations may be placed on ICE related to Roseville property, staff and data. The result of this investigation should be brought forth at the next council meeting with options for consideration regarding new or amended policies or ordinances be adopted. Additionally, staff should make public using typical channels (website, socials, etc.) the Roseville's current policy related to ICE and once adopted, any new policies or ordinances.

Policy Objectives:

This action continues Roseville's policy of professional, open and efficient government both for itself and those interacting with it. The goal of any policy or ordinance limiting DHS, ICE and associated agencies is to make Roseville's expectations clear and encourage changes at DHS, ICE and associated agencies. These changes should include an increase in professionalism and training to match the levels of other respected law enforcement bodies such as our Police Department and the Bureau of Criminal Apprehension (BCA).

Equity Impact Summary:

Roseville serves all its residents and businesses, and each shares the expectation of professional, open and efficient government. This action seeks to influence those not meeting that shared expectation.

Budget Implications:

None

Staff Recommendations:

N/A

Requested Council Action:

1. Directed staff to bring forth an options for consideration regarding new or amended policies or ordinances at the next council meeting to limit as much as possible DHS, ICE and associated agencies use of city property, staff and data.
2. Direct staff to make public using typical channels (website, socials, etc.) Roseville's current policy related to ICE and once adopted, any new policies or ordinances.



Kennedy & Graven
 Fifth Street Towers
 150 South Fifth Street, Suite 700
 Minneapolis, MN 55402
 (612) 337-9300 direct

MEMORANDUM

TO:

FROM: McKaia Dykema
 Cristina Cruz-Jennings

DATE: May 1, 2025

RE: Guidance for Staff Interaction with U.S. Immigration and Customs Enforcement

Background

This memorandum was updated on May 1, 2025. The immigration enforcement landscape is constantly evolving under the current Presidential Administration. There is pending litigation that relates to many pieces of guidance in this memo, the resolutions of which may affect the legal conclusions in the memo.

The purpose of this memo is to provide written guidance regarding the rights that city employees have related to U.S. Immigration and Customs Enforcement (“ICE”) or other federal immigration enforcement agencies requests for information or presence on city property. ICE may interact with city employees or be present on city property for various purposes. While ICE is the most common federal immigration law enforcement agency, other federal authorities may also have a more ongoing and increasing presence in local communities, including Customs and Border Patrol, Homeland Security Teams, and Department of Justice. The description of authority and rights information in this memo can be applied to interactions with any federal immigration enforcement agents or authorities.

The memo will also aim to describe the legal limitations on the authority of federal immigration enforcement in local communities, which directives invoke mandatory compliance, and which can be followed at the City’s discretion. Cities are advised to consult with their counsel to determine the best plan of action for the implementation of open-ended questions and formulate a plan of action that is specific to a community’s individual desires.

I. What types of actions or directives from ICE Agents must city staff comply with?

While we cannot say with certainty which types of official action or directive ICE agents may use in local communities, there are several situations in which federal authorities may engage with cities. The chart below describes various types of ICE action, which invoke varying levels of

compliance requirements for local officials. A city should work closely with their counsel on any type of ICE request or directive.

Type of Action or Document	Description of Action or Document	Is City Staff required to Comply?
ICE visit with a judicial warrant	Judicial warrants are issued by a federal judge and are typically used to search property, although they can also be used to arrest individuals.	Yes. City staff need to allow for the search as described by the warrant or for the arrest authorized by the warrant.
ICE visit with an administrative warrant	Administrative warrants have been regularly issued by the Department of Homeland Security or ICE and are typically used to arrest a specific person named in the warrant. An administrative warrant does not allow ICE agents to enter any areas that are not open to the public. They do not allow ICE agents to search anything, including city records, that are not publicly available.	These warrants do not give ICE authority to enter non-public areas. While they may grant ICE agents the authority to arrest a specific person in a public place, city staff is not legally required to take any affirmative action (such as allowing agents into non-public spaces, allowing a search of city property, or providing information on certain individuals).
City served a judicial subpoena.	A judicial subpoena is a formal written order directing a person to compel either: 1) their testimony as a witness in court or in a deposition; or 2) the production of evidence under a penalty for failure to comply. Judicial subpoenas are issued by a judicial court. Only certain city employees may be authorized to accept subpoenas or to decide whether to comply.	Likely yes. Any subpoenas received by the city should be immediately forwarded to the City Attorney for review. Subpoenas may raise data privacy issues.
City served an administrative subpoena.	An administrative subpoena is a written document directing the same as a judicial subpoena, however these are administrative in nature and are issued normally by a federal agency. These are non-judicial.	Failure to comply may create penalties if the issuer of the subpoena attempts to enforce it in court. Any subpoenas received by the city should be immediately forwarded to the City Attorney for review. Subpoenas may raise data privacy issues.
ICE visit with a Notice to Appear (“NTA”)	A NTA is a charging document issued by a federal agency that seeks to commence formal removal proceedings against an individual before an immigration court. A NTA does not allow ICE agents to enter any non-public areas. It does not allow ICE agents to search anything, including city records, they could not have otherwise searched.	This document has a similar impact to the administrative warrant described above. City staff is not legally required to take any

		affirmative action to assist with the NTA (such as allowing agents into non-public spaces, searching city property, or providing information on certain individuals).
City provided a detainer request	Detainer requests are formal notifications sent by a federal agency to request that an individual be detained, typically for up to 48 hours. These detainers are administrative requests from an immigration enforcement agency and are not judicial orders. The goal of these requests is to facilitate the transfer of individuals who may be released under state related criminal charges to federal custody for purposes of immigration enforcement (such as removal from the country). In many cases, local governments are faced with holding individuals after they would otherwise be released in order to comply with the detainer request, which can lead to both resource and legal issues for localities who comply. Recently, the Minnesota Attorney General issued an opinion that stated “Minnesota law does not authorize state and local officials to hold or arrest someone based on an immigration detainer. Nor does federal law grant such authority.”	No. Courts, thus far, have held that compliance with detainers are mere requests, and states and localities can choose whether to abide by them. ¹
City approached to enter into a 287(g) agreement	287(g) Agreements are voluntary formal agreements between a local government and federal immigration authorities (ICE) which grants local governments authority to perform certain immigration enforcement actions. There are three basic types of 287(g) Agreements: 1. Jail Enforcement Model – local officers in detention facilities are authorized to identify and process criminal noncitizens in preparation for removal by federal immigration officers. 2. Task Force Mode – state and local officers may, during the course of their regular duties, identify and arrest removable aliens. 3. Warrant Service Officer Program – trains and authorizes state and local officers to execute administrative warrant on noncitizens in their agency’s jail.	No. There is no current federal or state law that mandates local governments to perform certain enforcement actions or enter into agreements with federal immigration authorities. These agreements are voluntary and negotiated between federal law enforcement and local entities. Neither party is required to agree to the existence of such an agreement.

II. Where can ICE go without a warrant and do city employees have an obligation to assist their actions?

ICE can enter publicly accessible areas of businesses without a warrant, as these are considered public spaces with no reasonable expectation of privacy under the Fourth Amendment.

¹ See, e.g., *Galarza v. Szalczyk*, 745 F.3d 634 (3d Cir. 2014).

There is no clear legal requirement for public employees, including local law enforcement, to assist ICE agents in locating individuals. Local governments are not obligated to enforce federal immigration laws, although they cannot interfere with federal enforcement. *See, Printz v. United States*, 521 U.S. 898, 934 (1977). As referenced above, 8 U.S.C. § 1373 allows voluntary communication about immigration information from state and local officials but does not mandate local authorities to take affirmative action in supporting federal immigration enforcement.

III. What are employees required to say or show ICE agents if they are approached?

When ICE agents approach public employees, they are not required to provide personal identification or speak to ICE agents, as they have the right to remain silent under the Fifth Amendment of the U.S. Constitution.² However, there is no clear official legal authority outlining the exact parameters of this right in the specific context of public employees interacting with ICE agents in public spaces when requested information.

The chart above describes the various levels of compliance required depending on the type of action or documentation presented by ICE during the interaction. Additional general guidance is below for public employee interactions with ICE agents. This advice is based on constitutional rights and practical considerations:

1. **Ask the ICE agents to identify themselves:** Employees should request that ICE agents present their badge information and a valid subpoena or warrant. This request is grounded in the principle that individuals have the right to verify the authority of law enforcement before any action is taken. The Fourth Amendment protects individuals from unreasonable searches and seizures, and it requires law enforcement to have valid warrants or subpoenas to perform certain actions.
2. **Document the ICE agents' names and documents:** Employees should document the names of the ICE agents present, the name of the U.S. attorney assigned to the case, and the type of documentation presented by ICE agents. This documentation serves as an important record of the interaction and helps ensure that any actions taken are in accordance with legal requirements.
3. **Ask for the nature and purpose of their visit:** It is important for employees to understand why ICE agents are there and what they are seeking. This request falls under the general principle of transparency and fairness in government interactions. The employee has the right to know the purpose of the visit and should take steps to ensure that they are not coerced into complying with an unclear or vague request.
4. **Request a copy of the warrant or subpoena:** Employees are not required to allow ICE agents access to nonpublic areas of the workplace unless they present a valid warrant or

² See, U.S. Const. amend. V. The Fifth Amendment protects individuals from self-incrimination and gives them the right to refuse to answer questions that could potentially implicate them in a crime.

subpoena. This is based on protections afforded by the Fourth Amendment³, which protects against unreasonable searches and seizures. A warrant or subpoena must be presented to lawfully enter private or nonpublic areas. There are different types of warrants, as described above, and ICE agents must have a judicial warrant to access nonpublic areas.

5. **Contact legal counsel:** Once ICE agents have presented a warrant or subpoena, the employee should inform them that they would like to contact legal counsel. The employee should contact the city attorney immediately to review the documents, ensure their validity, and determine whether the attorney should be present during the search. This step ensures that the company's legal rights are protected and that any actions taken comply with the law.
6. **Do not obstruct ICE activities:** Employees should not obstruct or interfere with ICE's actions or agents. They should not hide employees or assist anyone in evading the search. Additionally, employees should not provide false information, destroy documents, or hide evidence, as this could lead to legal consequences. Under the Fifth Amendment, individuals have the right to remain silent, but they should clearly state their decision to remain silent or request an attorney if they choose to exercise these rights.
7. **Create a list of employees present during the interaction:** It is important to document all employees who are present during the ICE visit or search. This can serve as a record if any legal questions arise later regarding the employees' rights or actions during the interaction.⁴

³ See, U.S. Const. amend. IV. The Fourth Amendment protects individuals from unreasonable searches and seizures and requires law enforcement to have a valid warrant or subpoena to conduct searches or seizures in nonpublic areas.

⁴ Structure of these steps provided by *Alexander, Grant P., Cohensedgh, Daniella*, ICE Inspections in the Workplace: What Employers Need to Know, ALLEN MATKINS, Feb. 20, 2025.
<https://www.allenmatkins.com/real-ideas/ice-inspections-in-the-workplace-what-employers-need-to-know.html>

Immigration Matters

413.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines to members of the Roseville Police Department when investigating crimes where a suspect is in violation of federal immigration laws or when interacting with federal immigration officials.

413.2 POLICY

It is the policy of the Roseville Police Department that all members make personal and professional commitments to equal enforcement of the law and equal service to the public. Confidence in this commitment will increase the effectiveness of this department in protecting and serving the entire community and recognizing the dignity of all persons, regardless of their national origin or immigration status.

The Roseville Police Department does not investigate federal immigration violations. The Roseville Police Department defers immigration enforcement responsibilities to federal immigration officers authorized to enforce both civil and criminal immigration violations.

It is the policy of the Roseville Police Department that all persons are equally entitled to protection and that all persons should be able to access police services without regard to their immigration status.

413.3 VICTIMS AND WITNESSES

The Roseville Police Department is a victim-centered organization. Individuals, regardless of their immigration status, must feel secure in contacting members of law enforcement. While it may be necessary to determine the identity of a victim or witness, members shall treat all individuals equally and shall not inquire into the immigration or citizenship status of an individual, except where the inquiry relates to a legitimate law enforcement purpose that is unrelated to the enforcement of federal immigration law.

413.4 DETENTIONS

An officer should not question, arrest or detain any individual, for any length of time, for a civil violation of federal immigration laws or a related civil warrant. Roseville Police Officers may not undertake any law enforcement action for the sole purpose of detecting the presence of undocumented persons, or to verify immigration status, including but not limited to questioning any person or persons about their immigration status.

413.5 ARREST NOTIFICATION TO IMMIGRATION AND CUSTOMS ENFORCEMENT

Generally, an officer should not notify federal immigration officials when booking arrestees at a county jail facility. Any required notification will be handled according to jail operation procedures. No individual who is otherwise ready to be released should continue to be detained solely for the purpose of notification.

Roseville Police Department

Policy Manual

Policy Manual

Immigration Matters

413.6 FEDERAL REQUESTS FOR ASSISTANCE

Federal law does not authorize the Roseville Police Department to enforce federal immigration laws. As such, employees shall not inquire about a person's immigration status unless it is directly related to a criminal investigation.

Members of the department are authorized to assist ICE when it is related to scene safety and/or the safety of ICE employees as they perform their duties. Members of the department are authorized to cooperate with a task force involving ICE agents as long as the focus of the task force is not immigration enforcement.

Member of the department will cooperate with ICE as specifically mandated by federal and state laws.¹

Requests by federal immigration officials for assistance from this department should be directed to a supervisor.

¹ Roseville City Council Resolution Number 11435 dated 08/28/17 mandates 413.6 (previously policy 102) cannot be changed absent Roseville City Council Authority. [Resolution 11435](#)

413.7 INFORMATION SHARING

No member of this department will prohibit, or in any way restrict, any other member from doing any of the following regarding the citizenship or immigration status, lawful or unlawful, of any individual (8 USC § 1373):

- (a) Sending information to, or requesting or receiving such information from federal immigration officials
- (b) Maintaining such information in department records
- (c) Exchanging such information with any other federal, state, or local government entity

413.8 U VISA AND T VISA NONIMMIGRANT STATUS

Under certain circumstances, federal law allows temporary immigration benefits, known as a U visa, to victims and witnesses of certain qualifying crimes (8 USC § 1101(a)(15)(U)).

Similar immigration protection, known as a T visa, is available for certain qualifying victims of human trafficking (8 USC § 1101(a)(15)(T)).

Any request for assistance in applying for U visa or T visa status should be forwarded in a timely manner to the Chief of Police.

**EXTRACT OF MINUTES OF MEETING
OF THE
CITY COUNCIL OF THE CITY OF ROSEVILLE**

* * * * *

Pursuant to due call and notice thereof, a regular meeting of the City Council of the City of Roseville, County of Ramsey, Minnesota, was duly held on the 28th day of August, 2017, at 6:00 p.m.

The following members were present: McGehee, Laliberte, Etten, and Roe and the following members were absent: Willmus.

Council member Etten introduced the following resolution and moved its adoption:

RESOLUTION No. 11435

**A RESOLUTION ADOPTING POLICE DEPARTMENT POLICY #102 REGARDING
IMMIGRATION ENFORCEMENT**

BE IT RESOLVED that the Roseville City Council hereby adopts as city policy the Police Department policy #102 as it pertains to immigration enforcement presented by the City Manager this evening, and amended by the City Council, as follows:

Immigration and Customs Enforcement (ICE)

Federal law does not authorize the Roseville Police Department to enforce federal immigration laws. As such, employees shall not inquire about a person's immigration status unless it is directly related to a criminal investigation.

Members of the department are authorized to assist ICE when it is related to scene safety and/or the safety of ICE employees as they perform their duties. Members of the department are authorized to cooperate with a task force involving ICE agents as long as the focus of the task force is not immigration enforcement.

Member of the department will cooperate with ICE as specifically mandated by federal and state laws.

and;

BE IT FURTHER RESOLVED that any change to Police Department policy #102 as it pertains to immigration enforcement must be approved by City Council.

The motion for the adoption of the foregoing resolution was duly seconded by Mayor Roe and upon vote being taken thereon, the following voted in favor thereof: Laliberte, Etten, and Roe and the following abstained: McGehee.

WHEAREUPON said resolution was declared duly passed and adopted.

WITNESS MY HAND officially as such Manager this 28th day of August, 2017.


Patrick Trudgeon, City Manager

(SEAL)

12/January/2026

In this packet you will find

1. A list of city council members and other city support staff.
2. A petition letter for each of the above entities. The rules in the petition letters are similar to ones being used in Minneapolis, St. Paul, Los Angeles, Chicago and Portland. They have again been vetted by attorneys.
3. Resident signatures from those in agreement with the above petition letters. These residents attended a meeting at Roseville Lutheran Church sponsored by Do Good Roseville with other area citizens to learn about protecting our communities from ICE.
4. A document that was produced by Indivisible Twin Cities. It has been vetted by attorneys, and is being used around the state. It will clarify the rules we are asking for. There are 52 Indivisible groups in the state.

LINDA GRIDLEY
2725 Fernwood St
651-341-0908

City leaders:

Mayor Dan Roe

Phone: 651-487-9654

Email: dan.roe@cityofroseville.com

Councilmember Matt Bauer

Phone: 651-243-1218

Email: matt.bauer@cityofroseville.com

Councilmember Wayne Groff

Phone: 612-867-0915

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Councilmember Robin Schroeder

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Councilmember Julie Strahan

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City Manager Pat Trudgeon

Phone: 651-792-7021

Pat.trudgeon@cityofroseville.com

Police Chief Erika Scheider

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Parks and Rec Director: Matthew Johnson

Phone: 651-792-7101

Email: matthew.johnson@cityofroseville.com

Equity and Inclusion Manager Antonio Montez

Phone: 651-792-7029

Antonio.Montez@cityofroseville.com

Equity and Inclusion Commission

EquityAndInclusion@cityofroseville.com

Urgent: City Action Required to Halt Unlawful ICE Operations

Dear Mayor Dan Roe,

I am a city resident writing to demand immediate municipal action in response to ICE's violent, lawless, and racially targeted operations occurring within our city.

While immigration law is federal, the operations ICE conducts here depend entirely on city cooperation, property, data, contracts, and policing decisions. The city has both the authority and the duty to act now.

I am calling on you to immediately implement and support the following actions:

- 1• Issue an executive directive prohibiting city employees and law enforcement from assisting ICE in civil immigration enforcement absent a judicial warrant, and banning participation in joint task forces or cooperative arrangements related to civil immigration enforcement.
- 2• Prohibit masked or unidentified law-enforcement activity within city limits, requiring visible name and agency identification for any enforcement action, and mandating disengagement where this standard is violated.
- 3• Bar the use of city-owned property, facilities, vehicles, and resources for ICE operations, including terminating or refusing leases and access agreements.
- 4• Cancel city contracts and funding streams that support immigration detention, transport, or surveillance, and deny permits for new or expanded detention facilities.
- 5• Enact strict city data-privacy rules barring the sharing or purchase of warrantless location, biometric, or surveillance data, and prohibiting data broker access.
- 6• Direct the city attorney and relevant departments to investigate ICE-related misconduct and enforce all applicable municipal laws, including nuisance, trespass, and public-safety violations.
- 7• Convene public oversight hearings to create a full public record of ICE activity and city involvement.

Other cities have acted decisively. Continued inaction here signals acquiescence to conduct that endangers residents and undermines public trust.

This is an urgent matter of public safety, civil rights, and democratic accountability. I expect a public response outlining concrete steps your office will take.

LETTER AND CALL SCRIPT TO MAYORS AND COUNCIL MEMBERS REGARDING ICE

Powers Mayors Can Manifest to Constrain ICE and Federal Abuses

Mayors do not control immigration law—but they control cities, police, property, contracts, data, permits, and budgets. That is more than enough to materially limit ICE operations inside city limits.

The key principle is this:

Federal law governs immigration status. Cities govern everything ICE needs to operate locally.

I. EXECUTIVE POWERS MAYORS CAN EXERCISE DIRECTLY

1. Control of City Police & Law Enforcement Policy

Mayors (or mayor-appointed police chiefs) can:

- Issue executive directives prohibiting city police from:
- Assisting ICE in civil immigration enforcement
- Participating in joint task forces
- Sharing information absent judicial warrants

- Mandate visible identification and badge display for any law enforcement operating with city police
- Require officers to intervene or disengage when encountering unlawful or masked enforcement

This is the single most powerful choke point.

2. Control Over City Property & Facilities

Mayors can:

- Prohibit ICE operations on:
 - City-owned buildings
 - Parking structures
 - Transit hubs
 - City jails
 - Administrative facilities
- Terminate or refuse:
 - Leases to ICE
 - Use permits
 - Access agreements
- Deny city property for:
 - Staging
 - Detention
 - Transport coordination

ICE cannot operate efficiently without physical space.

3. Emergency & Public Safety Orders

Where authorized by charter or statute, mayors can:

- Declare public safety or civil rights emergencies
- Restrict:
 - Masked armed activity
 - Unpermitted armed assemblies
- Enforcement near schools, hospitals, courthouses, shelters
- Suspend cooperation during emergency conditions

These orders are especially strong when framed as impersonation prevention and public safety.

II. LEGISLATIVE POWERS MAYORS CAN DRIVE THROUGH CITY COUNCILS

Mayors often:

- Propose ordinances
- Control agendas

- Exercise veto power
- Negotiate implementation

4. City Ordinances Restricting Cooperation

Cities can pass laws that:

- Ban city employees from assisting ICE without judicial warrants
- Prohibit joint task forces related to civil immigration
- Require written, logged justification for any contact with ICE
- Mandate public reporting of all ICE interactions

These are legally protected under anti-commandeering doctrine.

5. Mask & Identification Ordinances

Cities can:

- Ban enforcement actions by masked or unidentified persons
- Treat violations as:
 - Unauthorized enforcement
 - Trespass
 - Public safety threats

- Require immediate disengagement by city personnel

Cities regulate public order, not immigration.

6. Zoning, Permits & Nuisance Law

Cities can:

- Deny permits for detention facilities
- Classify:
 - Tear gas use
 - Armed masked activity
 - Detention operations

as public nuisances

- Fine or shut down noncompliant properties

This is how cities like Portland constrained ICE without touching immigration law.

III. FINANCIAL & CONTRACTUAL POWERS

7. Control of City Contracts & Vendors

Mayors can:

- Cancel contracts with:
- Private prison companies
- Transport vendors
- Surveillance contractors
- Bar city contractors from cooperating with ICE
- Insert ICE non-cooperation clauses into contracts

Money is leverage. ICE relies heavily on private vendors.

8. Budget Authority

Mayors often draft or propose city budgets and can:

- Zero out funding for:
- Detention support
- Jail collaboration
- Transport assistance
- Redirect funds to:
- Legal defense

- Know Your Rights programs
- Civil rights enforcement

Budget riders are binding.

IV. DATA & TECHNOLOGY CONTROL

9. Control Over City Data & Surveillance

Cities can:

- Ban:
- Sale or sharing of location data
- Use of facial recognition
- Data broker contracts
- Prohibit access to:
- License plate readers
- Transit card data
- Utility records
- Require warrants for all data access

This closes ICE's most powerful modern enforcement tool.

V. ACCOUNTABILITY & LEGAL POWERS

10. Direct City Attorneys & Inspectors

Mayors can direct city attorneys to:

- Investigate ICE-related misconduct
- File amicus briefs
- Bring civil enforcement actions
- Enforce local ordinances against federal contractors

They can also direct inspectors to:

- Inspect detention facilities
- Cite code violations
- Shut down unsafe operations

Federal agents are not immune from generally applicable laws.

11. Public Oversight & Political Power

Mayors can:

- Convene public hearings
- Release public reports
- Subpoena city officials and contractors
- Create inspector-general investigations
- Refer cases to state attorneys general

Public record + sunlight = leverage.

VI. WHAT MAYORS CANNOT DO (AND WHY THAT'S OK)

Mayors cannot:

- Change federal immigration law
- Block federal warrants
- Order ICE to leave the state
- Prosecute federal agents directly (usually)

But they do not need to.

If a city denies cooperation, property, money, data, legitimacy, and silence, ICE operations grind to a halt.

MAYOR-DIRECTED DEMAND LETTER

Urgent: City Action Required to Halt Unlawful ICE Operations

Dear Mayor [Name],

I am a city resident writing to demand immediate municipal action in response to ICE's violent, lawless, and racially targeted operations occurring within our city.

While immigration law is federal, the operations ICE conducts here depend entirely on city cooperation, property, data, contracts, and policing decisions. The city has both the authority and the duty to act now.

I am calling on you to immediately implement and support the following actions:

- Issue an executive directive prohibiting city employees and law enforcement from assisting ICE in civil immigration enforcement absent a judicial warrant, and banning participation in joint task forces or cooperative arrangements related to civil immigration enforcement.
- Prohibit masked or unidentified law-enforcement activity within city limits, requiring visible name and agency identification for any enforcement action, and mandating disengagement where this standard is violated.

- Bar the use of city-owned property, facilities, vehicles, and resources for ICE operations, including terminating or refusing leases and access agreements.
- Cancel city contracts and funding streams that support immigration detention, transport, or surveillance, and deny permits for new or expanded detention facilities.
- Enact strict city data-privacy rules barring the sharing or purchase of warrantless location, biometric, or surveillance data, and prohibiting data broker access.
- Direct the city attorney and relevant departments to investigate ICE-related misconduct and enforce all applicable municipal laws, including nuisance, trespass, and public-safety violations.
- Convene public oversight hearings to create a full public record of ICE activity and city involvement.

Other cities have acted decisively. Continued inaction here signals acquiescence to conduct that endangers residents and undermines public trust.

This is an urgent matter of public safety, civil rights, and democratic accountability. I expect a public response outlining concrete steps your office will take.

Sincerely,

[Your Name]

[Address]

CITY COUNCIL DEMAND LETTER

Subject Demand for Immediate Council Action on ICE Operations

Dear Councilmember [Name],

I am writing to demand immediate legislative action by the City Council to restrict ICE operations within city limits.

The Council has clear authority over ordinances, budgets, contracts, and oversight. Failure to act is a policy choice with real human consequences.

I urge you to introduce and support legislation that:

- Prohibits city cooperation with civil immigration enforcement without a judicial warrant and bans participation in joint task forces related to civil immigration enforcement.
- Bans masked or unidentified enforcement actions in public spaces and requires city personnel to disengage from unlawful operations.
- Prohibits the use of city property, leases, permits, and resources for ICE operations or private immigration detention contractors.
- Terminates city contracts and funding that support immigration detention, transport, or surveillance.
- Enacts strong municipal data-privacy protections barring warrantless data sharing and access by federal agencies.
- Establishes reporting, oversight hearings, and enforcement mechanisms to ensure compliance.

Cities across the country have demonstrated that municipal action can meaningfully curb abusive federal enforcement. This Council must do the same.

Please advise what legislative steps you will take and when.

Sincerely,

[Your Name]

[Address]

Call Script — City-Level (Mayor or City Council)

Hello, my name is Your Name. I'm a resident of City, and I'm calling to demand immediate city action to address ICE's violent, lawless, and racially targeted operations taking place here. Please log this call and forward it to the Mayor/Councilmember.

I want to be very clear: while immigration law is federal, ICE's ability to operate in our city depends entirely on city cooperation, city property, city police, city contracts, and city data. Those are all under municipal control, and the city has both the authority and the obligation to act.

I am calling for the city to immediately do the following:

Finally, convene public oversight hearings to establish a full public record of ICE activity in our city and any city involvement or cooperation.

Other cities have already taken decisive action using these exact tools. Continued inaction here is a policy choice that exposes residents to harm and erodes public trust.

I would like to know what specific steps the Mayor/Councilmember is taking, and when the public can expect formal action. Please note that I will be following up in writing.

Thank you for your time. Again, please log this call.

Tips for Using This Script

- If they try to interrupt:

"I'd like to finish listing the requested actions so this can be logged accurately."

- If they say "we don't control federal agents":

"I'm not asking the city to control ICE — I'm asking the city to stop assisting, hosting, funding, and enabling ICE."

- If voicemail cuts you off: prioritize warrant requirement, mask ban, property ban, contracts, and data.

ULTRA-COMPRESSED MAYOR / COUNCIL CALL SCRIPT (30 SECONDS)

Hello, my name is [Name], a city resident. I'm calling to demand immediate city action to restrict ICE operations.

I'm asking the Mayor/Council to ban city cooperation with civil immigration enforcement without judicial warrants, end joint task forces, prohibit masked or unidentified arrests, deny ICE use of city property and contracts, cut funding for detention and transport, enact strong data-privacy protections, and hold public oversight hearings.

Cities have the power to act now. Please log this call. Thank you.

NAME	ADDRESS	PHONE OR EMAIL
Ranbow Espinosa	671 Eldridge Ave W	657-402-1851
Vindya Alahapperuma	1965 Sharondale Ave	657 vindyator 77@yahoo.com
Elliot Goldner	2206 Haddington Rd	657 612-900-8890
Erin Bonbrun	455 Southhill Dme	iconocla2m@gmail.com
April Toftee	1112 Ryan Ave W	ALToftee@gmail.com
Lucinda Tentis	1646 Co Rd B210	651-368-3370
Colleen Schrieger	1986 Ricor Ave N.	651-270-5902
John Eichenlaub	1046 Co Rd 52	612-207-9948
Patrick Brady	1281 Shryer Ave W	612-599-7451
Lisa M. Hetzel	2942 Northview St.	651-208-3506
Susan Hetzel	2942 Northview St.	571-926-5879
Phil Horvoss	1892 Wegerer Dr Riville	651 4106 ³⁰⁸ 5716
Kathleen A Moore	2011 Cohasset Blvd	651-230-1720
Kristi Nilsson	2011 Cohasset Blvd	651-230-1321
Esther Vogelzang	2227 Milton Str. Riville	651 emvogelzang@hotmail.com
Kimberly Brady	1081 Smyer Ave W Riville	612-597-4135

Date: January 10, 2020

16

NAME	ADDRESS	PHONE OR EMAIL
Kim Wetland	585 Ryan Ave W.	651-269-7055
Eric Wetland	585 Ryan Ave W.	651-269-0017
Anna Arcand	3110 Ridgewood Rd	612-961-9517
Carlos Ruano	1941 Chatsworth St N	651-361-0026
Renee Marek	2145 Albemarle Ct N	651-308-0451
Lauren Morse-Cent	1335 Willow Cir.	651 684 7023
Lorna Plana	3044 Shattwood Ln.	651 503 3870
Jana Merty	2478 Lydia Ave W	651/285-6561
Shelle Scott	5146 Candia Ave N / Wpls	612-522-5285
Taryn Trillion	taryntrillion@gmail.com	(858) 602-9475
Sara Teninafo	teninafo91@gmail.com	651, 399, 8442
Aaron Benz	1966 Dale St N	612 417-2002
Connie Rice	671 Overlook Dr.	connierice831@gmail.com
HARRY KAMUND	1161 Lavie Rd W, ESN	Kamund4@hotmail.com
Jeana Vondel	2776 Irene Cir Beruville 55112	jeana.vondel@shoford.com
Amy Perkins	804 Brenner Ave 55113	amy.seizic.perkins@gmail.com

Date: January 10, 2026

(16)

NAME	ADDRESS	PHONE OR EMAIL
Ellen Shetter	2015 Lexington Ave N ^W 55113	651-491-2117
Angela Sign	555 Roseland Ave N ^W 55113	612-363-4153
Armon Stearn	485 Hillscourt N. Roseville, MN 55113	651-226-9646
Larry Kabitz	2308 Audubon Ave Roseville, MN 55113	319-651-3535
Amarda Methy	2987 Edgerton St	651 785 8411
Rob Mithy	Little Canada MN 55117	651 334 0453
Morgan Brackett	1376 Dale St. N St Paul MN 55117	216-390-4294
White Bryan Palakay	1483 Centennial ⁵⁵¹¹³ Roseville, MN	651-402-9075
Kate Toftness	2792 Farrington St	612-360-8922
Kristen Olbrud	2740 Fairview Av N #210 Roseville, MN 55113	763-360-9867
Patrick O'Brien	839 Hoyt Ave W. St. Paul 55117	818 468 3992
Sarah Chouinard	2915 Pascal St. Roseville, MN 55113	763-232-8691
Lamar Beris	2915 Pascal St Roseville, MN 55113	612-251-9801
Jenna Dahl	3047 Wilcox St N Roseville MN 55113	651-343-5116
Andrew Wirtz	1028 Mountain Ave W St Paul MN 55117	651-785-6271

Date: January 10, 2026

(15)

NAME	ADDRESS	PHONE OR EMAIL
Rose Lam	2800 Handline Ave N., Roseville, MN 55113	roselyam@gmail.com
Shannon Weiss	12023 Lexington Ave N. Roseville, MN	shannon.weiss1@gmail.com
TROY JENSEN	3091 FAIRVIEW AVE N	TROY.JENSEN@GMAIL.COM
Julie Jensen	3091 Fairview Ave N Roseville	j.marie.larsen@gmail.com
Rachel Powers	1654 Millwood Ave	rachelpowers@gmail.com
Mary Mark-Spartz	1275 Shryer Ave W	mary.markspartz@gmail.com
SARA BARSEL	1276 ELDRIDGE AVE W	sara.barsel1@outlook.com
Randy Neprash	1276 Elbridge Ave W	randy.neprash@outlook.com
Amy Karkerber	990 Lydia Dr W RSU1	akkerber@yahoo.com
Felise Park	1417 Skillman Ave W	felise.park@gmail.com
Carol GURSTELLE	1652 RIDGEWOOD AVE N.	gurstelle@comcast.net
Roberta Hernandez	DB1 LOVELL AVE W, RSU1	rasrb3@gmail.com
Rachel Wright	989 Lydia Dr W RSU1	rachelwright72@gmail.com
Lori-Anne Williams	1135 Summer St Roseville	la.williams@mac.com
Rachel Powers	1135 Summer St Roseville	EP16AC@Yahoo.com
Sarah Friedman	5433 11th Ave S Minneapolis	

Date: January 10, 2026

(15)

NAME	ADDRESS	PHONE OR EMAIL
Bruce Withuhn	241 Minnesota Ave	651-415-2976 - text only
Emilia Withuhn	241 Minnesota Ave	651 269 5222
Kurt Meyer	678 Terrace Dr., Ros-1.	kurtmeyer57@gmail/
Erin Stellmach	1870 Sheldon Street, 55113	e_reb22@yahoo.com
Jolene Metcalf	2018 Dale St N	651-278-2251
Celestina Jolley	655 Grandview Ave W.	4623 cje@cjolley.com
Emily Ruggles Johnson	3060 Arthur St., Roseville	651-269-5222 fruggles@mac.com
Jamie Russell	3015 Fairview Ave N, Roseville	612 532-7172
Ellen Griffin	5346 Matilda St, Roseville	eegriffin75@gmail.com
Daniel Mancera	2346 Matilda St. 55113	dan.mancera@gmail.com
Sean Gale	2862 Oxford St. N 55113	seangaleis@gmail.com
Liane Gale	2862 Oxford St. N. 55113	liane.gale@gmail.com
Ron Marshack	737 Sextant Ave W 55113	amolibros2004@yahoo.com
Megan Takey	2222 Rosewood Wt, 55113	megstardust@yahoo.com

Date: January 10th

⑭

NAME	ADDRESS	PHONE OR EMAIL
Danny Michaelson	1154 Autumn St, Roseville	jlmichaelson@gmail.com
Heathar Martin	6600 Grandview Ave W, Roseville	hmadolfs@gmail.com
Patrick Berg	2335 Woodbridge St Apt 255 Roseville	phberg23@gmail.com
KIM HUDACHEK	1081 LOVELL LN S ROSEVILLE	kinghudachek@yahoo.com
HEIDI MERS	600 DUNAPSTN, ROSEVILLE	HEIDI.MERS@EMIL.COM
Alana Howey	991 Parker Ave	alana.howey@gmail.com
Jennifer Gardo Santos	1813 Fernwood St, Roseville	jennmariags@gmail.com
Paul Nutting	1813 Fernwood St. Roseville	paul@nutting.us
Rosa Ramil	1873 Fernwood St.	Rosa.Ramilo@gmail.com
Josie Ramil	1873 Fernwood St, Roseville	Josiemain11@gmail.com
Karenisa Fischer	2049 Western Ave N Roseville	patinapatina@me.com
Marla Linda Nelson	2811 Lakeview	take 5 min @ Gmail. com
Jill Stund	1938 Shaver St 22	jillklund@aol.com

Date: January 10, 2026

(13)

NAME	ADDRESS	PHONE OR EMAIL
Deb Neuvel	808 Millwood Avenue	emaildeb@gmail.com
Wendy Beth Kernald	2723 Griggs St N	—
Michael Zajick	2723 Griggs St N	MZajick814@gmail.com
Molly Kvam	2255 Merrill St	mollyokvam@gmail.com
Alicia Lockstrot	835 County Road 82 W	alockstrot@gmail.com
Sheldon Olson	344 City Rd B2 W	Sheldonolson@gmail.com
Ian Stevens	344 County Rd B2 W	ianstevens@gmail.com
Jan Johnson	2170 Midland View Ct N	jan.johnson@gmail.com

Date: January 16, 2026 (8)

From: noreply@civicplus.com
Sent: Monday, January 12, 2026 7:58 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Discrimination of people of color by the immigration services in
roseville mn

Contact Information

Name: Bruce a witthuhn

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number: Field not completed.

Please Share Your Comment, Question or Concern I am concern that the national goverment is targeting legal residents of roseville with tactics that do not allow the citizens their constitutuional rights tp defend themselves.

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From: noreply@civicplus.com
Sent: Monday, January 12, 2026 7:29 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE in Roseville

Contact Information

Name: Emilia Witthuhn

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

I wanted to write today to encourage the Roseville City Council to take action against the ICE surge currently happening in Roseville. I have signed the petition and I encourage the Council to ensure that ICE is kept off any city property and also public school property. Please know that many people in the community are scared and concerned about what is happening currently.

From: noreply@civicplus.com
Sent: Sunday, January 11, 2026 9:53 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE

Contact Information

Name: Karen Kunze

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number: Field not completed.

Please Share Your Comment, Question or Concern

I understand at Monday's council meeting you'll be discussing restricting ICE's access to city property and resources. I urge you to take as strong of action as possible to limit ICE's presence in Roseville. Please do what you can to protect our community. Our neighbors are counting on you.

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From: noreply@civicplus.com
Sent: Sunday, January 11, 2026 6:37 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Separation Policy

Contact Information

Name: Donna Steinwand

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

I support a city wide order or statute that would prevent ICE from using city-owned property. I'd also like to see the city provide templates for signage barring ICE from businesses and property owners.

Is Roseville a sanctuary city? What are the policies for cooperating with ICE or other federal law enforcement?

Thank you.

[REDACTED]

From: L Wang <[REDACTED]>
Sent: Sunday, January 11, 2026 6:30 PM
To: *RVCouncil; Dan Roe
Subject: January 12 Agenda Item: DHS/ICE and City Resources

Some people who received this message don't often get email from [REDACTED] [Learn why this is important](#)

Dear Mayor and City Council Members,

I am writing as a Roseville resident and small business owner regarding the January 12 City Council agenda item on DHS and ICE use of city resources. Although I am unable to attend the meeting in person, I respectfully submit these comments for the Council's consideration.

I recognize that Roseville already has an important safeguard in place through its Police Department policy limiting immigration enforcement and immigration-status inquiries. This policy is essential to maintaining community trust and should remain in effect. However, Roseville does not appear to have a comprehensive, citywide policy governing how DHS or ICE may use city property, non-police staff, or city data. In the context of recent ICE enforcement activity and ongoing constitutional concerns, this lack of clarity creates legal and operational risk while also causing real harm to the community and the small businesses that help Roseville thrive—by fostering fear, discouraging engagement with city services, and destabilizing the local workforce and customer base.

The City has clear authority to act under the Tenth Amendment's anti-commandeering doctrine, the Fourth Amendment's warrant requirements, and Minnesota's data privacy laws.

I urge the Council to adopt enforceable standards that clearly state:

- City property may not be used for immigration enforcement without explicit Council approval.
- City staff are not required to assist with civil immigration enforcement and may not inquire about immigration status unless legally required.
- Non-public city data may not be shared absent a valid judicial warrant or court order.
- Access to non-public city facilities requires a judicial warrant.
- All interactions or agreements with DHS or ICE must be documented, publicly disclosed, and subject to Council oversight.
- City employees must receive regular training and written protocols on how to respond to DHS or ICE requests, including when to refer matters to legal counsel.

Other Minnesota cities have already implemented similar protections. Roseville should do the same to protect residents, city employees, and the City itself.

Thank you for your leadership and consideration.

[REDACTED]

From: noreply@civicplus.com
Sent: Sunday, January 11, 2026 2:39 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject DHS/ICE interactions and behaviors in Roseville

Contact Information

Name: Brent Huberty

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

Hello Mayor/City Council/City Manager,

I'm writing to voice my support for any and all actions Roseville can take to limit or eliminate interactions with and support of US DHS/ICE and associated agencies. I plan to attend the 12 Jan city council meeting to listen and participate in the discussion related to Councilmember Bauer's request for Council action (agenda item 8). Beyond that, I would also like to know if Roseville plans to publish guidelines for residents if they are inadvertently caught up in a DHS enforcement action

at a Roseville neighborhood, business, school, or place of worship. What are our rights? How should we act? Which orders from federal agents must we obey and which can we ignore?

As a multi-decade resident of Roseville, I've never been so angry and fearful of what a "normal" day might become in our city. It seems that even states are powerless in the face of these federal agencies, which makes me wonder what what a small city like Roseville can do. I hope to get answers to this question at the Council meeting, or at least a bit of hope that Roseville is moving in the right direction to ensure our city is welcoming, safe, and supportive of diverse populations.

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From: noreply@civicplus.com
Sent: Sunday, January 11, 2026 8:33 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject reducing violence with poster

Contact Information

Name: steve kokette

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number: *Field not completed.*

Please Share Your Comment, Question or Concern

I want to encourage you to take a new path to reduce violence in Roseville - one that might get you some state and/or national attention. It regards using a poster to be put up by the Roseville police.

I've made a documentary to reduce violence and crime. When it was released over a decade ago, I told people to find a film that would reduce violence more. The film is over a decade old now, and I'm still telling people to find a film that will reduce violence more.

Recently I've made a poster to reduce violence, so that it would reduce violence in and of itself, even if people never see the 87 minute documentary I've made to reduce violence. If you want to see the poster and read about how it will reduce violence in and of itself, go to www.onepunchhomicide.com, and then in the third sentence on the site - it has the word poster in it - click at the end where it says click here.

It can't be said the poster is too commercial, because it's not selling anything. Also, what is your administration doing that might reduce violence more?

If you don't like the idea of your police displaying posters, consider displaying it at your public libraries. The St. Paul and Oklahoma City libraries have sent me emails stating it's been sent to all their branch libraries for display.

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From: noreply@civicplus.com
Sent: Friday, January 9, 2026 9:27 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE Activity in Roseville

Contact Information

Name: Norma Jorgensen

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? No Reply Necessary

Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

As a resident of Roseville I am deeply concerned about recent ICE activity at Roseville High School and Middle School. I am asking the Mayor and City Council members to ban city cooperation with ICE unless they have judicial warrants. I request that we prohibit masked or unidentified arrests. I would like us to deny ICE use of city property (i.e. Central Park) by posting signage indicating they cannot use our parks as staging areas. I feel our local police force should NOT assist ICE with their unethical, inhumane treatment of ANY person in our community. Roseville is better than this. We need to lead

by example. We must show the world that we are a respectful, caring, compassionate community.
Thank you!

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From: noreply@civicplus.com
Sent: Friday, January 9, 2026 7:05 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Federal Immigration Enforcement in Roseville

Contact Information

Name: Rose Lam

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? No Reply Necessary
Remember to fill in the corresponding contact information.

Email Address:

Phone Number: *Field not completed.*

Please Share Your Comment, Question or Concern

I moved to Roseville two years ago, and I am proud to be a resident of this city. The presence of ICE in Roseville these past days and weeks has presented a danger to our community that I fear will only escalate. ICE has demonstrated a lack of professionalism, transparency, and training that puts our community at risk. Because of this, I implore you to institute a separation ordinance or otherwise prevent ICE from causing more harm in Roseville.

From: noreply@civicplus.com
Sent: Friday, January 9, 2026 3:13 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject	Federal Agents
---------	----------------

Contact Information

Name:	Jane
-------	------

Address:	Williams
----------	----------

City:	Roseville
-------	-----------

State:	MN
--------	----

Zip:	55113
------	-------

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number:	<i>Field not completed.</i>
---------------	-----------------------------

Please Share Your Comment, Question or Concern

I am voicing my APPROVAL of Federal Immigration Officers in our city.

Let them do their job to remove illegal criminal aliens in our city.
Our law enforcement officers and city staff should cooperate with them.
Thank you.

From: noreply@civicplus.com
Sent: Friday, January 9, 2026 6:34 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE in Roseville

Contact Information

Name: Mike Gregory

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? No Reply Necessary
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your
Comment, Question or
Concern

Given recent events in and around Roseville, I am concerned about the safety of our citizens.

Between the Roseville City Campus, the Oval, and more than 32 parks, the City owns and manages numerous locations that could be used for staging or conducting enforcement activities. The same applies to the County properties.

One concrete and immediate action the City and County can take is to post clear signage prohibiting the use of City-owned

and County-owned property by any federal, state, or local government entity or personnel for staging, processing, operations, or other activities related to civil immigration enforcement.

The City of Minneapolis adopted this approach on December 22 and has made sign templates publicly available.

I would like to suggest that the city council consider something like this here in Roseville. My neighbors are American Citizens of color and afraid of ICE. We need to demonstrate that we support them with public action.

Thank you for your consideration.

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From: noreply@civicplus.com
Sent: Thursday, January 8, 2026 2:31 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject 2 topics

Contact Information

Name: roger hess jr

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? No Reply Necessary
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

councilmember,

1) Police RMS - why do you want to go to a cloud based system? if there is an interruption in internet service, you can not, i assume, access this crucial information! if you do go with this new system, i hope you ask if there is a way to still access the information if the internet goes down.

2) Federal immigration activities in Roseville - since the federal government says these activities are looking for the "worst of

the worst" - who have committed crimes, why not have these organizations provide the Roseville Police with the names and documents about the crimes, so that the Roseville Police can then arrest these people, charge them, and have them go through the court system, rather than just having the Feds deport them. if a person commits a crime, shouldn't they go to court, and if found guilty, be sentenced, just like any other criminal. if a person commits murder, shouldn't they go to prison rather than just being deported?

have a great day!

roger
roger hess jr

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Email not displaying correctly? [View it in your browser.](#)



From: noreply@civicplus.com
Sent: Thursday, January 8, 2026 1:53 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Prohibiting federal law enforcement from city property

Contact Information

Name: Carol Marchel

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

I am appalled by the federal overreach and potential endangerment of Roseville residents posed by ongoing ICE raids. Roseville is and should be a welcoming place.

I strongly encourage the City Council to adopt policies and to publicly post notices that Roseville prohibits federal law enforcement from operating on City properties.

This action demands quick action on the part of City Council.

From: noreply@civicplus.com
Sent: Thursday, January 8, 2026 1:47 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject	Please act now
---------	----------------

Contact Information

Name:	Katherine Hills
-------	-----------------

Address:	
----------	--

City:	Roseville
-------	-----------

State:	MN
--------	----

Zip:	55113
------	-------

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:	
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Phone Number:	
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Please Share Your Comment, Question or Concern

Hello, my name is [Name], a Roseville resident. I'm emailing to demand immediate city action to restrict ICE operations. I'm asking the Mayor/Council to ban city cooperation with civil immigration enforcement without judicial warrants, end joint task forces, prohibit masked or unidentified arrests, deny ICE use of city property and contracts, cut funding for detention and transport, enact strong data-privacy protections, and hold public oversight hearings. Cities have the power to act now. Please protect Roseville residents and visitors. Thank you.

From: noreply@civicplus.com
Sent: Thursday, January 8, 2026 8:53 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE brutality

Contact Information

Name: Anne Hamre and Jerry Hopkins

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number: *Field not completed.*

Please Share Your Comment, Question or Concern

ICE, which has been confirmed active in Roseville (e.g., Walmart), is now killing observers in cold blood and in broad daylight. Please take action to protect our community!

Specifically, post clear signage PROHIBITING the use of City-owned property by any government entity or personnel for staging, processing, operations, or other activities related to civil immigration enforcement (see the Mpls ordinance as a potential model).

In addition, enact a strong separation ordinance so that our local public safety men and women do not become complicit in these federal atrocities.

Thank you,
Anne Hamre & Jerry Hopkins

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From: noreply@civicplus.com
Sent: Thursday, January 8, 2026 8:31 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Commitment against violent ICE actions

Contact Information

Name: Maria Traxler

Address: [REDACTED]

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted?
Remember to fill in the corresponding contact information.

Email Address: [REDACTED]

Phone Number: *Field not completed.*

Please Share Your

Comment, I am writing to urge the City of Roseville to make a commitment to protecting the safety of its residents and visitors against ICE. After ICE's conduct in MN over the past few months, and particularly yesterday with the murder of Renee Good and the chemical attacks on minors

Question or
Concern

and staff at Roosevelt High School, there is no room to pretend that their actions benefit the general public of MN or the USA.

I ask that the City clearly communicate that ICE is not allowed to use City property for staging, operations, etc. Example signage from Minneapolis:

https://www.facebook.com/story.php?story_fbid=1295034189333654&id=100064812543239

Additionally, the City must not provide assistance to ICE in the form of records access or other information sharing.

I further ask that the City make a clear and public commitment to policies that prioritize community safety, such as by passing a strong separation ordinance.

ICE's conduct is unconscionable and cannot be allowed in a free and caring society.

Thank you for your time.

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From: noreply@civicplus.com
Sent: Wednesday, January 7, 2026 6:22 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE operations in Roseville

Contact Information

Name: Jill Garvin

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number: *Field not completed.*

Please Share Your Comment, Question or Concern

Hello. I'm emailing to request immediate city action to restrict ICE operations.
I'm asking the Mayor/Council to ban city cooperation with civil immigration enforcement without judicial warrants, end joint task forces, prohibit masked or unidentified arrests, deny ICE use of city property and contracts, cut funding for detention and transport, enact strong data-privacy protections, and hold public oversight hearings.
Cities have the power to act now. Please protect Roseville residents and visitors. Thank you.

From:
Sent:
To:
Subject:

noreply@civicplus.com
Wednesday, January 7, 2026 4:46 PM
*RVCouncil; Rebecca Olson; Pat Trudgeon
Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject	Immediate Safety Action to Protect Roseville Citizens and Visitors
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Contact Information

Name:	Cari Gelle
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Address:	
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City:	Roseville
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State:	MN
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Zip:	55113
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This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted?	Phone
---------------------------------------	-------

Remember to fill in the corresponding contact information.

Email Address:	
----------------	--

Phone Number:	
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Please Share Your Comment, Question or Concern

Hello, I am a long time resident of Roseville, living and working in this city. I'm emailing to demand immediate city action to restrict ICE operations.

With increased ICE activity in our community—and particularly in light of today's tragic shooting of an observer—it is critical that our City and County leaders take visible, proactive steps to demonstrate their commitment to the safety of all neighbors. Between the Roseville City Campus, the Oval, and more than

32 parks, the City owns and manages numerous locations that could be used for staging or conducting enforcement activities. The same applies to the County properties.

One concrete and immediate action the City and County can take is to post clear signage prohibiting the use of City-owned and County-owned property by any federal, state, or local government entity or personnel for staging, processing, operations, or other activities related to civil immigration enforcement.

The City of Minneapolis adopted this approach on December 22 and has made sign templates publicly available. I am asking that the city post this signage asap, at a minimum.

Further, I'm asking the Mayor/Council to ban city cooperation with civil immigration enforcement without judicial warrants, end joint task forces, prohibit masked or unidentified arrests, deny ICE use of city property and contracts, cut funding for detention and transport, enact strong data-privacy protections, and hold public oversight hearings.

Cities have the power to act now. We cannot allow an incident like what happened in Minneapolis today to happen in the city of Roseville.

Thank you, Cari

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From: noreply@civicplus.com
Sent: Wednesday, January 7, 2026 12:52 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject ICE agents and police support

Contact Information

Name: Dean McLaird

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

What is the City's policy on police officers supporting ICE? I have not seen an official response and am curious why the City has not publicly articulated its view.

For example, here is what Maple Grove has put out:

Maple Grove Police Department is aware that federal government agents have recently conducted activity in our community. We want our residents to know that the Maple Grove Police Department enforces only state and local laws —

not federal immigration law for that is the federal government's responsibility. When federal immigration enforcement activity occurs in Maple Grove, our Police Department will not take an active part of those operations with federal agents. Our jurisdiction has not been notified in advance of current federal operations.

Maple Grove Police Department is legally required to ensure safety for all. That may involve assisting with crowd control as part of U.S. Immigration and Customs Enforcement (ICE) operations. Our officers will work to de-escalate situations but will not participate in enforcing immigration law. If protests or gatherings occur, our officers may respond to assess whether the activity is lawful, ensure public safety, protect everyone present, and maintain the peace for those exercising their First Amendment rights.

ICE is an independent federal law enforcement agency that is a part of the Department of Homeland Security. Maple Grove officers do not have authority over any federal agency and cannot intervene with any of their operations. For Maple Grove Police Department and the public, it is unlawful to obstruct ICE actions or activities.

When witnessing immigration enforcement, it is important for bystanders to stay safe and remain peaceful. Public access to streets and sidewalks must be maintained, and residents should follow the instructions of Maple Grove officers (if present) as they seek to keep everyone safe.

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From: noreply@civicplus.com
Sent: Wednesday, December 24, 2025 8:44 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Safe community for all

Contact Information

Name: Alana Howey

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted?
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

Dear Mayor Roe and full city council,

As a member of the Roseville Area League of Women Voters, I am writing to ask that you consider as one of the first items for the new year issuing a statement like the ones posted by Maplewood and Stillwater (see below) as well as by an increasing number of cities. Our League believes this would be a sign of the City's concern for our

immigrant neighbors and friends and illustrate the city's intent to be a welcoming community.

Thanks for your consideration!
Alana Howey

Maplewood: (<https://maplewoodmn.gov/2168/Safe-and-secure-community-for-all>)

Safe and secure community for all

The Maplewood City Council and City staff are aware of concerns regarding changes to federal immigration policies, possible enforcement actions, and the impact to Maplewood residents.

It is part of the City of Maplewood's' Strategic Vision of Community Inclusiveness that everyone is valued and respected, and that we celebrate our strengths as a diverse and multi-cultural, multi-lingual community.

What you should know:

The Maplewood Police Department focuses on public safety and constitutional protections, not immigration enforcement. Key points of our policy include:

- o Prohibition of Bias: Officers treat all individuals equally, regardless of immigration status.
- o Victim & Witness Protection: Officers do not question victims or witnesses about their immigration status as everyone must feel safe reporting crimes.
- o Detentions & Investigations: Officers cannot detain individuals solely for civil immigration violations.

Balancing Public Safety & Trust

Our priority is community safety. The City of Maplewood does not assist in immigration enforcement unless a public safety threat exists. If an individual poses a danger due to violent or criminal behavior, then we will assist in their apprehension. The Police Department remain committed to upholding the law while fostering trust with all community members.

Additional resources:

- o The Minnesota State Bar Association's Attorney Referral Service is available at www.mnfindalawyer.com
- o To avoid scams, you can use the Attorney General's publication entitled Hiring an Attorney for more information on how to find and hire a lawyer.

Given the complexity of the challenges involved, and the very real concerns expressed, we remain committed to being part of a broader coalition of stakeholders working to ensure support all who call Maplewood home.

Stillwater

(<https://www.stillwatermn.gov/Home/Components/News/News/914/15>)

City Statement on Public Safety and Federal Immigration Enforcement

Recent federal immigration enforcement activity in our region has understandably caused fear and uncertainty for some members of our community, particularly among our immigrant neighbors. We want to share some important information and provide reassurance.

What residents should know:

- The City of Stillwater and the Stillwater Police Department do not enforce federal immigration law; federal immigration enforcement decisions are made at the federal level and are outside the City's control.
- Stillwater police officers do not ask about immigration status and do not conduct immigration enforcement. We want everyone to feel safe calling 911, reporting a crime, or asking for help in an emergency.
- The Stillwater Police Department does not detain a person solely based on Federal Civil immigration violations.
- The Stillwater City Council is not considering a 287(g) agreement with ICE.
- Should federal enforcement activity occur in Stillwater, the City's priority would be the safety of everyone involved, maintaining calm, and reducing the risk of harm. Local police would be present only to support de-escalation and public safety.

What we are doing:

- The City is actively engaged with the Governor, our federal delegation, and regional mayors regarding these concerns.
- We are committed to working together as a community to support safety, respect, and belonging in Stillwater.

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From: noreply@civicplus.com
Sent: Sunday, December 14, 2025 8:24 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Follow Up Re Immigration Issues

Contact Information

Name: Cari Gelle

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email
Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

Hello City Council Members and Mayor Roe,

This is a follow up from my email last week regarding how the city interacts with and/or supports our immigrant community members.

Thank you, Mayor Roe, for your response. Council members, if I missed your response, please let me know.

I have a few specific follow up questions regarding a separation

ordinance. In light of the City of Minneapolis recently strengthening their separation ordinance, and in the light of reports of federal ICE/DHS agents' potentially illegal actions in the metro area, is Roseville considering creating a separation ordinance and/or strengthening any related language in its existing policies?

What conversations have Roseville leaders had on this subject with similar first ring cities/suburbs, (i.e. St. Louis Park, Golden Valley, Richfield, Edina, etc), to understand and compare policies?

Thank you,
Cari

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Email not displaying correctly? [View it in your browser.](#)



From: noreply@civicplus.com
Sent: Tuesday, December 9, 2025 8:27 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Please stand up to ICE

Contact Information

Name: Jamie Becker-Finn

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number: Field not completed.

Please Share Your Comment, Question or Concern

I was heartened to see public statements made in support of our Somali residents and other immigrant communities. I encourage you to move forward with passing a strong separation ordinance to make clear that city resources will not be used to assist or facilitate any of the actions of ICE in our city. I know we have some policies already in place and I encourage you to go further. Thank you.

Unless restricted by law, all correspondence to and from Roseville City government offices, including information submitted through electronic forms such as this one,

From: noreply@civicplus.com
Sent: Thursday, December 4, 2025 8:54 AM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Respectful treatment of our immigrant community members

Contact Information

Name: Alana Howey

Address:

City: Roseville

State: MN

Zip: 55113-6432

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

I feel strongly that the recent ICE raids have not been a humane way to address our immigration problem. The nasty rhetoric coming from the Trump administration appalls me. I want to live in a community that values all of its members. Please refrain from allowing our police to assist ICE (or potentially National Guard) in any raids. So many innocent people are getting caught up in this- harming families.

Unless restricted by law, all correspondence to and from Roseville City government offices, including information submitted through electronic forms such as this one,

From: noreply@civicplus.com
Sent: Tuesday, December 2, 2025 2:37 PM
To: *RVCouncil; Rebecca Olson; Pat Trudgeon
Subject: Online Form Submittal: Contact City Council

Contact City Council

Please complete this online form and submit.

Subject Support for Somali & Other Immigrant Communities in Roseville

Contact Information

Name: Cari Gelle

Address:

City: Roseville

State: MN

Zip: 55113

This form goes to the Mayor, all Councilmembers and certain City Staff. Due to the volume of emails submitted, a personal reply is not always possible.

How would you prefer to be contacted? Email

Remember to fill in the corresponding contact information.

Email Address:

Phone Number:

Please Share Your Comment, Question or Concern

Hello City Council Members, Mayor Roe & Manager Trudgeon,

I hope you are all well at this busy holiday time.

I just listened to and watched the live press conference, including Minneapolis Mayor Frey and St. Paul Mayor Carter, about the possibility of federal agents coming to the Twin Cities to target the Somali communities here.

This is particularly concerning to me, having been a resident of this metro area most of my life, (Roseville resident 36 years), and have significant relationships with Somali American citizens and other immigrant community members.

I just wanted to check in with the council and City leadership, as Roseville bounds both Minneapolis & St. Paul, and is itself a diverse and vital city with many important economic, educational, cultural and community impacts for the entire metro area. Can you comment on how you all are supporting our Somali community members, and other immigrant communities as well? What citywide initiatives or resources should I be aware of?

Thank you,

Cari



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FUTURE MEETING AGENDA HIGHLIGHTS

January 12, 2026

January 26, 2026 – City Council Meeting

- Black History Month Proclamation
- Optimist Day Proclamation
- Receive presentation from Liz Nowak, Visit Roseville President and CEO
- Receive Presentation from Attorney Mike Bradley regarding Broadband Franchise Agreements
- Discuss Legislative Priorities
- Consider Conditional Use at 2150 Hamline Ave.

February 9, 2026 – City Council Meeting

February 17, 2026 – Commission Interviews

February 19, 2026 – Commission Interviews

February 23, 2026 – City Council Meeting

			<u>Future Agenda Review - Longer Term Initiatives</u>				8/20/2025
			(items that likely require council discussion/action)				
<u>Item</u>			<u>Initiated By</u>	<u>Target Date</u>	<u>Status/Notes</u>		
Discuss penalties for license holders of mulitple businesses			Council	3rd/4th Quarter 2025	Liquor/Tobacco License Presumptive Penalties		
Roseville Fire role in medical transport			Staff	TBD	Ongoing discussions with Allina, etc.		
Review need of pet licenses			Council	TBD	Staff review amount of licenses issued and report back		
City Speed Limit Review on Local Streets			Strahan/Council	TBD	PWET will continue to work on issue and report back		
Sister City Relationship with Indigenous Tribal Nation			Strahan	TBD			