



Owen Sound Police Service Board

2nd Floor Board Room

Thursday November 27, 2025 at 10:00 a.m.

PUBLIC SESSION MINUTES

Members Present:	J. Thomson (Chair), B. O’Leary (Vice-Chair), C. Merton, M. Koepke, M. Dickson
Absent with Regrets:	Deputy Chief D. Bishop
Management Present:	Chief C. Ambrose, Inspector C. Matheson, and Inspector T. Doherty
Guests Present:	H. Zehr Police Service Advisor - Inspectorate of Policing
Minutes:	K. Wardell

Sgt. Josh Gurney was formally recognized by the Board for receiving the Ontario Medal for Police Bravery, awarded in acknowledgement of his exceptional courage and professionalism during a 2023 incident in which he safeguarded civilians and arrested two armed suspects.

1. Call to Order

Chair Thomson called the meeting to order at 10:20 a.m.

2. Land Acknowledgment

Chair Thomson read the land acknowledgment.

Chair Thomson reported that prior to today’s meeting, the Board met in closed session to review and discuss matters that in their opinion fell under Section 44 Item (6) and Item (2) (b) of the Community Safety and Police Act and Section 25 item b) of the OSPSB General Policy- 003 - Board Governance to discuss items related to:

- a. Matters regarding staffing

- b. Board Training
- c. Labour relations

3. Approval of the Agenda

Chair Thomson moved item 17 (a) Fee Schedule By-Law to the December agenda, and added under new business item 17 (h) OSPSB Minutes to Council.

Moved by B. O’Leary, seconded by C. Merton,

“That the agenda with the removal of 17(a): The Fee Schedule By-Law, and the addition of item 17(h) OSPSB Minutes to Council Committee dated November 27 2025, be approved.” CARRIED.

4. Declaration of Conflict of Interest arising out of the Minutes and Matters Listed on the Agenda. HEARING NONE

5. Presentations, Deputations, and Public question period.

- a) Promotion

6. Confirmation of the Minutes of the Public Session held October 29, 2025.

Moved by M. Koepke, seconded by B. O’Leary.

“That the minutes dated October 29, 2025 be approved.” CARRIED

7. Business arising out of the Public Session Minutes of October 29, 2025. HEARING NONE

8. Correspondence received

- a) Letter from Georgian College

Chair Thomson reported the receipt of a letter from Catherine Wareham, Faculty, Police Foundation Program from Georgian College thanking the service for a tour they received on October 15, 2025.

9. Chairman’s Report

Chair Thomson reported that he attended the OAPSB board of directors meeting on November 24, 2025 and that B O' Leary and he attended the OAPSB Labour Conference the following days on November 25th and 26th.

Topics presented included;

- OAPSB Updates: Plans for 2026
- How the Inspectorate of Policing Supports Police Boards as Employers
- Policing for the Future: Why Innovation Isn't Optional by Axon Canada
- Measuring the Impact of Policing

10. Governance

No new governance for the open session.

11. October Monthly Reports

- a) Criminal Investigations Branch and Drug Enforcement/Criminal Intelligence Unit
- b) Auxiliary Unit Report
- c) Community Oriented Response & Enforcement Unit
- d) Bail Compliance and Warrant Apprehension Unit
- e) Front Line Patrol and Collision Statistics
- f) Community Services Office
- g) Lost Hours and Training

12. Reports from Director of Civilian Services K. Fluney

13. Report from Director of Corporate Services S. Bell-Matheson and Director of Information Technology Services C. Hill

14. Report from Manager of Human Resources W. Pratt

As there were no requests for action in the above report, they will be placed on file with these minutes for information purposes.

15. Financial Update from the Chief of Police

Chief Ambrose reported that the 2025 budget is projected to be \$50,000 over budget by year-end, representing approximately 0.005% over the total approved 2025 budget of \$9,158,123.

Chief Ambrose reported that the draft 2026 budget has been revised and will be submitted to City Council for approval at a 7.49% increase. He noted that, following further review, several implementations have been deferred to better align projections with actuals, resulting in some salary gapping. He also advised that the Service will not have the anticipated recruits ready for the January OPC intake; however, the required number of candidates will be available for the March intake.

Member Merton asked whether any additional budget reductions could be made while still maintaining adequate, and effective policing in Owen Sound. Chief Ambrose clarified that given the current estimated expenses and the information available at that time, the proposed 7.49% increase was possibly the lowest possible amount in order to maintain an appropriate staff complement and to provide a more visible police presence in the downtown River District which has been voiced by citizens and business owners.

Moved by M. Koepke, and seconded by M. Dickson.

*“That the OSPSB approve the revised 2026 budget of 7.49% increase.” **CARRIED***

16. Operating Reports from the Chief of Police

a) Chief’s Activity Reports

As there were no requests for action in the above report, they will be placed on file with these minutes for information purposes.

17. Other Items and New Business

a) Fee Schedule By-Law

Moved to December agenda.

b) Follow up from Facilities Review with City

Chief Ambrose reported that following the facilities review with the City, the identified mold issue was promptly repaired, contained, and fully remediated. He confirmed that there was no health risk to employees at any time.

c) New Police Facility

Discussion ensued regarding the creation of this new board committee. It was suggested a committee composed of board members and non-board members be appointed to a Facilities Review Committee. It was expected this review and resulting direction from the review would survive the term of our current board members and appointing members from outside of the board would assure some continuity of knowledge.

Hank Zehr, the representative from the SOL GEN's Office reported that under;

- Section 42. (3) of the CSPA the composition of a committee shall be composed of any number of non-board members, as long as the majority of the committee is composed of members of the police service board.
- Section 35 (2) requires that committee members must complete the required training as prescribed under the Act.

Moved by C. Merton, seconded by B. O'Leary.

"That a Facilities Review Committee be established, and that board members submit the names of proposed committee representatives to the Chair by December 16, 2025 be approved." **CARRIED**

d) CSPA Aggregate Disciplinary Report

Chief Ambrose presented the CSPA Aggregate Disciplinary Report and noted that it will be published on the OSPSPB website by December 1st to ensure compliance with CSPA regulations.

e) COPS Retirement of Unit

Chief Ambrose reported that the Service reviewed the Citizens on Patrol (COP) Unit in light of new legislative requirements under the Community Safety and Policing Act, increased training needs, and potential liability concerns. Following discussions with the Unit organizer and consideration of alternative governance options, the COP membership voted on November 17, 2025, to retire the Unit. As a result, the COP Unit was formally retired effective November 18, 2025, and is no longer affiliated with the Owen Sound Police Service. The volunteers will be formally recognized at a final meeting on December 8, 2025.

f) 2026 OSPSPB Meeting Dates

Chair Thomson presented the proposed 2026 meeting dates. One scheduling conflict was identified, and the February meeting will be rescheduled to February 18, 2026. The dates will be added the OSPSB website.

g) December Meeting Date

OSPSB December meeting date to remain on December 16th but to have a start time of 8:00 a.m.

h) OSPSB Minutes to Council

Member Merton inquired whether full open board packages were still required when submitting minutes to Council, noting that other boards typically provide only summarized minutes. Chair Thomson advised that the volume of statistical information presented each month could not be effectively condensed into a brief summary without losing essential context. It was agreed that the full open board package will continue to be provided to Council members and will remain available on the Board's website

18. Termination of the Public Meeting

Having completed all of the business items listed on the agenda Chair Thomson terminated the closed meeting at 11:56 a.m.

Next Meeting: December 16th, 2025



Tuesday, November 11, 2025

Chief Craig Ambrose
Owen Sound Police Services
922 2nd Ave W
Owen Sound, ON N4K 4M7

Dear Chief Ambrose and the OSPS Team

Re: Thank you – Owen Sound Police Service Tour

On behalf of the Georgian College Police Foundations Program and its students, I wish to extend our heartfelt appreciation for the team effort that made our tour of your police service on Wednesday, October 15, 2025, such a success.

We especially appreciate the work that went into completing the first-year students' criminal record checks, at no cost to students or faculty, which enable us to experience the Corrections branch of the Canadian Criminal Justice System—a tour of Central North Correctional Facility—next week. This is a true example of Community Partnership in action. A special **Thank you to Jocelyn and Kim** for their work and flexibility with scheduling.

The warm welcome your team extended to our students and the clear, informative presentations made a lasting impression. I personally felt it was the best tour (of many) I've experienced in my years of visiting your facility.

Cst. Giles was welcoming and approachable, bringing many opportunities for learning during the tour. One student, Trinity, commented that: "*James...[was] teaching us from the perspective of an officer who works with the public...[his] main goal to keep us engaged and make us consider each are and job carefully and thoroughly.*" It is no wonder they were so focussed for the duration of the tour.

The coordination among officers and staff was seamless, and students consistently commented on how well they connected with the speakers in each section. Here are just a few of their reflections

Adian: "...vast amount of resources...interesting they're converting to 100% paperless...really enjoyed what everyone had to say...officers showed me [there's] more to policing than just patrol...day to day working of the officers"

Felicity: "Didn't realize detectives write search warrants."

Ryan: "[The] Dispatch room very interesting and very loud...[interesting] how warrants can take 3-5 days to write."

Trinity: "Constable Glode—his focus was on use of force and training. He spoke to us about the Barclay Room's use and also showed us how his fake/training taser operated."

Cassie: *"Dispatch area [was the] most interesting... (dispatching) for multiple places [was] really cool too."* Tyler added: *"amazing [how] they can manage 8 screens."*

Savannah: *"[they emphasized to] be respectful and [found it interesting] that it takes 2-3 months to become a dispatcher."*

Sara: *"Forensics really interesting and to see fingerprinting done by Jason. [The team] showed us how they work together, opportunities, and different sectors"*

Kohan: *"Coms room [was] just like in the movies... [and I liked forensics] because of all the stories she [Cory Fernando] told."*

Trinity: *"so interesting that we got to see what crystal meth and fentanyl look like in an evidence bag...many cool machines [in Forensics] ...cells particularly intriguing. Really cool...hygiene of the space...vibe shift as group instinctively grew quiet entering [cells]."*

Brayden: *"smaller police service=more personability"*

Venus: *"they were telling us to pursue our dreams...inspire our future."*

Abd: *"smaller service, many different opportunities within service"*

Carter: *"coordination with other services for efficiency."*

Please extend our sincere thanks to everyone involved in making this tour such a meaningful and inspiring experience for our first-year students of the Police Foundations Diploma Program. Your team's professionalism and generosity left a lasting impression - clearly, students were inspired!

Sincerely,



Catherine Wareham

Faculty, Police Foundations Program

Georgian College | 1450 8th Street East | Owen Sound ON | N4K 5R4

catherine.wareham@georgiancollege.ca

cc: Wendy Pratt, Human Resources

- Jocelyn Kazarian
- Cst. Giles
- Cst. Gloade
- Forensics Officer Fernando
- Jason Helm
- Kim Schwarting
- Dispatch Team
- Detective Curry
- Detective Martin
- Detective Bridgeman



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: CRIMINAL INVESTIGATIONS BRANCH AND DRUG ENFORCEMENT / CRIMINAL INTELLIGENCE UNIT – OCTOBER 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 26th, 2025

RECOMMENDATION(S):

For Information

INVESTIGATIONS

Homicides (July & August 2023) – Two of the three homicides from the summer of 2023 continue to require resources, although they are getting closer to completion. The court process for these cases, when scheduled, may create additional demands on staffing and resources.

UPDATES

HOMICIDE 3 – On October 20th, 2025 the three accused consented to their extradition. Logistical arrangements have begun for the offenders return to Canada to appear in court and face the charges.

Sexual Assault - (August 8th, 2025) – Members of CIB conducted a joint investigation with Bruce Grey Child & Family Services regarding two incidents of sexual assault by a 13-year-old young person on his 8-year-old half sister that occurred during the summer of 2025. The youth who was charged in the original case, was also determined to be a victim of previous sexual assault

UPDATE - A photo- lineup procedure was completed with a witness who positively identified the accused. An arrest warrant has been obtained and investigators are making attempts to locate and arrest the 43-year-old male offender. The man will be charged with sexual assault and sexual interference against the 13-year-old male victim.

Fire Investigation – On October 27, 2025, Emergency Services responded to a fire at Kelsey's Restaurant. A fire was extinguished by OSFD that caused a moderate amount of damage to the kitchen area. The Office of the Fire Marshal was contacted by OSFD for further investigation into the circumstances and cause of the fire. At this time, the cause of the fire has yet to be confirmed, and the Criminal Investigations Branch is working in conjunction with the Fire Marshal on the investigation.

ASSISTANCE TO UNIFORM PATROL

O.I.C duties – Cover platoon staffing for multiple shifts to permit in- service training

Arrest- Located and arrested an accused person on behalf of patrol member

Case Review- Intimate partner violence investigation

Search Warrants- Completed five Search Warrants to assist uniform with active criminal investigation.

MHCRT ACTIVITY

Officer Referrals/ Consultations = 1
Community Support Consultations/Referrals = 0
Incident Response/Support = 15
Proactive in Community Engagement (hours completed) = 1
STAR cases = 0

MEETINGS

Situation Table (STAR) Weekly Meetings
MARAM Monthly Meeting
Crown meeting, trial prep
Child Abuse Review Team Meeting

OTHER

Human Trafficking Awareness Town Hall
Assisted with police recruit interview

DRUG OVERDOSE INFORMATION

In October 2025 the city had no suspected drug related deaths.

To date, the Owen Sound has had (4) deaths from suspected drug overdoses.

Total drug overdose deaths in Owen Sound by year - 2024- 14
2023- 11
2022- 6
2021- 14
2020- 8

Missing Persons

No outstanding missing people.

SUBMITTED BY:

Insp. C. Matheson



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Auxiliary Board Report – October 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 26th, 2025

REPORT:

In October 2025, the Auxiliary Unit actively supported the Uniform Branch through ride-alongs, contributing a total of **238 volunteer hours**.

On October 20th, seven new Auxiliary Constables graduated from their eight-week training course. These members are eager to begin their volunteer roles and serve the residents of Owen Sound.

On October 30th, members of the unit participated in “Devil’s Night” patrols, assisting with proactive policing initiatives including crime prevention.

The Auxiliary Unit is currently in the planning stages of its annual food drive in support of the Owen Sound branch of the Salvation Army. Several food drives are scheduled to take place throughout November and December.

Members also look forward to continuing their involvement in community events, including the Remembrance Day Parade and the Santa Claus Parade in November.

OPERATIONS PLAN:

“Community Safety” and “Community Well-Being” are two of the four strategic priorities of the Owen Sound Police Service Board. Information in this Board report supports the 2023-2026 OSPS Operations Plan’s goals: to address safety concerns identified by the community; to improve police visibility in the River District and at other priority areas and to build and foster relationships with community groups.

SUBMITTED BY: INSP C MATHESON



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Community Oriented Response & Enforcement Unit – October 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 26th, 2025

RECOMMENDATION(S):

For Information

REPORT:

FOOT PATROL (Hours)	15.5
BICYCLE PATROL (Hours)	
CRIMINAL CHARGES	
CDSA	
PROVINCIAL OFFENCES	1

- **PRIMARY FOOT/ BIKE PATROL**

The C.O.R.E. Unit conducted strategic foot patrol duties throughout October focusing on the River District as well as areas that are the subject of citizen and business owner concern as detailed below. These locations have been reported as areas of concern for loitering, drug use and mischief.

- **The River District** – General patrols conducted.
- **Safe 'n' Sound Shelter** – Ongoing monitoring and support provided.
- **Bank Vestibules** – Checks conducted to deter overnight sleeping and loitering.
- **Circle K** – Continued loitering issues observed.
- **Downtown Laundromat** – Regular patrols to address nuisance activity.
- **Owen Sound Transit Terminal** – Presence maintained for community safety.
- **Local Schools**- Visibility patrols conducted for student safety.
- **Lawson's store** – Loitering and suspected CDSA use in the rear parking area.
- **Fulford's store** – Individuals located sleeping under the front door overhangs.
- **Waller Optical** – Reports of attempted entry at the rear of the building and drug use.
- **King and Associates** – Individuals camping in the parking lot area.
- **Middlebro & Stevens** – Reports of individuals defecating in the parking lot and loitering.
- **Co-operators Insurance** – Ongoing concerns with individuals leaving garbage and causing property damage while waiting for methadone.
- **Runner's Den** – General patrols conducted; no major issues noted.
- **Coates and Best**– Individuals sitting on benches, leaving garbage, and engaging in disruptive behavior impacting customers.
- **Homeless Encampments** – Checked in coordination with MHCRT to ensure well-being.
- **Scenic Cycle**– Reports of CDSA use across the street from the business and one incident involving a female urinating on signage.

- **RESOURCE ASSISTANCE TO UNIFORM PLATOON**
 - Covered for Platoon 1 staffing shortages on the following dates;
 - October 10th -11th
 - Covered Platoon staffing shortages to allow for Niche training on the following days;
 - October 21st – 28th
 - Traffic Direction and Control duties to assist during an MVC investigation October 16th.
- **OTHER DUTIES**
 - Attended Hillcrest elementary school for the Special Olympics event
 - Provided a station tour for the Georgian College Police Foundations students
- **NOTEABLE INVESTIGATIONS**
 - False fire alarm at the Owen Sound library, resulted in a trespass notice being served on behalf of the staff at the library.

SUBMITTED BY: INSP. C. MATHESON



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Bail Compliance and Warrant Apprehension Unit – October 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 26th 2025

RECOMMENDATION(S):

For Information

REPORT:

FOOT PATROL (Hours)	2
BICYCLE PATROL (Hours)	0
CRIMINAL CHARGES	5
WARRANT ARRESTS	6
PROVINCIAL OFFENCES	0
COMPLIANCE CHECKS	10

- **COMPLIANCE CHECKS**
 - B.C.W.A. conducted compliance checks on 10 known criminal and sexual offenders that are on release conditions and reporting obligations.
- **CRIMINAL INVESTIGATION**
 - B.C.W.A. provided investigative assistance by drafting and obtaining a total of six search warrants during the month of October.
- **COMMUNITY PARTNERS**
 - BCWA conducted foot patrols in the river district to increase visibility and attempt to locate persons wanted on warrants and monitor persons on court- imposed conditions of release.
- **ASSIST UNIFORM PLATOONS**
 - BCWA is assigned to the Criminal Investigations Branch.
 - BCWA assisted uniform patrol by working several shifts as a patrol acting supervisor.

OPERATIONS PLAN:

- BCWA is temporarily assigned to uniform patrol and the Criminal Investigations Branch to accommodate for resources.

ATTACHMENT(S):

N/A

SUBMITTED BY:

Insp. C. Matheson



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Front Line Patrol Report and Collision Statistics – October 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 26, 2025

RECOMMENDATION(S):

For Information

REPORT:

The following report highlights key metrics from OSPS Front Line Patrol, the RIDE program, and Collision Statistics for October 2025.

Front Line Patrol Report:

	Platoon #1-4		Traffic/Part Time Officers	
	October 2025	October 2024	October 2025	October 2024
Highway Traffic Act:	70	75	6	32
Compliance Reports:	6	3		
Recorded Cautions:	16	53	32	34
Liquor Licence and Control Act:	3	8		
Criminal Code/ CDSA:	210	109	2	0
Other POA/By-Law:	12	27	1	3
Foot Patrol:	53.5	76	23	35
Warrants Executed:	45	36	3	2
Court Security Hours			216.5	0

Reduce Impaired Driving Everywhere (RIDE):

There were a total of **eight** on-duty RIDE checks in the month of October with 199 drivers checked.

The total statistics for RIDE were:

- 23 officers
- 8 hours
- 199 drivers checked
- 0 roadside breath tests

There was a total of **four** impaired drivers charged during the month of October.

Collision Statistics:

Oct 2025 Sep 2025 Oct 2024

Total Collisions:	43	52	49
Collisions - East side	19	27	27
Collisions - West side	4	10	9
Collisions - parking lots	20	15	13
Fail to Remain Collisions	12	8	4
Collisions referred to CRC:	20	29	23
Collisions investigated by OSPS:	23	17	26

OPERATIONS PLAN:

“Community Safety” is one of the four strategic priorities of the Owen Sound Police Service Board. Information in this Board report supports the 2023-2026 OSPS Operations Plan’s goals: to address safety concerns identified by the community; to improve police visibility in the River District and at other priority areas; to address controlled substances, firearms, and violent crime; and, to promote road safety.

SUBMITTED BY:

Insp. C MATHESON

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Community Services
TO: Chair and Members of the Owen Sound Police Service Board
DATE: October, 2025

RECOMMENDATION(S)

For Information purposes

REPORT: COMMUNITY SERVICE OFFICER #569

The following report highlights key engagements of the Community Services Officer in October, 2025

Traditional Corporate and Social Media for OSPS (Community Outreach Education/Celebrations/Awareness/Media Releases)

- Retiring Dispatcher, Take Picture Missing Persons, #OperationImpact, Thanksgiving, Lock Up Property, River District Halloween, Wiarton Willy Went AWOL, Citizens Police Academy, Halloween Safety, Foot Patrol in the River District

COMMUNITY ENGAGEMENT & COMMITTEE WORK

CSO was off the first 2.5 weeks of October (surgery) & modified duties/shortened days rest of October

- Wheel & Ride Meeting- Community Partnership start up meeting for 2026 event with Kiwanis, Optimist & River District
- LEAPPS- Provincial meeting- OSPS Member
- VTRA planning meetings- Planning Committee

Community & School Presentations/Training

- No presentations or training in October due to absence from work followed by modified duties.

OPERATIONS PLAN

“Community Wellbeing” is one of the four strategic priorities of the Owen Sound Police Services Board. The work of the Community Services Officer is instrumental in progressing the 2023-2026 OSPS Operations Plan’s goal to build and foster relationships with community groups, specifically the following actions: by educating OSPS members and the community on OSPS partnerships; by focusing on preventative youth programming in cooperation with school board and community groups; and, by fostering and building relationships with diverse groups within the community.

ATTACHMENT(S):



(Pictures L-R Halloween in the River District & CSO vehicle out on Halloween Night)

SUBMITTED BY:

Jason Cranny, Community Services Officer #569



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Lost Hours – October 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 2, 2025

RECOMMENDATION(S):

For Information

REPORT:

The following report highlights key metrics from OSPS full time members for October 2025, including lost hours due to leave from sick time, short term disability (STD), and Workplace Safety and Insurance Board (WSIB).

Lost Hours:

Month/Year	SICK/STD			WSIB		
	Number of Fulltime Members	Total Number of Shifts (complete and partial)	Total Number of Hours	Number of Fulltime Members	Total Number of Shifts (complete and partial)	Total Number of Hours
September 2025	9	24	288	0	0	0
October 2025	9	51	276.5	0	0	0
October 2024	16	45	484 (-42.9%)	2	46	368 (-100%)
YTD 2024	38	299	2999	2	432	3456
YTD 2025	39	276	2786 (-7.2%)	2	218	1744 (-49%)

The total number of YTD sick/STD lost hours in October 2025 compared to October 2024 saw a 7.2% improvement. The reduction in hours is attributed to two members who were off on medical leaves returning to work on modified duties.

The total number of sick/STD lost hours in October 2025 compared to October 2024 saw a 42.9% improvement.

The total number of YTD WSIB lost hours for October 2025 compared to October 2024 saw a 49% improvement.

The total number of WSIB lost hours for October 2025 compared to October 2024 saw a 100% improvement.

WSIB Update:

We have one WSIB case involving a full-time member pending final resolution.

We had one WSIB claim involving a part-time member resolved with the member returning to full duties.

Other Personal Injuries:

We have two part-time staff off on medical leave relating to personal injuries. One member is returning to work in November the other member has no return-to-work date.

FINANCIAL/RISK IMPLICATION(S):

The loss of scheduled work hours is a potential financial risk and is monitored to ensure a balance with members' physical and mental wellbeing. Financial resources are required to provide ongoing member training, which is an essential to updating qualifications, knowledge, and ultimately organizational risk mitigation.

OPERATIONS PLAN:

"Our Members" is one of the four strategic priorities of the Owen Sound Police Service Board. Information in this Board report supports the 2023-2026 OSPS Operations Plan's goals: to promote members' mental and physical wellbeing; and, to promote professional development and training opportunities for all members.

SUBMITTED BY:

Wendy Pratt, Human Resources Manager



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Training – October 2025
TO: Chair and Members of the Owen Sound Police Service Board
DATE: November 26, 2025

RECOMMENDATION(S):

For Information

REPORT:

The following report highlights Training for Owen Sound Police Service members for October 2025.

Training:

Members attended the following courses:

- Crimes Against Women Conference– 1 Officer
- Major Case Management– 1 Officer
- Niche UA (new version)- Many sworn officers
- Child Passenger Safety Technician – 1 Auxiliary Member
- Incident Management System 200 (IMS200)- 2 Officers
- Canadian Criminal Intelligence System – 1 Officer

FINANCIAL/RISK IMPLICATION(S):

The loss of scheduled work hours is a potential financial risk and is monitored to ensure a balance with members' physical and mental wellbeing. Financial resources are required to provide ongoing member training which is an essential to updating qualifications, knowledge, and ultimately organizational risk mitigation.

OPERATIONS PLAN:

“Our Members” is one of the four strategic priorities of the Owen Sound Police Service Board. Information in this Board report supports the 2023-2026 OSPS Operations Plan's goals: to promote members' mental and physical wellbeing; and, to promote professional development and training opportunities for all members.

SUBMITTED BY:

Insp. C. MATHESON

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Records, Courts, and Bylaw Report – October 2025
TO: Chair and Members of the Owen Sound Police Service Board
DATE: November 26, 2025



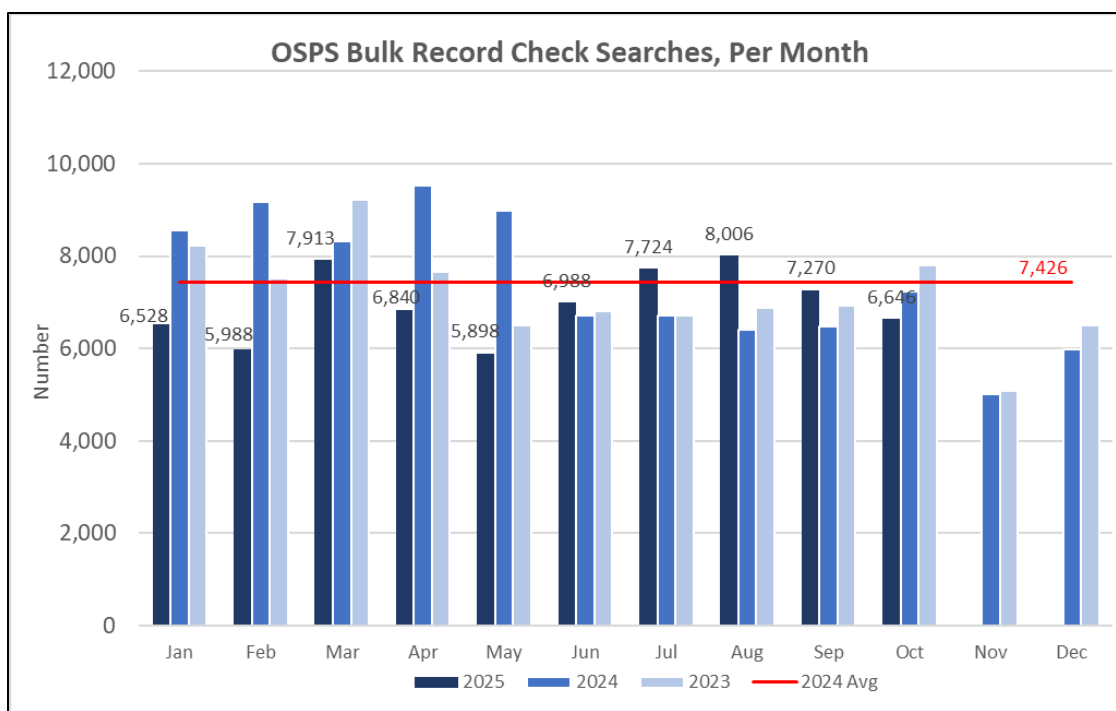
RECOMMENDATION(S):

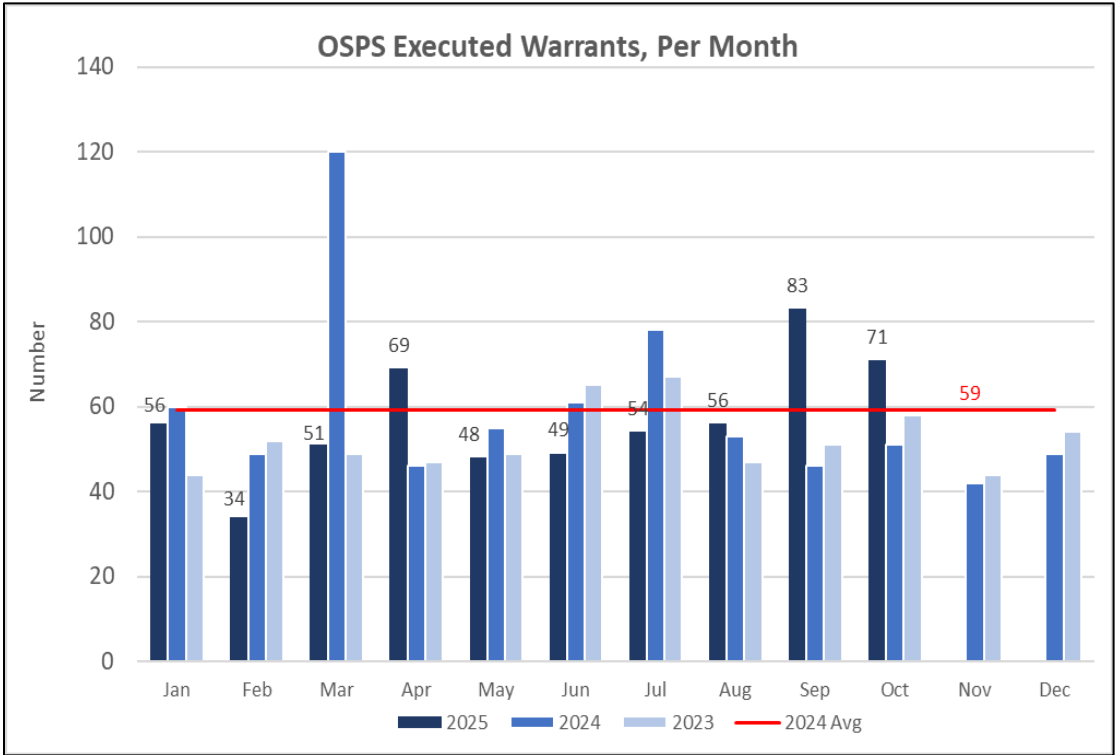
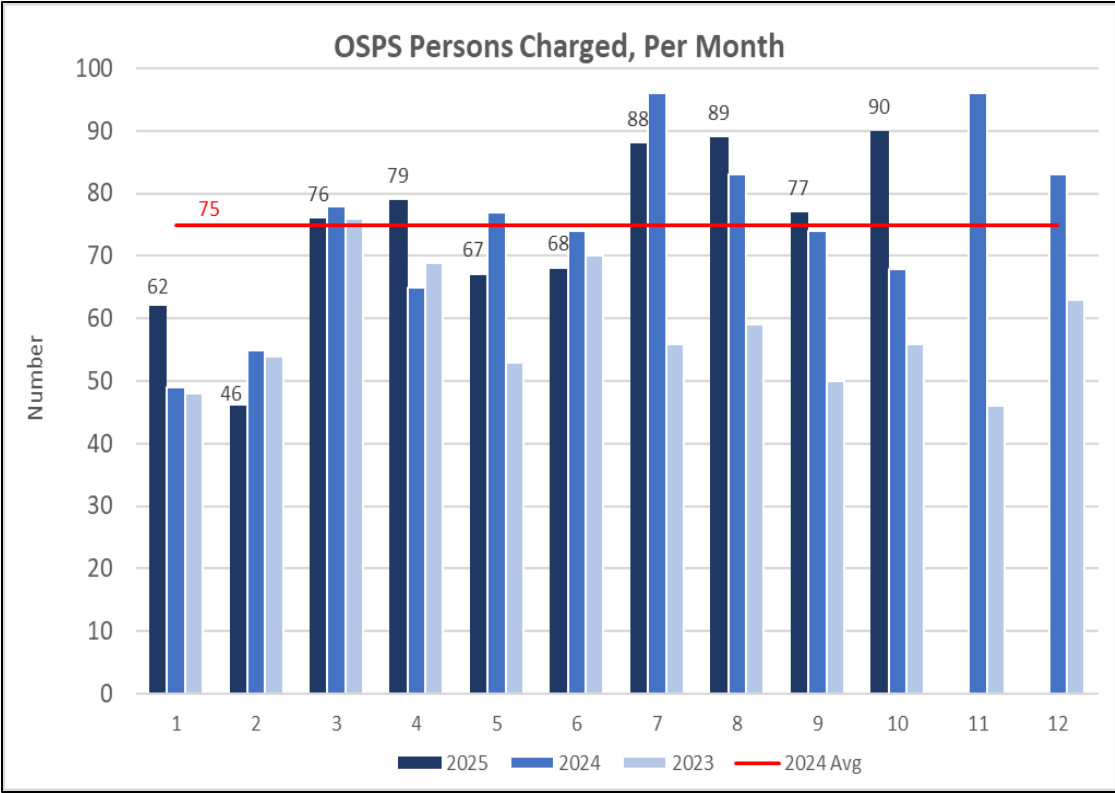
For Information

Report:

Records – October 2025:

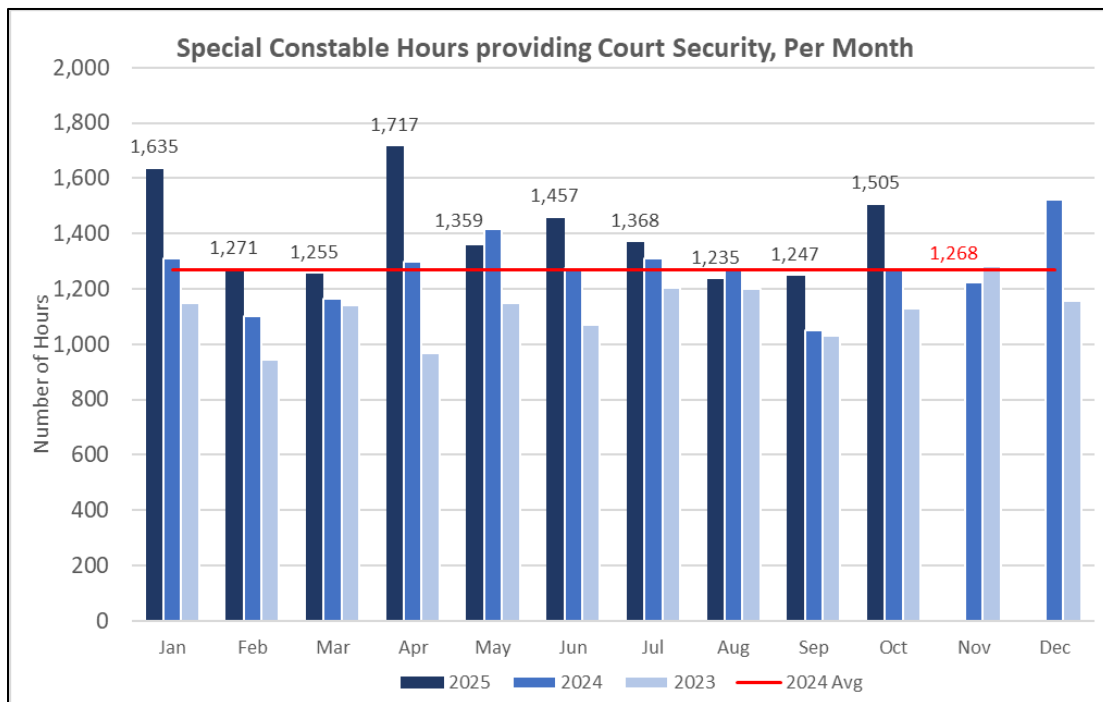
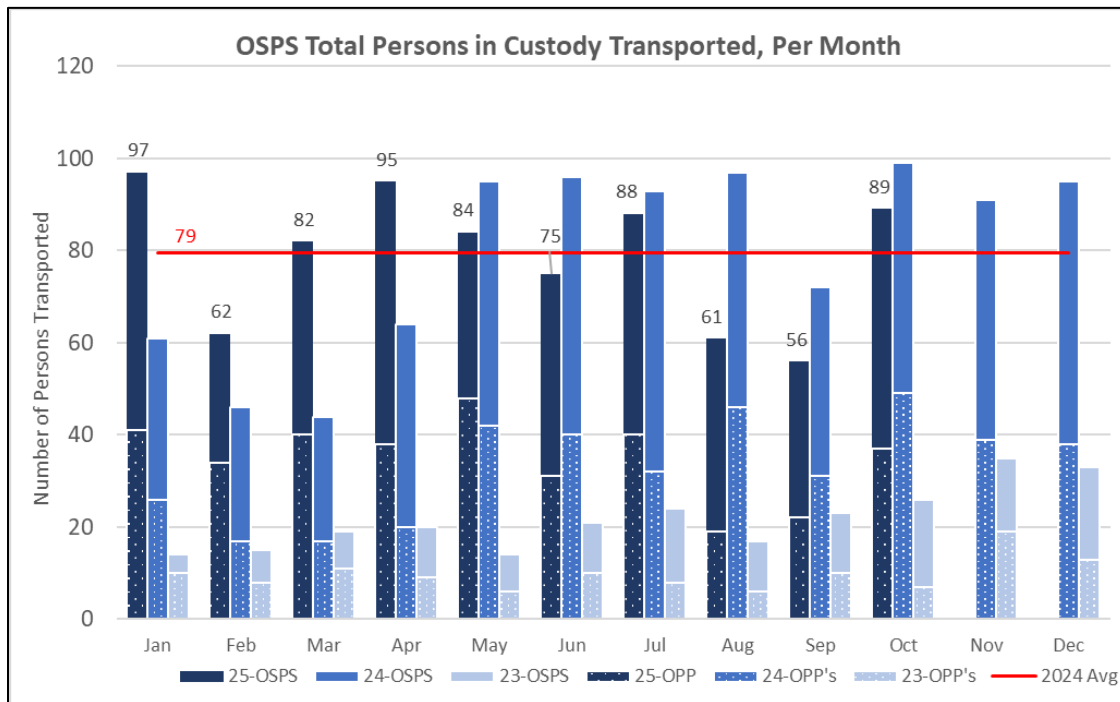
Records Operational Statistics							
	This Month	Previous Month		Same Month	2025	2024	
	OCTOBER 2025	September 2025	% Change	Previous Year	Year-to-Date	Year-to-Date	
				October 2024	Jan.1-Oct.31, 2025	Jan.1-Oct.31, 2024	
						% Change	
Records Services							
Bulk Record Check Searches	6,646	7,270	-8.6%	7,237	69,801	78,109	-10.6%
Executed Warrants	71	83	-14.5%	51	571	619	-7.8%
Persons Charged*	90	77	16.9%	68	742	719	3.2%





Courts – October 2025:

	This Month OCTOBER 2025	Previous Month		Same Month Previous Year October 2024	2025 Year-to-Date Jan.1-Oct.31, 2025	2024 Year-to-Date Jan.1-Oct.31, 2024	YTD % Change
		September 2025	% Change				
Court Services							
Total Custodies Transported	89	56	58.9%	99	789	767	2.9%
OPP	37	22	68.2%	49	350	320	9.4%
OSPS	52	34	52.9%	50	439	447	-1.8%
Video/Appearances	39	32	21.9%	29	329	501	-34.3%
Special Constable Hours	1505	1,247	20.7%	1,272	14,047	12,474	12.6%



Owen Sound Police Service now provides an armed officer at both the Ontario/Superior Court of Justice Courthouse and the Provincial Offences Court while courts are in session. This resulted in 7 armed officers scheduled per week to provide court security for the month of October totaling approximately 216.50 (+11.6% from September) hours for those officers. These hours are in addition to the 1505 (+20.7% from September) hours worked by the Special Constables for the month.

The increased number of work hours for Special Constable was a result of the number of Superior Court in-custody trial matters heard with one of those being a Walkerton Court in-custody matter. The Walkerton matter has been scheduled for several weeks at the Owen Sound Courthouse.

Bylaw – October 2025:

Nothing to report.

Financial/Risk Implication(s):

Providing court security and transporting persons in custody comes with inherent risk, while the efficient and accurate processing of judicial documentation is foundational to community safety.

OPERATIONS PLAN:

The administrative services within Records, Courts, and Bylaw are essential components of the OSPS Mission to deliver high quality policing services that strengthen public safety and community wellbeing. Community Safety and Sustainability are two of the four strategic priorities of the Owen Sound Police Services Board. As part of the Operational Plan, Court security costs will be assessed and reviewed annually to advocate for a sustainable police funding model.

ATTACHMENT(S):

Nil

SUBMITTED BY:

Krista Fluney, Director, Civilian Services

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Owen Sound Emergency Communications Centre (OSECC) - October 2025

TO: Chair and Members of the Owen Sound Police Service Board

DATE: November 26, 2025

RECOMMENDATION(S):

For Information

Report:

911 Calls – October 2025:

Source: Bell Flex reports	This Month	Previous Month		Same Month	2025	2024	YTD
	OCTOBER 2025	September 2025	% Change	October 2024	Year-to-Date Jan.1-Oct.31, 2025	Year-to-Date Jan.1-Oct.31, 2024	% Change
All Incoming 911 Calls (Number)	5,688	5,882	-3.3%	5,601	59,737	56,880	5.0%
Avg Daily Rate	183.5	196.1	-6.4%	180.7	196.5	186.5	5.4%
No Answer 911 Calls (Number)	409	437	-6.4%	509	4,957	5,059	-2.0%
Answered 911 Calls (Number)	5,279	5,445	-3.0%	5,092	54,780	51,821	5.7%
Avg Daily Rate	170.3	181.5	-6.2%	164.3	180.2	169.9	6.1%
Transferred to Secondary PSAP (Number)	3,856	3,853	0.1%	3,598	39,485	37,046	6.6%
Dispatched by OSECC (Number)	1,423	1,592	-10.6%	1,494	15,295	14,775	3.5%
Avg Daily Rate	45.9	53.1	-13.6%	48.2	50.3	48.4	3.9%

The OSECC operates as both a primary and secondary PSAP. Approximately 70% of answered 911 calls are transferred to another PSAP, while Communicators in the OSECC dispatch about 30% of 911 calls to OSPs, five other police agencies, more than 50 fire stations, and Grey County Transportation.

According to the Bell 911 Flex portal data, there were 5688 incoming 911 calls to the OSECC in October, representing a 3% decline in the daily rate since last month. This decline in volume is anticipated as the summer season ends and is on par with last October (Figure 1). The average daily rate of 911 calls dispatched by the OSECC (Figure 2) is also down in October, from its peak levels in June, July, and August and from the previous month, with the average dispatch rate of 911 calls at 45.9/day in October, compared to 53.1 in September.

So far in 2025, compared to this same time in 2024, there are year-to-date increases in 911 call volume in all streams, except the non-answerable 9-1-1 calls. The rate of incoming 911 calls is up (5.4%), rate of answered 911 calls up by 6.1%, transferred calls up 6.6%, and rate of dispatched 911 calls up by 3.9%.

FIG 1: OSECC Average Daily 911 Incoming Call Rate Per Month (911 Calls + No Answers)

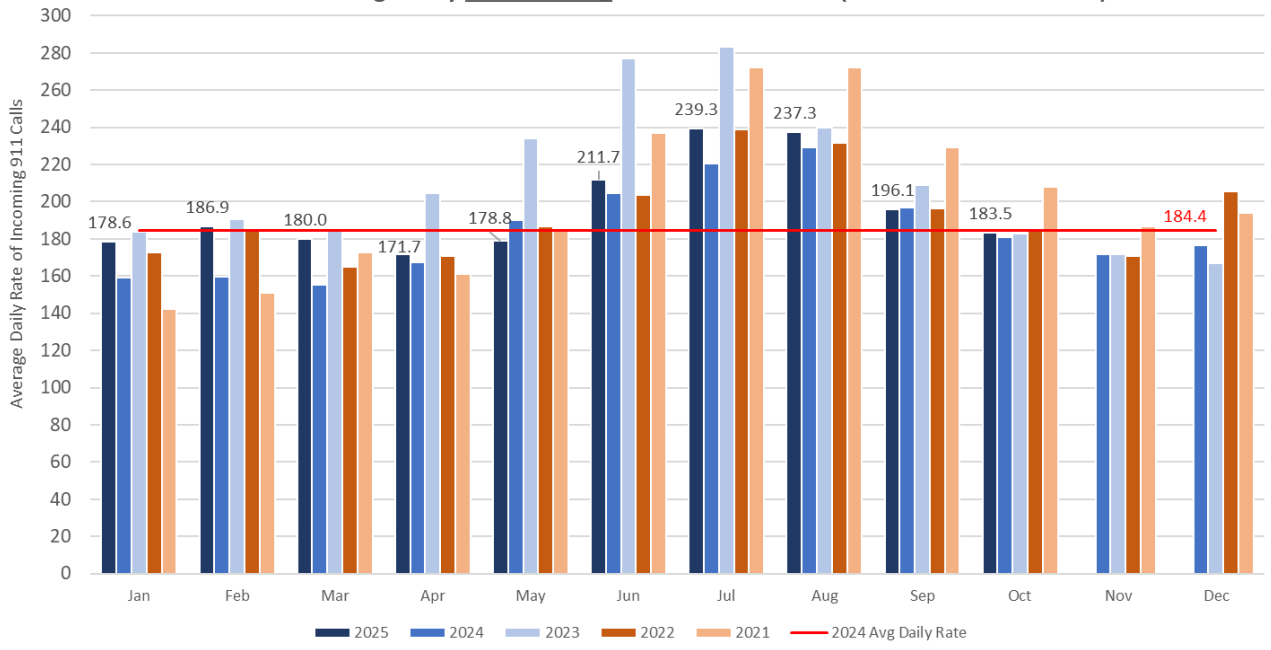
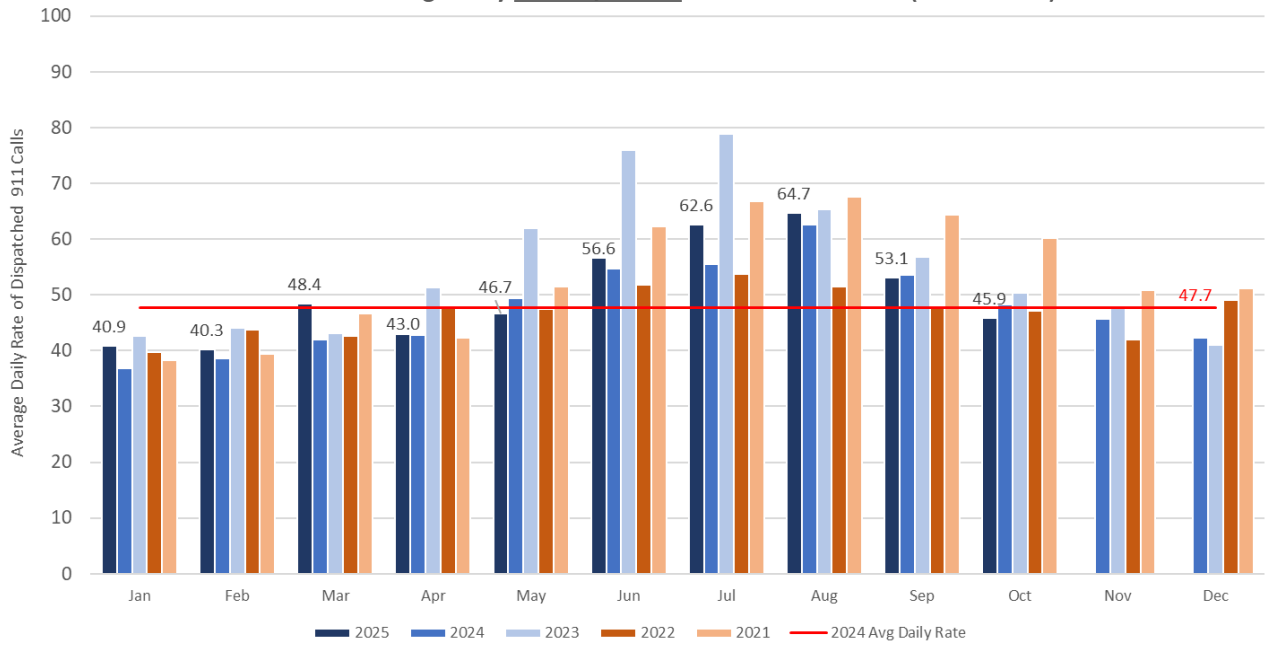


FIG 2: OSECC Average Daily 911 Dispatched Call Rate Per Month (OSECC PSAP)



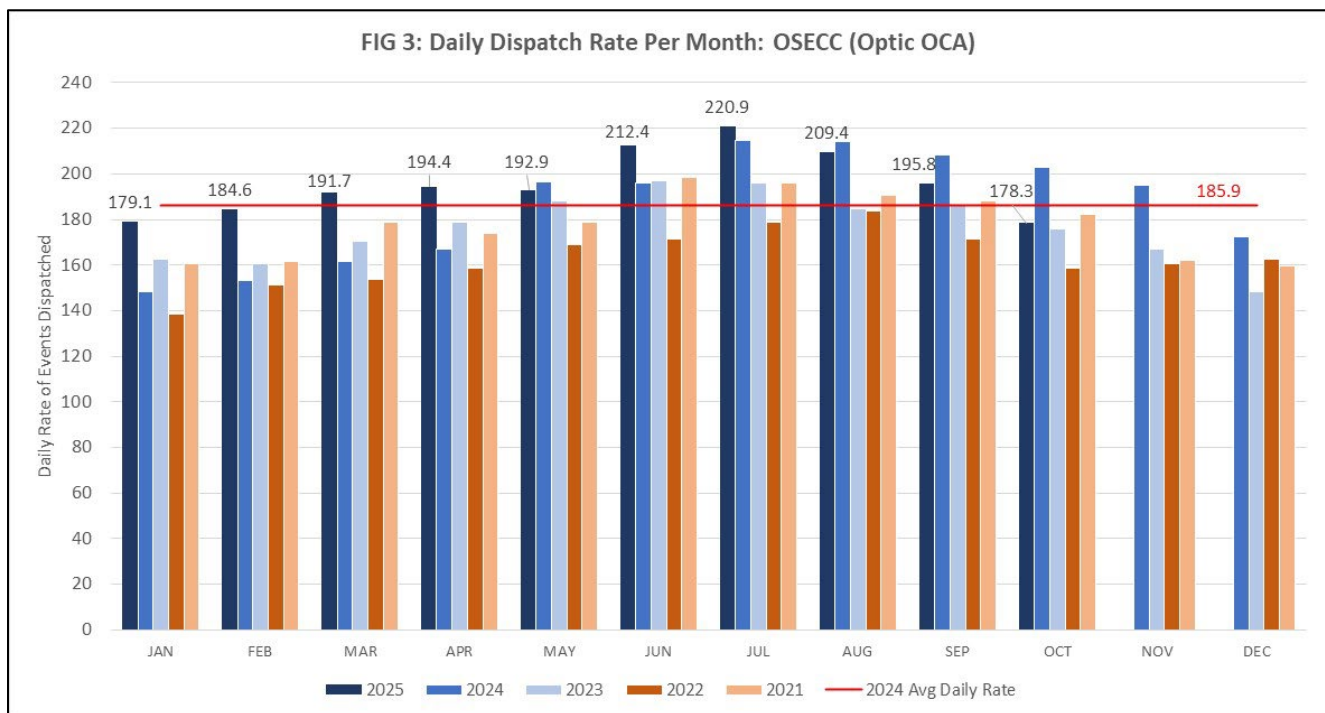
Computer Aided Dispatch (CAD) Events – October 2025:

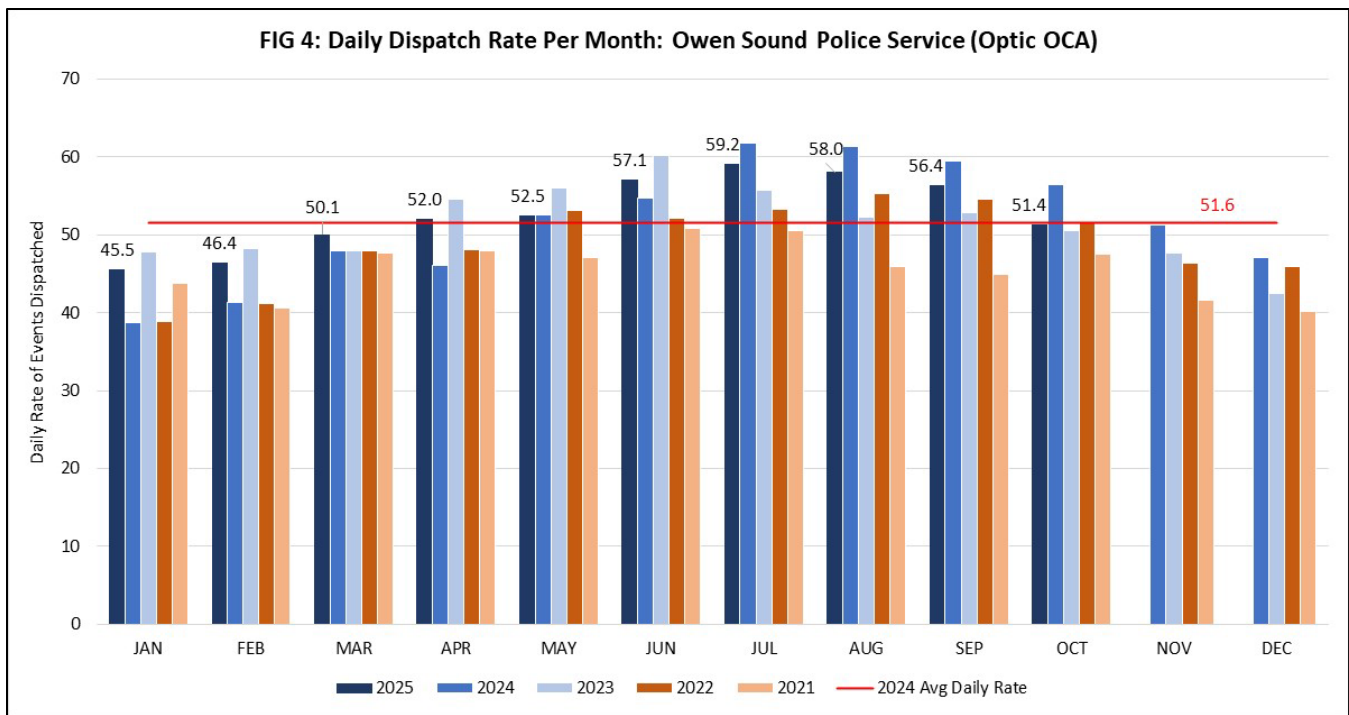
Source: OPTIC's OnCallAnalytics	This Month OCTOBER 2025	Previous Month		Same Month Previous Year October 2024	2025 Year-to-Date Jan.1-Oct.31, 2025	2024 Year-to-Date Jan.1-Oct.31, 2024	YTD % Change
		September 2025	% Change				
		All CAD Events in OSECC (Number)	5,527				
All Police (inc. OSPS)*	5,046	5,343	-5.6%	5,651	53,193	51,060	4.2%
All Fire	430	520	-17.3%	628	5,284	5,093	3.8%
Grey County Transport	51	12	325.0%	10	1,113	713	56.1%
OSPS	1,593	1,691	-5.8%	1,751	16,080	15,889	1.2%
All CAD Events in OSECC (Avg Daily Rate)	178.3	195.8	-8.9%	202.9	196.0	186.5	5.1%
All Police (inc. OSPS)*	162.8	178.1	-8.6%	182.3	175.0	167.4	4.5%
All Fire	13.9	17.3	-19.7%	20.3	17.4	16.7	4.1%
Grey County Transport	1.6	0.4	300.0%	0.3	3.7	2.3	59.1%
OSPS	51.4	56.4	-8.9%	56.5	52.9	52.1	1.5%

Calls that are dispatched through CAD come from a variety of sources such as the non-emergency (administrative) phone lines, walk-ins, officer generated, as well as the 911 emergency phone line.

According to CAD data captured in Optic's OnCallAnalytics platform, the average daily dispatch rate for all services dispatched by the OSECC in October dropped to 178 calls/day from its summer peak of 221 calls/day in July (Figure 3). This decline is expected with the change in seasons and is also reflected in the decline in calls dispatched for OSPS (Figure 4).

Year-to-date at the end of October 2025, compared to this same time in 2024, the OSECC is recording a 5% increase in the average daily dispatch rate. The year-to-date average daily OSECC dispatch rate in 2025 is now at 196 events/day compared to 186.5/day last year. Owen Sound Police Service's year-to-date average daily dispatch rate is up by 1.5%.





Information Technology (IT) Infrastructure – October 2025:

In October, the IT department completed both its primary and secondary site certifications for Next Generation 911 (NG911). This was completed by daily tests of two members for the entire month. Our organization can now meet its target of migrating to NG011 before the end of the year. Removing legacy systems support will follow upon migration. Substantial work still exists both for OSECC as well as our hosted platform for other agencies. Items include ongoing cyber security enhancements, analytics and documentation. This project will continue to be a major IT initiative for the next 12 months before it evolves to a lower priority of maintenance.

A communications refresh project was completed with radio vendors and the police services of Port Hope and Cobourg for lifecycle of equipment.

Additional radio infrastructure (repeaters) were installed at Brightshores Hospital to address communications connectivity issues in the emergency department for officers.

Training in Project Management was completed by the IT Director.

Financial/Risk Implication(s):

Risk management and contingency planning are integral to the day-to-day operations of a Public Safety Answering Point (PSAP). While the OSECC continues to grow and evolve, OSPS strives to maintain a balance of staffing that best aligns with workload demands, member wellness, emergency response standards, and contracted client expectations.

OPERATIONS PLAN:

Within the 2023-2026 OSPS Operations Plan, six unique actions have been identified as important to reach towards the goal of fostering a sustainable emergency communication centre. In addition, monitoring and publishing emergency response times to priority calls is part of the goal to address safety concerns identified by the community. Also, under the strategic priority of sustainability, developing a long-term IT plan that anticipates future IT priorities and demands is an important part of the goal to promote and plan for long-term succession.

SUBMITTED BY:

Suzanne Bell-Matheson, Director, Corporate Services

Chris Hill, Director, Information Technology

Marg Gloade, Strategic Analyst

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Human Resources – October 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: November 2, 2025

RECOMMENDATION(S):

For Information

REPORT:

Recruitment:

Conducted several first stage interviews for Recruit Constable vacancy, unfortunately none of the candidates were suitable to move to the next step of the process. We will be sponsoring an Indeed advertisement this month to recruit for the March intake.

The Service hosted a booth at the Community Open House at the Bayshore on the 20th however there was limited attendance from the general public.

Conducted interviews for four YIPI student positions took place. The students work after school from November through March averaging about 4 hours per week.

Staffing Overview:

The following are the staffing changes that have taken place during this reporting period.

- **Hires**
 - Calli MacArthur, PT Social Media/Communications Consultant (outside contractor)
 - She has a background in Journalism, Social Media and website.
- **Transfers/Promotions**
 - Dreya Tkach, PT Dispatcher to FT Dispatcher
- **Retirements/Resignations**
 - N/A

Other Projects

Examining functionality of Cloud OSL administrative software to assist with onboarding, time and attendance, training and quartermaster. Several areas participating in vendor demonstrations over the next 2 weeks.

With the implementation of Microsoft 365 Human Resources is working with other departments across the organization to develop the architecture for storing and accessing data in a centralized location.

Time has been spent on a course that will inform how we want to structure our data across the Service and the project team will be working together over the coming months to migrate our information from our current server storage to the cloud.

FINANCIAL/RISK IMPLICATION(S):

Salaries and benefits of personnel are more than 90% of the police service's operating budget. People are the foundation of our service. Human resource management helps reduce and prevent risk with proper training, health and safety measures, attention to staff wellness, and appropriate staffing levels.

OPERATIONS PLAN:

"Our Members" is one of the Board's four Strategic Priorities in the 2023-2026 Operations Plan. The scope of Human Resources embraces many of the Plan's goals, such as: promoting members' mental and physical wellbeing; promoting professional development and training opportunities for all members; and promoting and planning for long term succession.

SUBMITTED BY:

Wendy Pratt, Human Resources Manager



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – September 2025

TO: Chair and Members of the Owen Sound Police Services Board

DATE: November 20, 2025

- Days Off/Annual Leave – 3 days
- Swearing In for Insp. Doherty, Insp. Matheson, Cst. Singh & Cst. Kinal – 3 hours
- OACP Zone 5 Executive Meeting – 1 hour
- OSECC Issues and Meeting – 16 hours
- Grant Writing and Discussions – 7 hours
- OACP/Solicitor General Meeting– 1 hour
- Grey Bruce Police Leaders – 3 hours
- Safe and Sound Outreach Speaker Series – 2 hours
- OACP March Past Constable Kinal and Singh – 1 day
- OACP Small and Mid Sixed Chiefs Meeting, London – 2 days
- Budget 2026 Prep and Meetings – 7 hours
- Hiring Interviews – 3 hours
- Court Management Meeting – 1 hour
- Emergency Management Powering Preparedness Hydro One, Sydenham Campus – 1 day

SUBMITTED BY:

Craig Ambrose, Chief of Police



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – October 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: November 20, 2025

- Days Off/Annual Leave – 7 days
- Grant Writing and Discussions – 3 hours
- OACP Zone 5 Executive Meeting – 1 hour
- OSECC Issues and Meeting – 11 hours
- City Meetings– 6 hours
- Community Drug & Alcohol Strategy Steering Committee – 2 hours
- HMCS Margaet Brooke Tour & Sailing – 1 day
- OACP Zone 5 Meeting, Guelph – 7 hours
- Budget 2026 Prep & Meetings – 4 hours
- Community Safety and Wellbeing Planning – 2 hours
- 4th Annual Rural Response to Femicide Prevention Forum, Clinton – 1 day
- Court Security Meeting – 1 hour
- Staff Appreciation Event, Heartwood – 4 hours

SUBMITTED BY:

Craig Ambrose, Chief of Police



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: CSPA Aggregate Disciplinary Report
TO: Chair and Members of the Owen Sound Police Services Board
DATE: November 27th, 2025

REPORT:

The Community Safety and Policing Act (CSPA) which came into effect on April 1st, 2024, contains new requirements at Section 215(1) which states that;

A chief of police shall report, in accordance with the regulations, to the police service board or, in the case of the Commissioner, to the Minister regarding the aggregate disciplinary measures the chief has taken under this Part.

Regulation 90/24 of the CSPA then states at Section 9(1);

A chief of police shall, at a minimum, provide a report to the police service board or the Minister under subsection 215 (1) of the Act by June 1 and December 1 of every year.

The report shall contain the following information respecting the period covered by the report:

- 1. Each provision of Ontario Regulation 407/23 (Code of Conduct for Police Officers) made under the Act under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision.*
- 2. The number of times a disciplinary measure was imposed,*
 - i. under section 200 of the Act, without a hearing under section 201 of the Act,*
 - ii. under section 200 of the Act, following a hearing under section 201 of the Act, or*
 - iii. following a hearing under section 202 of the Act.*
- 3. If a disciplinary measure referred to in paragraph 1, 2 or 3 of subsection 200 (1) of the Act was imposed, for each paragraph,*
 - i. the average number of days or hours, and*
 - ii. the total number of days or hours.*
- 4. Any imposition of a disciplinary measure under section 200 of the Act without a hearing under section 201 of the Act in a previous period that was upheld, varied or overturned following a hearing during the*

period covered by the report, and information respecting any consequent effect on information included in a previous report.

(3) If the police service is divided into detachments or other sub-units, the information listed in subsection (2) shall be presented separately with respect to each detachment or sub-unit.

(4) The police service board or Minister shall publish each report on the Internet within 30 days of receiving it.

This report will cover the time period from June 1st, 2025 through November 27th, 2025.

During this time period, the Chief of Police imposed a disciplinary measure requiring a report under this section on one occasion.

A police officer with the Owen Sound Police Service was found to have committed a misconduct under Section 12(1) of Ontario Regulation 407/23 of the Community Safety and Policing Act, Code of Conduct for Police Officers as follows;

- A police officer shall not, in the course of their duties, use abusive language with any person or otherwise treat any person in a manner that is abusive.

A disciplinary measure of eight (8) hours forfeiture of time off was imposed by the Chief pursuant to Section 200(1) of the CSPA and agreed to by the officer to resolve the matter on September 19th, 2025.

In compliance with Section 9(4) of Regulation 90/24 it is recommended that the Board, on approval, publish this report to the Service's website within 30 days of receipt.

SUBMITTED BY:

Deputy Chief D. Bishop



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: CITIZENS ON PATROL (COP) UNIT
TO: Chair and Members of the Owen Sound Police Services Board
DATE: November 27th, 2025

RECOMMENDATION(S):

For decision.

REPORT:

The Citizens on Patrol Unit has existed as a volunteer group with the Owen Sound Police for more than 30 years.

With recent changes to the legislative requirements for police services under the new Community Safety and Policing Act, as well as consideration given for various training requirements, and potential liability risk exposure under the Workplace Safety and Insurance Board and our insurance carriers, the Service has had to reevaluate the program with an eye to whether continuation of the program can remain viable.

A number of similar programs which had been operating in other jurisdictions such as Saugeen Shores have been recently shut down, and only a couple remain in larger Services where budget allocations allow for expenditures for training, uniforms and a Service supplied vehicle to alleviate some of the risk exposure.

In a meeting with the local COP Unit organizer held on October 31st, the various challenges were outlined along with the rationale of the Service to seek to divest itself from the Unit. An alternative was offered which entailed the Service supporting the Unit with approaching the River District Board of Management to determine whether they would consider maintaining the Unit as an entity of their organization, particularly considering that the Board of Management has been the sole funder of the Unit for the last number of years.

At a meeting of the COP Unit membership on December 17th, the membership voted unanimously to retire the Unit rather than to seek out changes to their structure.

As a result, the Unit has been retired effective December 18th, 2025 and is no longer a volunteer entity of the Owen Sound Police Service. Formal recognition of the volunteers will be provided at a final meeting to be held on December 8th, 2025.

SUBMITTED BY:

D. Bishop
Deputy Chief of Police

2026 OSPSB Meeting Dates

- January 28,2026
- February 24,2026
- March 25, 2026
- April 22,2026
- May 27, 2026
- June 24,2026
- September 23,2026
- October 28,2026
- November 25,2026
- December 16,2026