



Owen Sound Police Service Board

2nd Floor Board Room

Wednesday January 28th, 2026

PUBLIC SESSION MEETING MINUTES

Members Present:	J. Thomson (Chair), B. O’Leary C. Merton, M. Koepke (Vice Chair), M. Dickson
Management Present:	Chief C. Ambrose, Deputy Chief D. Bishop, Inspector C. Matheson, and Inspector T. Doherty
Guests:	A. Byers- OSPA Representative, M. Gloade- Strategic Analyst
Via Zoom:	H. Zehr Police Service Advisor - Inspectorate of Policing
Minutes:	K. Wardell

1. Call to Order

Chair Thomson called the meeting to order at 9:00 a.m.

2. Land Acknowledgment

Chair Thomson gave the land acknowledgment.

3. Election of Chair

Chair Thomson turned the meeting over to Kayla Wardell, the board’s Executive Assistant, to conduct the annual election of chair and vice chair for 2026.

Election of Chair (2026 Term):

Nominations for the position of Chair were called from the floor. Brian O’Leary nominated John Thomson. No further nominations were received. Nominations were closed, and John Thomson was acclaimed as Board Chair for the 2026 term.

Election of Vice Chair (2026 Term):

Nominations for the position of Vice Chair were called from the floor. Brian O’Leary nominated Marion Koepke, who accepted the nomination. No further nominations were received. Nominations were closed, and Marion Koepke was acclaimed as Board Vice Chair for the 2026 term.

K. Wardell turned the meeting back over to the Chair Thomson.

4. Approval of the Agenda

Chair Thomson added the following items to the agenda;

1. Report on Building and Facilities. This could come right after item 15 report from HR Manager. He also requested that this item become a standing item under reports for future meetings.
2. Under Other Items and New Business add item 18 g) for a report on Police Race- and Identity-Based Data

As there were no other additional items Chair Thomson called for the motion to approve the agenda.

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

“That the agenda dated January 28, 2026, be approved.” CARRIED.

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

6. Presentations, Deputations, and Public question period.

a) Promotion

Chief Ambrose formally acknowledged Sergeant M. Holovaki on his promotion to Sergeant.

b) COP Program Recognition

Chief Ambrose and Deputy Chief Bishop recognized the members on behalf of the Board and expressed their sincere appreciation for their dedicated service and commitment to the community during their time being a part of the COP program.

- Caron, Jean Paul
- Lorenz, Jeff

- Genereaux, John
- MacPhatter, Rob
- Scribner, Ralph
- Wardrop, Rick
- Wood, Brian

7. Confirmation of the Minutes of the Public Session held December 16, 2025.

Moved by M. Dickson, seconded by C. Merton.

“That the minutes dated December 16, 2025 be approved.” CARRIED

8. Business arising out of the Public Session Minutes of December 16, 2025.

Chair Thomson reported that the December minutes indicate the mould matter was addressed through the City; however, only the identified areas of concern were assessed, not the entire building, and remedial work has not yet been completed. The minutes will be amended accordingly and posted to the website once finalized.

9. Correspondence received

- a) Crime Stoppers of Grey Bruce October to December 2025 Coordinator's Program Report
- b) Letter from SOL GEN MMAH
- c) Letter from Chair Thomson and Chief Ambrose to Ontario Minister of Finance re: 2026 Pre-Budget Consultation Submission

10. Chairman's Report

- Chair Thomson reported on the following;
 - Attended a swearing in and appointment ceremony on December 31, 2025 for three new recruits.
 - On January 16, 2026 Chief Ambrose presented the board's 2026 budget to council. A more detail discussion around the Budget 2026 came up later under new business.

11. Governance

H. Zehr directed the Board to review Memo 8 regarding the IoP's plan to begin publicly releasing Inspector General Decisions along with the corresponding Findings Reports. These Decisions and Findings Reports result from the IoP's investigations into public complaints submitted under the Community Safety and Policing Act (CSPA). Their publication reflects the IoP's commitment to transparency, accountability, and continuous improvement.

12. December Monthly Reports

- a) Criminal Investigations Branch and Drug Enforcement/Criminal Intelligence Unit (CIB), Community Oriented Response & Enforcement Unit (CORE) and Bail Compliance and Warrant Apprehension Unit (BCWA)
- b) Auxiliary Unit Report
- c) Front Line Patrol and Collision Statistics
- d) Community Services Office
- e) Training

13. Reports from Director of Civilian Services K. Fluney

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

15. Report from Manager of Human Resources W. Pratt

- a) Lost Hours
- b) 30Forward Initiative

16. Building and Facilities Update

Inspector Doherty provided an update on building and facilities matters, noting several items currently under review, including:

- Parking
- Water filling station
- Interior painting
- Mold remediation
- HVAC
- Door installation for Inspector Matheson's office
- Main floor bathroom renovations

Inspector Doherty will bring a detailed chart to the next meeting outlining each item and the actions being taken.

17. Financial Update from the Chief of Police

Chief Ambrose reported that they are waiting for final numbers from the city to be able to provide the final yearend financial position for 2025.

18. Operating Reports from the Chief of Police

a) Chief's Activity Reports

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

19. Other Items and New Business

a) Annual Reports

- i. 2025 Public Complaints Annual Report
- ii. 2025 SIU Annual Report

b) Fee Bylaw

Chair Thomson reported that the fee bylaw is being sent to D. Preston for review, and the addition of the BROAD fee. It will be added to the Board's February meeting for 1st and 2nd reading.

c) MHA Wait Times 2025

Chief Ambrose reported that the OSPS, through its Mobile Crisis Response Team (MCRT), continues to respond to mental health-related calls with the goal of improving access to crisis care and reducing unnecessary hospital apprehensions. The MCRT now includes a plainclothes officer and two CMHA Crisis Workers and works closely with health partners to support individuals in crisis. While hospital transfers under the Mental Health Act (MHA) can still result in police wait times, police-hospital protocol implemented in 2020 and reinforced through ongoing collaboration with Brightshores Health System has led to measurable improvements. In 2025, MHA occurrences declined by 13% compared to 2024, average hospital wait times remained under the two-hour protocol threshold, and total monthly police wait time decreased by approximately 29% since 2023, demonstrating improved and more efficient transfers of care while maintaining public and patient safety.

d) Budget 2026

- Chair Thomson reported that Chief Ambrose presented the board's, 2026 budget to council on January 16, 2026.
- Chief Ambrose's presentation was included in today's board package. Slides three and four give an excellent synopsis of the challenges facing the service in 2026.
- Included in the board package was a copy of Carol Merton's motion requesting city council support the OSPS budget request of 7.23 percent and incorporate within the Strong Mayor's Budget to ensure adequate and effective police services for community safety. This motion was defeated by council.
- Chair Thomson reported there were a couple of comments made near the end of the meeting he would like to address.
 - The first comment was that the cost of Owen Sound's police service per capita was the highest in Ontario. He could not find any vetted data to support that claim and most calculations show we are somewhere in the middle range.
 - The OAPSB, together with AMO, PAO and the OACP, are in the process of forming a joint working group to explore costs per capita more formally. The intent is to look at a consistent method of reporting costs and better ways to understand, explain the cost of policing, including how it can be communicated to boards, councils, and the public,
 - Ministry staff have also expressed an interest in being involved to assist with this work. Updates from this working group will be provided to the board as they become available.

e) March Meeting Date

Chair Thomson requested the March 25, 2025 meeting date be move up to March 18, 2026. Members in attendance agreed to move the March meeting date. The website will be updated to reflect the new date.

f) 2025 Opioid Situation Report

Chief Ambrose reported the 2025 Opioid Situation Reports for Grey Bruce indicate a significant reduction in opioid-related harm compared to previous years; however, the data shows that the majority of reported overdoses occurred in Owen Sound, highlighting the continued local impact. In 2025, suspected opioid-related overdoses declined by 61% and fatalities decreased by 77% from 2024, with no opioid-related deaths reported during the October–December 2025 period. Harm-reduction efforts remain critical, with over 4,500 naloxone kits distributed and more than 2,000 individuals trained in their use across the region in 2025; naloxone was used in most reported overdoses and was highly effective in reversing them. Fentanyl continues to be the most commonly reported substance.

g) Race and Identity

M. Gloade reported that there is an increasing demand for disaggregated race- and identity-based data to better understand and address systemic inequities within the criminal justice system. Ontario’s Anti-Racism Act, 2017 provides the legislative authority and standards for the collection, analysis, and reporting of such data, including mandatory race-based data collection in police Use of Force reporting. Since 2020, all Ontario police services have been required to submit Use of Force Reports that capture officers’ perceived race of individuals involved. A 2025 Ministry of the Solicitor General analysis of 2024 data identified disparities in firearm use across perceived race groups, particularly in incidents where individuals were perceived as unarmed, while noting that these findings do not in themselves establish bias and may be influenced by unexamined contextual factors. Provincial and national initiatives led by Statistics Canada, the CACP, and the OACP continue to expand and refine race- and identity-based data collection to improve transparency and accountability. The Owen Sound Police Service will present its 2025 Use of Force report to the Board and remains committed to ongoing collaboration, legislative compliance, and community-informed approaches to addressing racial inequities.

h) Policy Review

As per request from B. O’Leary, Chair Thomson reported that Policy OSPSB GP-009 Financial Management will be added to the February agenda for review by the board.

20. Motion to move into Closed and Confidential Closed Session

Moved by M. Dickson and seconded by C. Merton

“That the board move into closed session and upon termination of the closed session the board move into confidential closed session. These meetings are to review and discuss matters that fall under Section 44 item (2) of the Community

Safety and Police Act and Section 25 item b) of the OSPSB General Policy 003-Board Governance to consider:

- a. Educational or training sessions.*
- b. Litigation or potential litigation affecting the board, including matters before administrative tribunals;*
- c. A position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the board;*
- d. personal matters about an identifiable individual, including members of the police service or any other employees of the board;*
- e. labour relations or employee negotiations;" **CARRIED***

21. Reporting out of Closed Session

In accordance with Section 44 of the Community Safety and Policing Act, 2019, the Owen Sound Police Service Board met in a closed session following the public meeting to discuss items pertaining to:

- a. Approval of minutes of the Closed Session of the Owen Sound Police Service Board meeting held on December 16th, 2025; and
- b. Educational or training sessions.
- c. Litigation or potential litigation affecting the board, including matters before administrative tribunals;
- d. A position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the board;

No direction was provided.

22. Reporting out of Confidential Closed Session

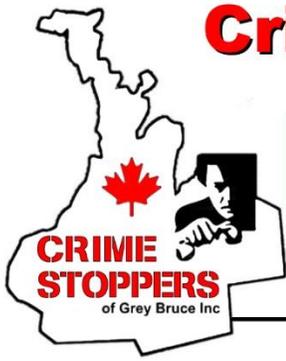
In accordance with Section 44 of the Community Safety and Policing Act, 2019, the Owen Sound Police Service Board met in a confidential closed session following the closed session meeting to discuss items pertaining to:

- a. Minutes of the Confidential Closed Session of the Owen Sound Police Service Board Regular Council meeting held on December 16th, 2025 and
- b. Matters related to Staffing and labour relations
- c. Matters related to SIU investigations

23. Termination of the Public Meeting

Having completed all of the business items listed on the agenda Chair Thomson terminated the open meeting at 2:30 p.m.

Next Meeting: February 18th, 2026



Crime Stoppers of Grey Bruce Inc.

P.O. Box 1119, Owen Sound, Ontario N4K 6K6

1-800-222-TIPS (8477)
Submit a Secure Web-Tip at cstip.ca or get the P3 Tips Mobile App

Phone: 519 371-6078
eMail: crimestopgb@bmts.com

Fax: 519 371-1275
Web: crimestop-gb.org



Program Coordinator's Report OCTOBER 1 TO DECEMBER 31, 2025 – Q4 Drew Kalte

DISTRIBUTION

Board of Directors, Crime Stoppers of Grey Bruce
OPP Provincial Coordinator
Grey Bruce OPP
South Bruce OPP
Blue Mountains OPP
Owen Sound Police Service
Hanover Police Service
Saugeen Shores Police Service
West Grey Police Service
Neyaashiinigmiing First Nation Police
Ontario MNRF

South Bruce OPP Detachment Police Services Board
Grey Bruce OPP Detachment Police Services Board
Saugeen Shores Police Services Board
Owen Sound Police Services Board
Hanover Police Services Board
Blue Mountains OPP Detachment Police Services Board
West Grey Police Services Board
Grey Bruce Crime Prevention Action Table
Saugeen First Nation
Neyaashiinigmiing First Nation

TIP STATISTICS FOR OCTOBER 1 TO DECEMBER 31, 2025

- Total Tips (Phone, Web, and Mobile, *including 487 tip follow-up dialogs*): 663
- New Tips (Phone, Web, and Mobile): 176

Tips Allocated: 193 (17 tips were allocated to multiple recipients)

- Grey Bruce OPP: 61 (32%)
- South Bruce OPP: 44 (23%)
- The Blue Mountains OPP: 1 (0.5%)
- Owen Sound Police Service: 44 (23%)
- Hanover Police Service: 11 (6%)
- Saugeen Shores Police Service: 16 (8%)
- West Grey Police Service: 5 (2.5%)
- Ontario MNRF: 5 (2.5%)
- OPP Anti Human Trafficking Coordination Unit: 1 (0.5%)
- Equite Association (Insurance Fraud): 1 (0.5%)
- Bylaw Enforcement and Animal Control: 3 (1.5%)

Crime Stoppers of Grey Bruce Statistics Since Inception May 1987

Tip Reports	20,031
Arrests	1,815
Cases Cleared	2,778
Charges	2,677
Property Recovered	\$5,110,342
Narcotics Recovered	\$50,970,405
Rewards Approved	\$291,790

Program Restructuring

- The restructuring process is now complete. For any confidential Tip matters, our Police partners can reach us at coordinator@cstip.ca. For general inquiries, please use CrimeStopGB@cstip.ca.

Tip Totals Year to Date

- 176 new tips were received during the fourth quarter of 2025, which is ahead of the fourth quarter of 2024 by 25 tips.
- A total of 692 Tips were received in 2025.

MEDIA

- LITE 99.3, Bayshore Broadcasting, Zoomer Radio 92.3, Blackburn Radio (Cool 94.5 & 101.7 The One), Shoreline Classics, and Bluewater Radio continue to receive Crime of the Week segments that are sent out from our office on a weekly basis.
- Crime of the Week columns are forwarded to the Bruce County Marketplace magazine.
- Crimes of the Week are being forwarded to the Saugeen Times online news, as well as Eastlink TV.

FUNDRAISING

- Nevada ticket revenues are declining but continue to assist in funding eligible expenses.
- We received \$1,689.78 in court directed payments from the YMCA Direct Accountability program.
- We received a \$1,000 Community Donor Membership from Tibbs Cash ATMs.
- The Mildmay Rotary Club continues a restaurant voucher fundraising campaign in support of our program.
- We will continue to seek support from the Police Services Boards and Municipalities of Grey and Bruce as well as from businesses, service clubs, and the public.

EVENTS AND PROMOTIONS

- We participated in the Meaford Scarecrow Invasion Parade on October 3rd.

CRIME STOPPERS BOARD

We currently have seven members on our Board of Directors and are continuing to recruit new members with specific skill sets such as a Treasurer and people with fundraising experience.

Our new Executives are confirmed:

- **Chairperson** – Ayush Adhikari (Ayush.ADHIKARI@cstip.ca)
- **Vice-Chairperson (Interim)** – Michael Lundy (mike.lundy@cstip.ca)
- **Treasurer and Past Chairperson** – Peter Reid (peter.reid@cstip.ca)
- **Secretary** – Vacant

For any Board-related inquiries, please contact the Chair or email CrimeStopGB@cstip.ca.

UPCOMING EVENTS

- Annual Crime Stoppers of Grey Bruce golf tournament on Thursday June 4, 2026.
- Bruce County Run Show 'n Go Classic Car Tour tentatively set for Sunday June 28, 2026.

Solicitor General

Office of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
Minister.SOLGEN@ontario.ca

Solliciteur général

Bureau du solliciteur général
25, rue Grosvenor, 18^e étage
Toronto ON M7A 1Y6
Tél. : 416 326-5000
Sans frais : 1 866 517-0571
Minister.SOLGEN@ontario.ca



Ministry of Municipal Affairs and Housing

Office of the Minister
777 Bay Street, 17th Floor
Toronto ON M7A 2J3
Tel.: 416 585-7000

Ministère des Affaires municipales et du Logement

Bureau du ministre
777, rue Bay, 17^e étage
Toronto (Ontario) M7A 2J3
Tél. : 416 585-7000

234-2025-5952

132-2025-4900

By email

January 12, 2026

To Mayors and Chairs of Police Service Boards in Strong Mayor Power Municipalities,

We are writing to provide information on the powers and roles of municipalities, mayors, and police service boards in establishing a police service board budget, particularly in municipalities with Strong Mayor Powers.

In a strong mayor municipality, the Head of Council has the responsibility to prepare and propose the municipal budget on or before February 1 of each year, which would be subject to a council amendment, head of council veto and council override process.

This municipal budget includes estimates of amounts required during the year, including any amounts required for boards, such as the police service boards budget established in accordance with the *Community Safety and Policing Act, 2019* (CSPA). **The Head of Council's strong mayor budget powers do not include the power to limit police service board budget increases or veto estimates submitted by police service boards.**

The CSPA provides the purposes for which the funding is to be provided to a police service board, establishes a process for submitting budget estimates, municipal approval of such a budget, and the mechanisms available to address disagreements.

Under section 50 of the CSPA, a police service board must submit their operating and capital estimates to the municipality, which is then responsible for establishing an overall budget for the police service board. **Although municipalities are not required to adopt the board's estimates as submitted, they cannot approve or reject specific line items within the estimates.** Municipalities are required to provide police service boards with sufficient funding to comply with the CSPA and its regulations, as well as pay the expenses of the board's operation, excluding remuneration for board members.

There are dispute resolution mechanisms established under the CSPA to address situations in which a police service board is not satisfied that the budget is sufficient to permit the board to comply with the legislation and pay for the board's operation.

The CSPA provides two dispute resolution pathways: the board and municipality may jointly apply to the Commission Chair of the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint a conciliation officer, or the board may give the municipality written notice referring the matter to arbitration.

In arbitration, a municipality can argue, among other things, that costs could be reduced if the board entered an agreement to receive services from another police service. If the municipality can show that the board could reasonably have obtained policing services under an agreement (under section 14 of the CSPA, with another police service board or the Commissioner of the Ontario Provincial Police) at a lower cost while still meeting applicable standards, the arbitrator cannot deem the budget insufficient to the extent of the amount that could have been saved by entering into the agreement.

For example, if a police service board seeks funding for a \$15 million policing budget, and the municipality can demonstrate that equivalent services meeting all standards could have been provided through a budget at \$13 million, where some services are provided pursuant to an agreement with another police service, in this case, the arbitrator could not find the budget insufficient to the extent of the additional \$2 million.

Following arbitration, the municipality shall amend the board's budget to reflect the arbitrator's decision.

Thank you for your continued leadership and commitment to protecting our communities. Please consider this information as you work toward establishing police service budgets. If you or your administrative staff require additional information, please contact Nicole Rogers, Manager, Community Safety Policy Unit, Ministry of the Solicitor General, at Nicole.Rogers@ontario.ca or Shira Babins, Manager, Financial Analysis and Reporting Unit, Ministry of Municipal Affairs and Housing, at Shira.Babins@ontario.ca.

Your work and dedication are important in advancing shared priorities and strengthening public safety to protect Ontario.

Sincerely,



The Honourable Michael S. Kerzner
Solicitor General



The Honourable Rob Flack
Minister of Municipal Affairs and Housing

c: Chiefs of Police

Clerks and CAOs, Strong Mayor Powered Municipalities



January 14th, 2026

The Honourable Peter Bethlenfalvy
Minister of Finance
c/o Communications Services Branch
Frost Building North, 3rd Floor
95 Grosvenor Street
Toronto, Ontario
M7A 1Z1

Dear Minister Bethlenfalvy;

Please accept this joint letter from the Owen Sound Police Service (OSPS) and Owen Sound Police Service Board (OSPSB) in response to your request for input related to the 2026 Ontario budget consultation process.

The rising cost of providing policing services to Ontarians has created significant pressures on municipalities. Although some of these increases can be attributed to inflation and other economic factors, other increases have been experienced due to changes implemented by the Ontario government, most notably the new Community Safety and Policing Act of 2024 which added significant new administrative, training, equipment and oversight requirements. Compliance with this new Act has compounded financial pressures as municipalities add staff and expenses to ensure compliance.

In late 2024, in response to concerns over rising costs raised by municipalities who contract policing services from the OPP, the Ministry of the Solicitor General took the unprecedented action of providing over \$77 million in financial relief to those OPP-policed municipalities to reduce the impact of budget increases. No relief was provided to non-OPP policed municipalities, who also were experiencing the same financial pressures, with the same legislated requirement to provide adequate and effective policing services to their communities. This unprecedented move created a significant financial disparity across Ontario municipalities and led to several letters and resolutions requesting that the province treat all municipalities equally, and fund policing equitably.

In 2025, these financial pressures remain, and again we have learned that the Ministry of the Solicitor General has agreed to cap budget increases for OPP-policed municipalities to a maximum of 11%, which in some cases is lower than increases being requested from non-OPP policed municipalities, further increasing the disparity.

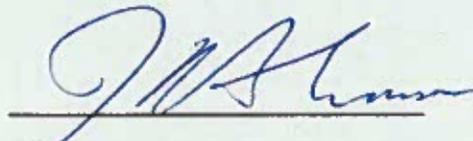
Please find attached a copy of a December 7, 2024 letter jointly sent to the Solicitor General by

Address All Correspondence to the Chief Of Police
922 2nd Avenue West, Owen Sound, Ontario N4K 4M7 Tel. (519) 376-1234

the Ontario Association of Chiefs of Police, and the Ontario Association of Police Services Boards. The letter clearly identifies the challenges being faced by small and mid-sized police services in Ontario, the impact of the \$77 million funding to only certain municipalities, and requests the province implement a long-term, equitable, and sustainable funding model in support of the delivery of adequate and effective policing services for *all* Ontarians.

Minister Bethlenfalvy, as you and your Ministry work toward an effective budget for 2026, we would ask that public safety remain at the forefront of your planning processes. All Ontarians deserve to live in safe communities and this basic right should not be dependent on the relative affluence of the municipality, or a differentiation between whether policing services are provided provincially or municipally.

Thank you for your consideration as your Ministry works through this important task.



John Thomson

Chair

Owen Sound Police Service Board



Craig S. Ambrose

Chief of Police

Owen Sound Police Service

Attachment:

Dec. 7th, 2024 Letter to The Honourable Michael Kerzner



From the office of President Roger Wilkie
Ontario Association of Chiefs of Police
Roger.wilkie@haltonpolice.ca

From the office of Chair Patrick Weaver
Ontario Association of Police Services Board
patrickj@weavergroup.ca

December 7, 2024

The Honourable Michael Kerzner
Solicitor General of Ontario
25 Grosvenor Street
18th Floor
Toronto, Ontario M7A 1Y6

Re: Recent \$77 Million Funding Announcement for Municipalities Policed by the Ontario Provincial Police

Dear Minister Kerzner,

On behalf of the Ontario Association of Police Services Boards (OAPSB) and the Ontario Association of Chiefs of Police (OACP), we are writing to make you aware of concerns expressed to us by small- and mid-sized police services and boards regarding the Government of Ontario's recent announcement of more than \$77 million in funding to assist small and rural municipalities in managing the increasing costs associated with Ontario Provincial Police (O.P.P.) services.

We acknowledge and appreciate the Province's investments in public safety and the positive impact such funding can have for police organizations in our province. In relation to the above announcement, we recognize that mitigating the financial burden of the collective bargaining agreement reached in July 2024 between the Province and the Ontario Provincial Police Association benefits communities policed by the O.P.P. and the broader benefits these investments bring to policing partners through enhanced access to specialized services and support.

However, many small- and mid-size police services boards and municipal police services have expressed concerns about the potential unintended consequences of this announcement. Specifically, this funding may exacerbate existing challenges for these services and boards as they navigate budget planning and strive to meet the increasingly complex demands of providing adequate and effective policing services under the *Community Safety and Policing Act* (CSPA) framework.

Once our associations were made aware of the \$77 million funding announcement, we sought input from the O.P.P. and the Province and understand a number of facts:

- The O.P.P. has not received any additional funding related to this announcement.
- O.P.P.-policed municipalities have not received any additional/net new funding.
- Municipal costs for O.P.P. Policed communities are increasing.

- The proposed one-time relief funding of \$77 million is intended to offset rising costs tied to police wage increases in the four-year contract between the Province and the Ontario Provincial Police Association.
- O.P.P.-policed municipalities and boards are not part of the O.P.P. bargaining process and are unable to influence the outcomes of contractual settlements.
- The O.P.P. values its partnerships with police services across the province, including collaborating on provincially funded joint forces operations (JFO), providing assistance with policing functions, responding to temporary/emergency requests for assistance, and maintaining investigative and specialized support to assist other police services.
- In 2023, over and above JFOs, the O.P.P. undertook more than \$40 million in salary expenses providing the above-noted assistance.

The concerns we are communicating to you from small- and mid-sized services and boards are not related to the valuable public safety services delivered by our provincial police service. Rather, the concerns centre on:

- The impact on municipal budget processes
- The on-going navigation of the significant and unfunded impacts of the new *Community Safety and Policing Act (CSPA)*
- Localized bargaining and wage increases
- Public perception of rising policing costs
- The ability for smaller municipalities to sustain a municipal policing model

In our opinion, the issues raised by this announcement underscore the need to address several systemic challenges and opportunities:

1. **Modernizing the Grant Funding Process:** Streamlining and updating the grant funding process is critical to ensure timely, equitable, and efficient allocation of resources that reflect the realities of Ontario police services, who all police within different local contexts.
2. **Securing Additional and Equitable Funding for CSPA Implementation:** The complexities of implementing the CSPA require targeted financial support from the Province of Ontario to enable police services to effectively meet evolving standards and expectations.
3. **Exploring Sustainable Funding Solutions:** Long-term, predictable funding mechanisms are essential to support the delivery of adequate and effective policing services, particularly in smaller and rural communities with limited resources.

Given the concerns raised by police services in the wake of the recent announcement, we are looking for your ministry officials to help us better understand the equitable funding models available to all police services across the province. We also believe that there is a need for clarity and greater awareness around the financial drivers, costs, and budget impacts related to delivering adequate and effective policing in today's policing environment. This awareness will allow for a meaningful examination of policing services funding opportunities and the ability to better inform the communities we serve and the boards and municipalities that approve municipal police budgets.

We greatly value the ongoing dialogue with you and your ministry officials on these matters and appreciate your personal commitment to supporting police services across Ontario. We would welcome an opportunity to delve deeper into these concerns, explore potential solutions, and ensure that this and other funding achieves its intended purpose without unintended negative consequences for other policing services.

Thank you for your attention to this important matter. We look forward to your response and the opportunity to work together to strengthen policing services across the province.

Sincerely,



Deputy Chief Roger Wilkie
President, Ontario Association of Chiefs of Police



Patrick Weaver
Chair, Ontario Association of Police Services Boards

c.c. All Chiefs of Police and O.P.P. Commissioner
All PSB Chairs
Mr. Mario Di Tommaso, Deputy Solicitor General, Community Safety
Mr. Kenneth Weatherill, Assistant Deputy Minister, Public Safety Division

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: CRIMINAL INVESTIGATIONS BRANCH
BAIL COMPLIANCE AND WARRANT APPREHENSION UNIT (BCWA)
COMMUNITY ORIENTED RESPONSE AND ENFORCEMENT UNIT (CORE)

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

DATE: January 28, 2026

STRATEGIC PRIORITIES:

The [contents of this report] contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

INVESTIGATIONS

\$4 Million Crypto Currency Fraud – CIB is currently investigating a Crypto Currency Fraud totalling approximately \$4 million dollars. CIB has requested a consultation with Ontario Provincial Police Cyber crime unit for assistance with the investigation.

\$70,000 Fraud – CIB is currently investigating a \$70,000 Fraud pertaining to an email scam in which Grey County lost approximately \$70,000. Production Orders have been obtained and the investigation is ongoing.

The above noted occurrences are two examples of recent increases in reported frauds and victimization both in terms of total number of incidents and average value of loss.

In response, OSPS increased its educational and cautionary messaging on social media platforms regarding fraud prevention and awareness, and fraud specific training course seats have been secured for detectives to obtain increased knowledge and skill in investigating these occurrences.

UPDATES

HOMICIDE 1 – On December 17, 2025 the second accused, charged with Accessory After the Fact to Manslaughter, plead guilty and was sentenced to 3.5 years, which equates to the time already served. The accused remains in custody awaiting trial for a charge of perjury.

HOMICIDE 3 – On December 11, 2025 the three accused were extradited from Scotland to Canada by members of CIB and the OPP. Each have made appearances in Owen Sound court and remain in custody.

ASSISTANCE TO UNIFORM PATROL

Throughout December, 2025 Detectives drafted several search warrants and production orders to assist Uniform patrol on various cases, including sexual assaults and fraud investigations.

MENTAL HEALTH CRISIS RESPONSE TEAM

Officer Referrals/ Consultations = 4
Community Support Consultations/Referrals = 3
Incident Response/Support = 20

DRUG OVERDOSE INFORMATION

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

For full year 2025, Owen Sound Police investigated a total of four deaths attributed to drug overdoses.

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

Missing Persons

No outstanding missing people.

BAIL COMPLIANCE AND WARRANT APPREHENSION UNIT (B.C.W.A.)

FOOT PATROL (Hours)	2
CRIMINAL CHARGES	4
WARRANT ARRESTS	11
ARREST - FAIL TO ATTEND FOR PRINTS	5
S.O.R. COMPLIANCE CHECKS	6

B.C.W.A. executed a total of 11 outstanding arrest warrants and conducted six compliance checks on registered sex offenders residing in the community.

The unit has conducted a review of 'dated' arrest warrants held by Owen Sound Police for some less serious offences, cases in which key witnesses or the accused may be deceased and other criteria. B.C.W.A. will be consulting with the local Crown Attorney to have some of these warrants withdrawn by the court.

Bail Compliance Dashboard

- The Provincial Bail Compliance Dashboard is a situational awareness tool, intended to provide authorized users with critical real-time spatial information regarding persons on bail who have been released on bail for firearm offenses. (OSPS Live date- Jan 22, 2026)
- B.C.W.A. has trained with the O.P.P. to advance OSPS participation in the Provincial Bail Compliance Dashboard.

COMMUNITY ORIENTED RESPONSE AND ENFORCEMENT UNIT (C.O.R.E)

The C.O.R.E. unit continued to conduct mobile and foot patrols as well as community engagement activities during the month of December 2025. With winter having set in, particular attention focused on vulnerable populations through ongoing monitoring, support and well-being checks for those utilizing the services of Safe and Sound as well as sheltering in various encampments and other locations throughout the city.

Assistance was provided to uniform patrol with scenes of crime evidence gathering, scene security details and in partnership with the Mental Health Crisis Response Team

The C.O.R.E. unit attended a vigil ceremony for victims of gender-based violence.

FINANCIAL/RISK IMPLICATION(S):

Nil

SUBMITTED BY:

Craig Matheson, Inspector

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Auxiliary Board Report – December 2025
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

The [contents of this report] contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

In December 2025, the Auxiliary Unit actively supported the Uniform Branch through ride-alongs, contributing a total of **105 volunteer hours**.

The Auxiliary Unit contributed an **additional 38.5 hours** by participating in the annual food drive in support of the Salvation Army. This year's event occurred over three weekends and saw the unit stationed at the Metro, Food Basics, and Zehrs grocery stores. This year the Auxiliary unit food drive raised a total of **\$6009.64 in cash and 1424 lbs of food** items to support the community during the holiday season.

FINANCIAL/RISK IMPLICATION(S):

NIL

SUBMITTED BY:

Craig Matheson, Inspector



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: FRONT LINE PATROL REPORT AND COLLISIONS
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

The [contents of this report] contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

The following report highlights key metrics from OSPS Front Line Patrol, Collision Statistics and the Criminal Investigations Branch, including the Bail Compliance and Warrant Apprehension Unit (B.C.W.A.) and Community Oriented Response and Enforcement Unit (C.O.R.E.) for December 2025.

	Platoon #1-4		Traffic/Part Time Officers	
	December 2025	December 2024	December 2025	December 2024
Highway Traffic Act:	60	48	5	8
Warrants Executed:	32	34	3	6
Recorded Cautions:	25	22	12	22
Liquor Licence and Control Act:	3	3		
Criminal Code/ CDSA:	117	186	0	2
Other POA/By-Law:	77	84		
Foot Patrol:	48	50	12	14
Court Security Hours:	0	0	225.5 HRS	0 HRS

Reduce Impaired Driving Everywhere (RIDE):

A total of 10 RIDE checks were conducted by OSPS officers during December with 270 drivers checked.

December Statistics

- 26 officers totalling 13 hours
- 270 drivers checked
- 162 roadside breath tests (mandatory screening)
- 1 Liquor Licence Act charge

Impaired/ Over 80 mgs Charges

- There were three impaired drivers charged during the month of December 2025.

Collision Statistics:

Dec 2025 Nov 2025 Dec 2024

	Dec 2025	Nov 2025	Dec 2024
Total Collisions:	50	52	38
Collisions - East side	24	26	13
Collisions - West side	10	6	9
Collisions - parking lots	16	20	16
Fail to Remain Collisions	7	8	7
Collisions referred to CRC:	27	32	32
Collisions investigated by OSPS:	23	20	6

Noteworthy Collision Facts from 2025 Year-End Report

- Thursday was the most common day for collisions to occur followed closely by Tuesday
- February saw the most collisions reported followed by January
- The 11:00 a.m. hour was the most common time of collisions followed by 3:00 p.m.
- The three intersections with the most reported collisions were;
 - 10th Street/ 9th Avenue East – 15
 - 16th Street/ 9th Avenue East- 14
 - 10th Street/ 4th Avenue East- 14
- There were 14 collisions involving pedestrians and seven involving cyclists
- There were 10 reported collisions in which alcohol was determined to be a factor
- There were zero fatal collisions in 2025

FINANCIAL/RISK IMPLICATION(S):

Nil

SUBMITTED BY:

Craig Matheson, Inspector

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Community Services

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

DATE: January 28, 2026

STRATEGIC PRIORITIES:

The [contents of this report] contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

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

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

- Mini Recruiter- Women in Policing, National Day of Remembrance, Winter Driving Safety Tips, New Recruits, Frauds and Scams, Christmas, Safe Holiday Season, Festive R.I.D.E. Programs, Aux Food Drive, #30Forward, Festival of Northern Lights theft, Officers Receive Christmas Cards, Officer Ochando at Saint Dom., CAMSafe, New Years.

Community Engagement & Local/Provincial Committee Work

- Safe Schools Committee Mtg- East Ridge
- Y Settlement Services- Newcomer community safety
- Meeting with OSDSS- OSPS career & YIPI opportunities
- LEAPPS (Law Enforcement Agencies & Partners to Protect Seniors)
- Youth in Policing Initiative-Provincial meeting
- Citizens Police Academy- Organizing staff on presenting at CPA.
- OSDSS/Key Stone/OSPS mtg local student involvement with the courts

Community & School Presentations/Training

- St. Mary's School-VTRA
- St. Mary's School- Christmas gift drive for youth at school
- Hillcrest- Social media/Internet Safety 10 classes- grades 5-8
- Alexandra School- Christmas Lunch for the school and staff
- Alzheimer's Society- Community safety
- Presentation at Sergeants Retreat- social media & external communication from OSPS

FINANCIAL/RISK IMPLICATION(S):

Nil

ATTACHMENT(S):

(Pictures L-R- Swearing in ceremony, YIPI holiday pic)



Pictures L-R(PC Ochando with Saint Dom Principal and Alexandra School Christmas cards to OSPS staff)

SUBMITTED BY:

Jason Cranny, Community Services Officer

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Training Report – December 2025
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

The [contents of this report] contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

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

Members attended the following courses:

- Mental Health Crisis Response Training
- Domestic Violence Investigator- 1 Sergeant
- C8 Initial user- three new OSPS Constables, two members from Hanover Police and one member from West Grey Police (three days)

The Service held its annual two-day Sergeant's Training program which included relevant information and instruction on the C.S.P.A., new digital rosters and equipment logs, the upcoming Crown Attorney pre-charge screening program, hospital exchange protocols, consistent practices, Niche, critical leadership behaviors, external communications and post-Incident debriefs. Each Sergeant gave a brief presentation and led a discussion on a particularly challenging investigation from the year.

The senior leadership team also held a two-day training session during December, 2025. The training focused on Decision-making, leadership development, communication, team-building and accountability. Additional topics included the organizational chart, operational plan and performance appraisals.

FINANCIAL/RISK IMPLICATION(S):

Nil

SUBMITTED BY:

Craig Matheson, Inspector

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Records, Courts, and Bylaw Report – December 2025 and Year-
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

Records, Court Services, and Bylaw contribute to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

Records

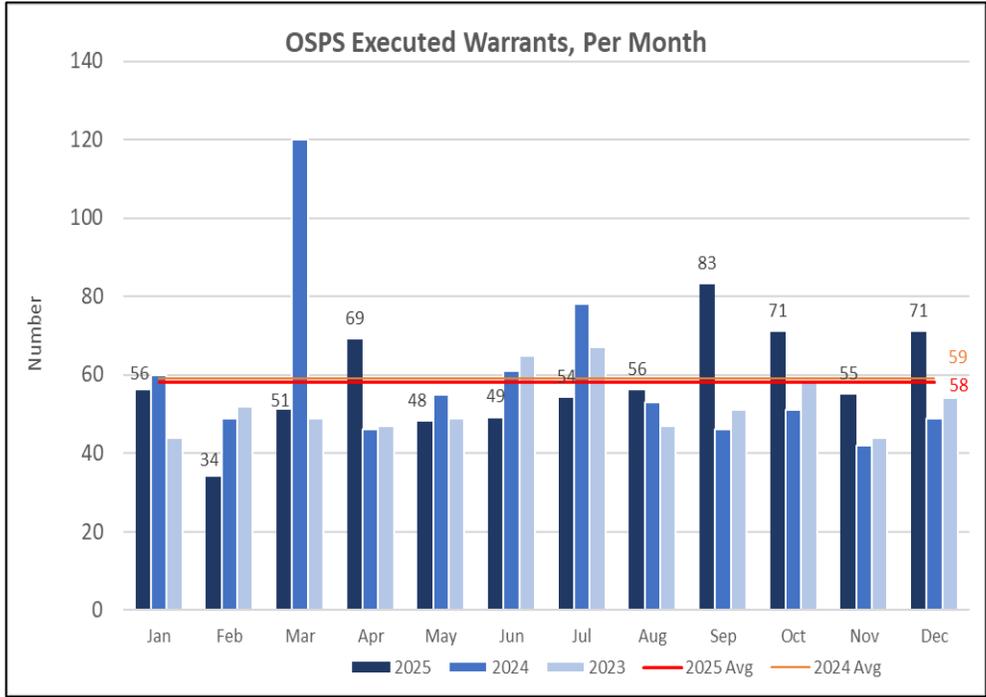
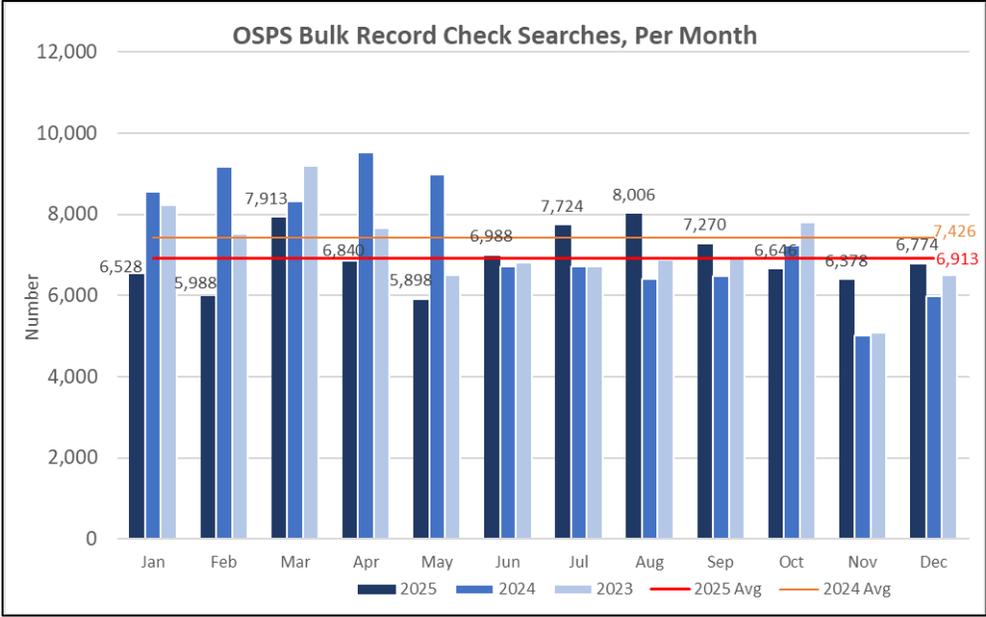
	This Month	Previous Month		Same Month	2025	2024	YTD
	DECEMBER 2025	November 2025	% Change	December 2024	Year-to-Date Jan.1-Dec.31, 2025	Year-to-Date Jan.1-Dec.31, 2024	% Change
Records Services							
Bulk Record Check Searches	6,774	6,378	6.2%	5,990	82,953	89,108	-6.9%
Executed Warrants	71	55	29.1%	49	697	710	-1.8%
Persons Charged	60	70	-14.3%	83	872	898	-2.9%

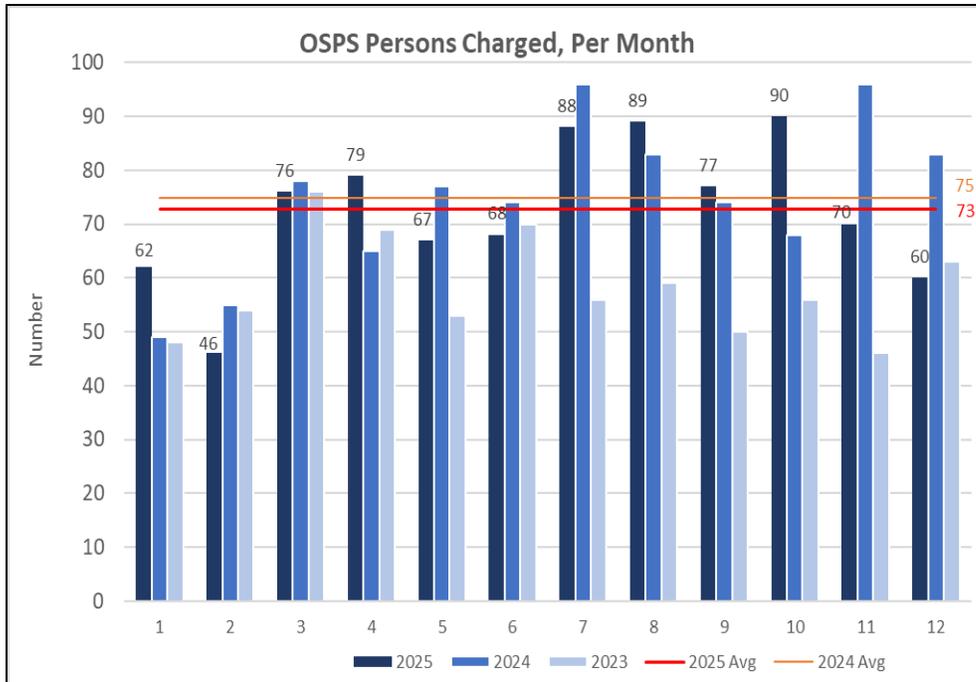
In December 2025 compared to November 2025:

- There was a 6.2% increase in bulk records check searches.
- There was a 29.1 % increase in warrants executed.
- There was a 14.3 % reduction in persons charged.

Year End:

- There was a 6.9 % reduction in bulk record check searches.
- There was a 1.8 % reduction in warrants executed.
- There was a 2.9 % reduction in persons charged.





Courts December

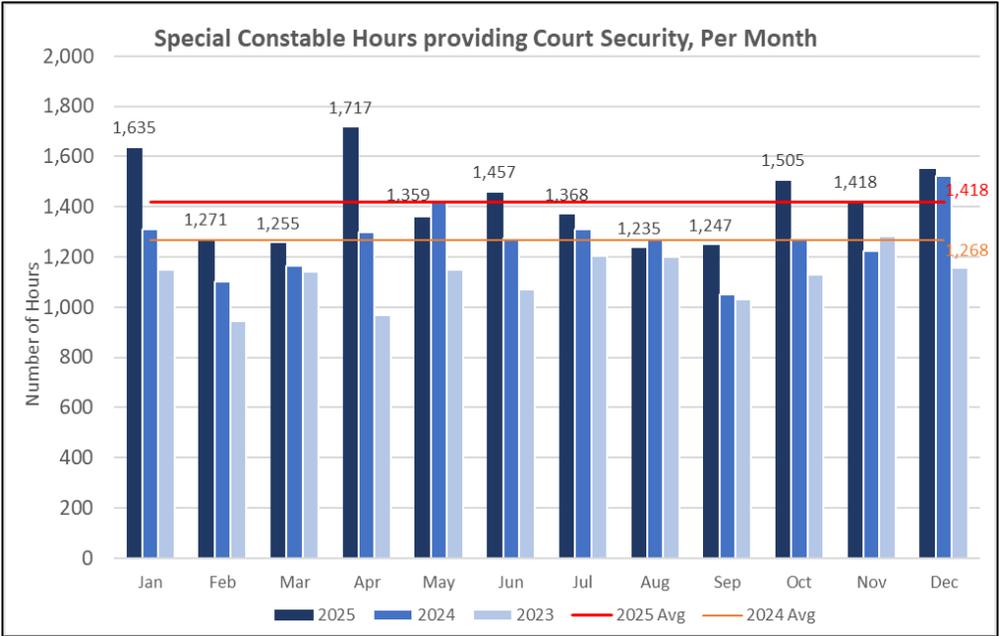
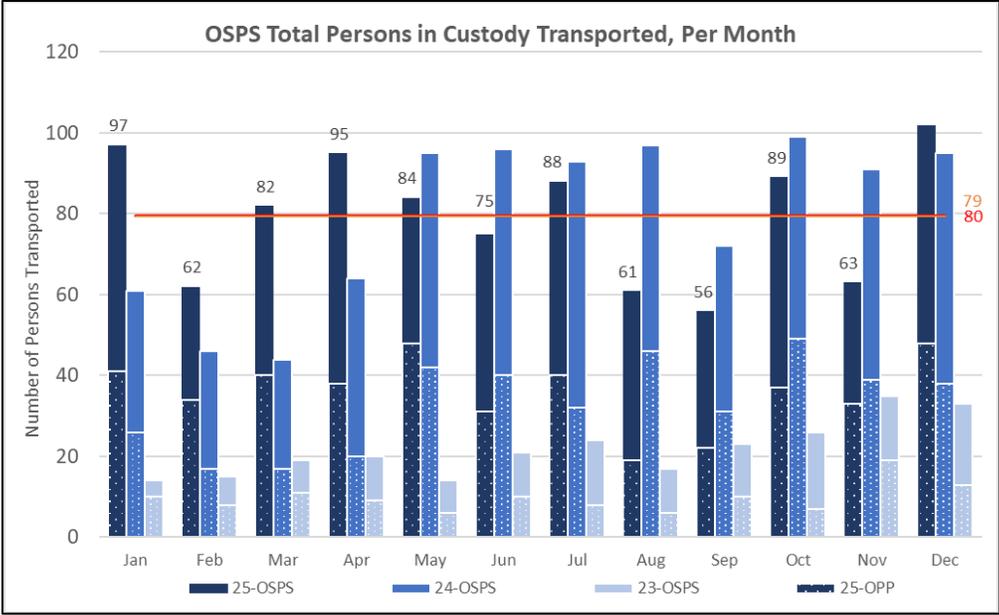
	This Month		Previous Month		Same Month	2025	2024	YTD
	DECEMBER 2025	November 2025	% Change	December 2024	Previous Year	Year-to-Date	Year-to-Date	
						Jan.1-Dec.31, 2025	Jan.1-Dec.31, 2024	% Change
Court Services								
Total Custodies Transported	102	63	61.9%	95		954	953	0.1%
OPP	48	33	45.5%	38		431	397	8.6%
OSPS	54	30	80.0%	57		523	556	-5.9%
Video/Appearances	40	35	14.3%	36		404	566	-28.6%
Special Constable Hours	1551	1,418	9.4%	1,523		17,015	15,220	11.8%

In December 2025 compared to November 2025:

- There was a 61.9% increase in custody transports.
- There was a 14.3 % increase in video / appearances.
- There was a 9.4 % increase in Special Constable hours worked.

Year End:

- There was a 28.6% reduction in video appearances.
- There was an 11.8 % increase in Special Constable Hours.



- Owen Sound Police Service provides an armed officer at both the Ontario/Superior Court of Justice Courthouse and the Provincial Offences Court whenever courts are in session.
- This requirement resulted in **seven armed officers being scheduled each week throughout December**, totaling approximately **225.5 hours** of armed court-security coverage. These hours are in addition to the **1,551 hours** worked by Special Constables during the same month.
- Throughout December, both the Superior Court of Justice and the Ontario Court of Justice **operated multiple courtrooms each day**.
- On several occasions, more than one Superior Court Justice was presiding in Owen Sound at the same time. A significant number of these proceedings involved **in-custody trials and resolutions**, which further increased the operational demands and **contributed to the higher number of Special Constable hours required for the month**.

Bylaw – December 2025

Taxi Brokers and all taxi vehicles have been registered for 2026.

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.

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) –
December 2025 and Year-End**

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

DATE: January 28, 2026



STRATEGIC PRIORITIES:

The OSECC and the supporting IT infrastructure contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

9-1-1 Calls – December 2025:

As noted in the November report, with the transition to NG911 on November 25, 2025, the prior source of monthly 911 data, Bell Flex reports, are no longer populated or applicable. The OSECC team is currently working with our NG911 vendors to create enhanced reporting with the data now available. For example, with legacy 911, our PSAP was unable to provide administrative line statistics, or detailed agent activity. With NG911 there are several reports right from the start that provide the OSECC with quality assurance tools for answering time per agent, availability, workload, etc.

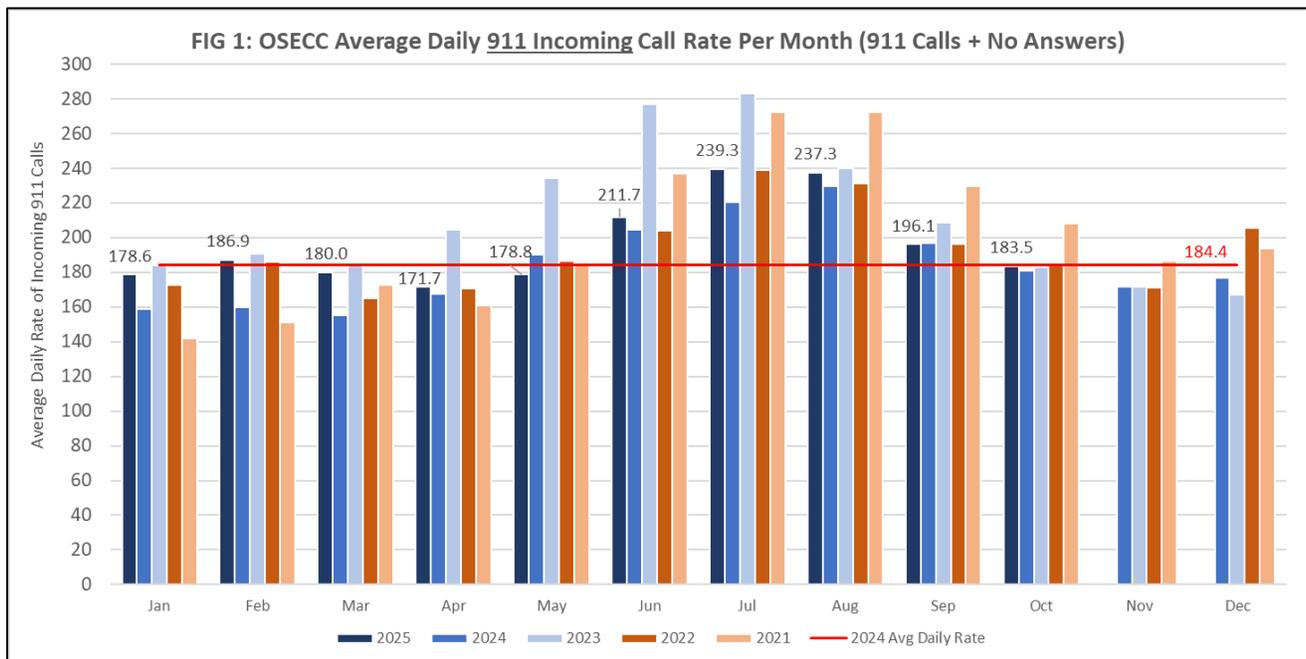
Reports are being developed to allow for statistics on what PSAPs are transferred to, or received transfers from (e.g. EMS). OSPS has also purchased a solution for our Computer Aided Dispatch (CAD) vendor that will allow us to push data from CAD into NG911 and vice versa. This is the beginnings of sharing real time data between communication centres via automation. Key performance metrics from these enhanced reports will be incorporated into the Board reports as they become available.

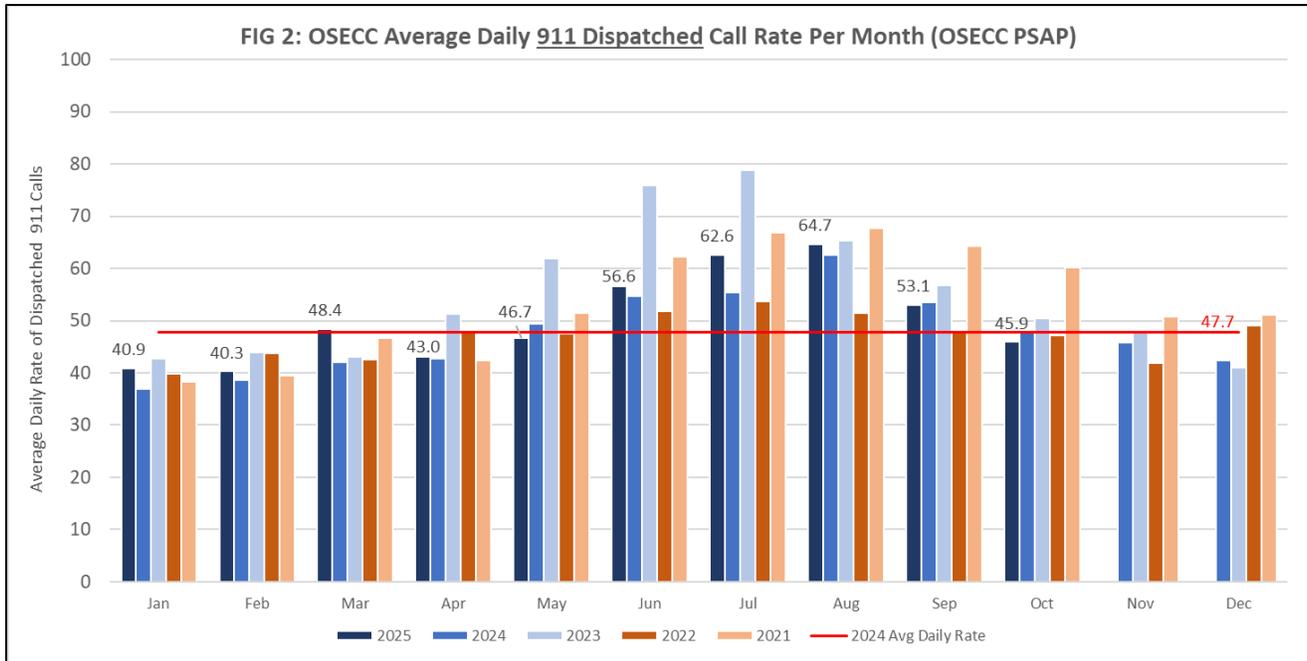
9-1-1 Calls – 2025 Year-End:

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	
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%

Reviewing the year-to-date 911 data from Bell Flex reports as of the end of October, provides some insight into the 2025 year-end 911 call trends:

- As of the end of October 2025, the average daily rate of 911 incoming calls over the year was 196.5, representing about a 5% increase from 2024 at that point in time. This increase is about 12 more incoming 911 calls per day compared to 2024’s average daily call rate of 184.4 (**Fig.1**).
- The volume of unanswerable calls (No Answer 911), was on the decline throughout 2025, compared to the previous year. As of the end of October, unanswerable calls were down 2%.
- The OSECC operates as both a Primary Safety Answering Point (PSAP) and a secondary PSAP. Transferring incoming 911 calls to secondary PSAPs increased throughout 2025 with about a 6% overall increase as of the end of October compared to 2024.
- As of the end of October 2025, the average daily rate of dispatched 911 calls was 50.3 at that point in time, representing about a 3.5% increase compared to 2024. This increase is about 2 or 3 more 911 dispatched calls per day compared to 2024’s average of 47.7 per day (**Fig.2**).





Computer Aided Dispatch (CAD) Events – December 2025:

Source: OPTIC's OnCallAnalytics	This Month	Previous Month		Same Month	2025	2024	YTD
	DECEMBER 2025	November 2025	% Change	December 2024	Year-to-Date Jan.1-Dec.31, 2025	Year-to-Date Jan.1-Dec.31, 2024	% Change
All CAD Events in OSECC (Number)	5,053	5,234	-3.5%	5,338	69,877	68,052	2.7%
All Police (inc. OSPS)*	4,269	4,644	-8.1%	4,539	62,106	60,776	2.2%
All Fire	473	355	33.2%	513	6,112	6,086	0.4%
Grey County Transport	311	235	32.3%	286	1,659	1,190	39.4%
OSPS	1,454	1,440	1.0%	1,458	18,974	18,886	0.5%
All CAD Events in OSECC (Avg Daily Rate)	163.0	174.5	-6.6%	172.2	191.4	185.9	3.0%
All Police (inc. OSPS)*	137.7	154.8	-11.0%	146.4	170.2	166.1	2.5%
All Fire	15.3	11.8	29.7%	16.5	16.7	16.6	0.6%
Grey County Transport	10.0	7.8	28.2%	9.2	4.5	3.3	36.4%
OSPS	46.9	48.0	-2.3%	47.0	52.0	51.6	0.8%

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

In December, there were 5,053 calls dispatched by the OSECC or an average daily rate of 163 calls per day, representing an overall decline of 6.6% compared to November (**Fig.3**). While dispatched calls for the combined six police agencies dispatched by the OSECC were down slightly in December compared to November, the volume of dispatched calls for fire agencies and Grey County Transportation increased over the past month. Dispatch volume specifically for OSPS (**Fig.4**) dropped slightly from an average daily dispatch rate of 48.0 in November to 46.9 in December.

Emergency 911 line

Non-emergency line
519-376-1234

Walk-Ins

Officer Generated

FIG 3: Daily Dispatch Rate Per Month: OSECC (Optic OCA)

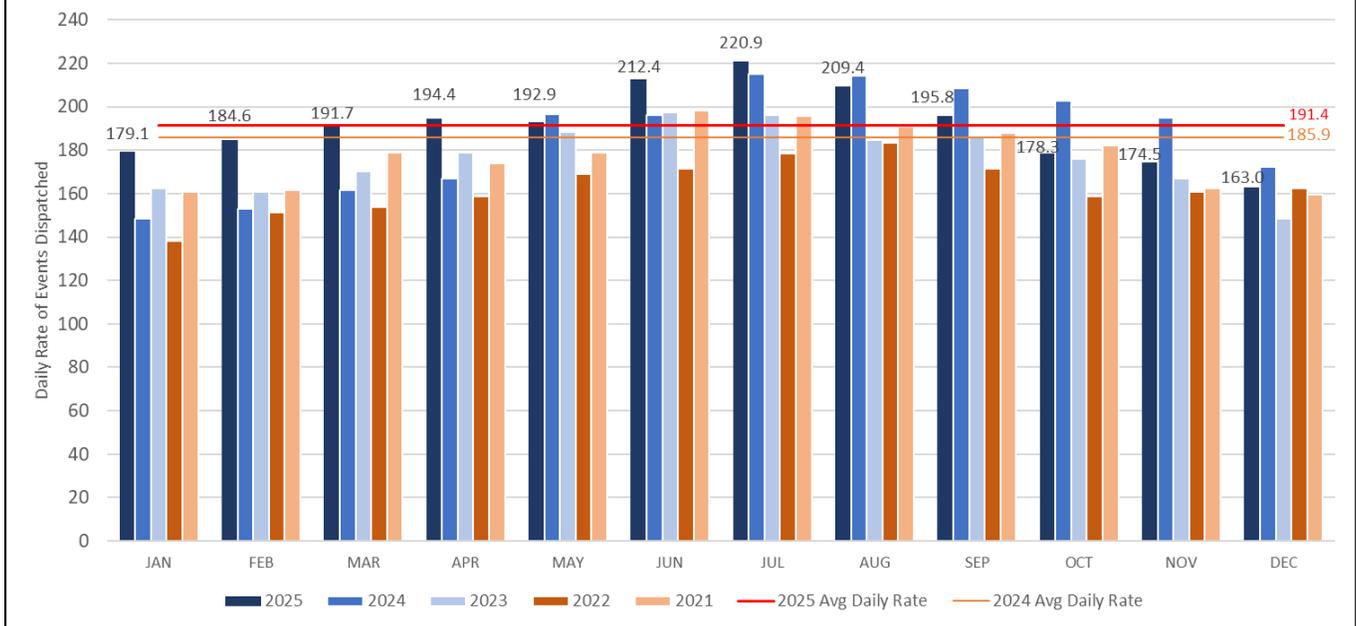
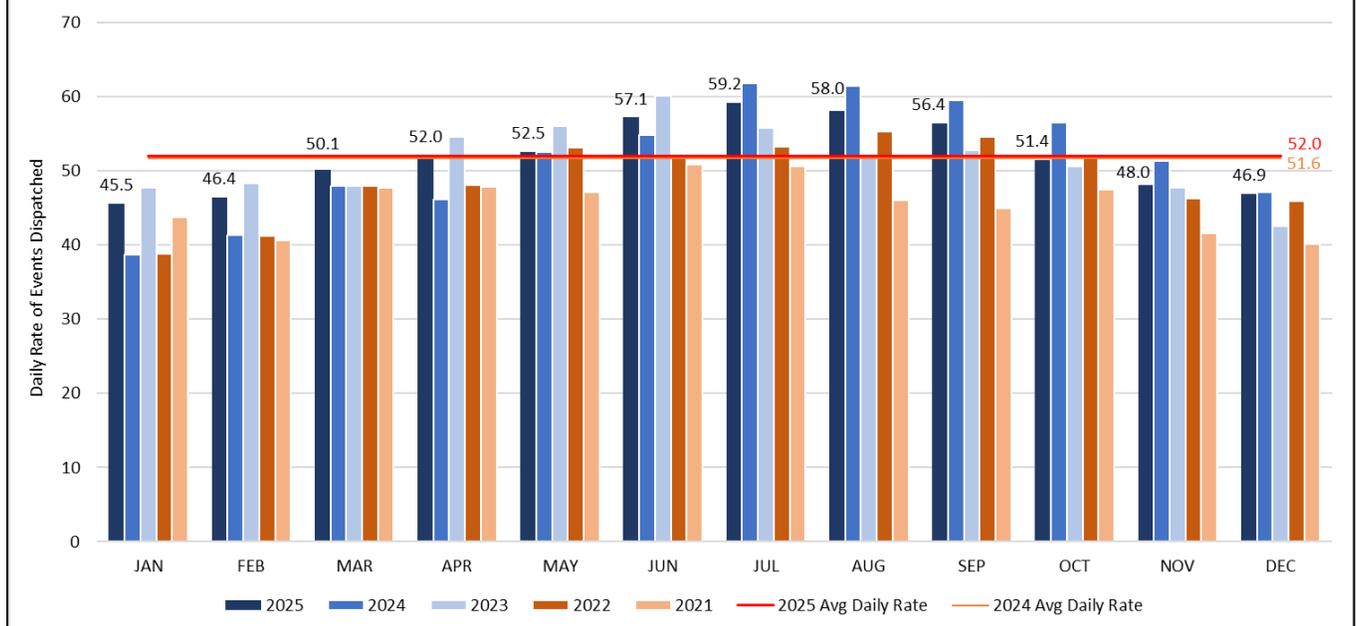


FIG 4: Daily Dispatch Rate Per Month: Owen Sound Police Service (Optic OCA)

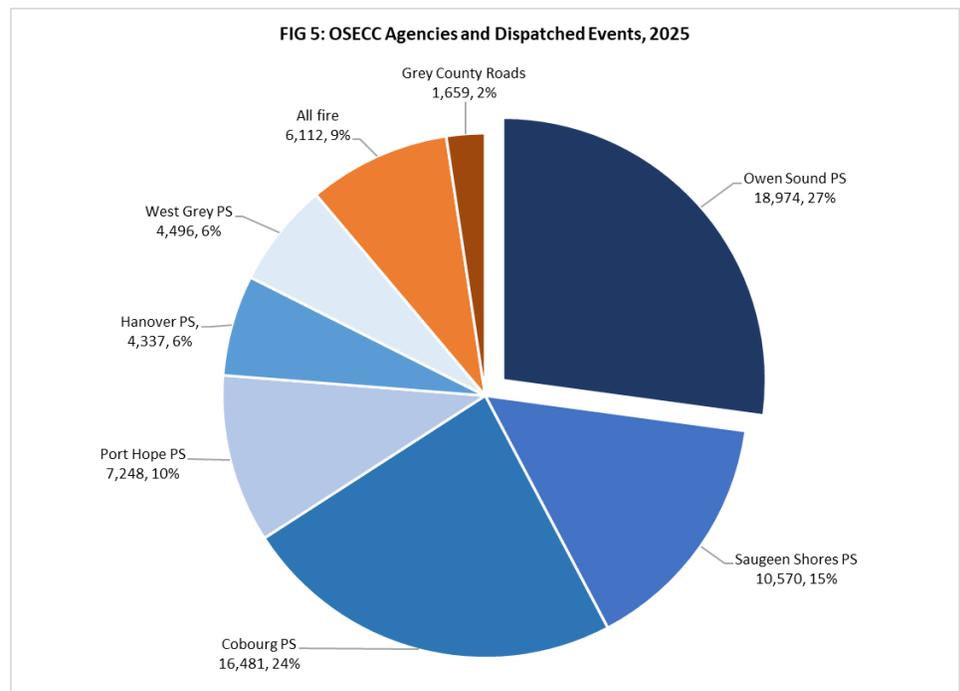


Computer Aided Dispatch (CAD) Events – 2025 Year-End:

The 2025 Year-End CAD metrics indicate an overall increase of 3% in volume of calls dispatched or processed by OSECC staff compared to 2024. Some of the 2025 dispatch trends are highlighted below:

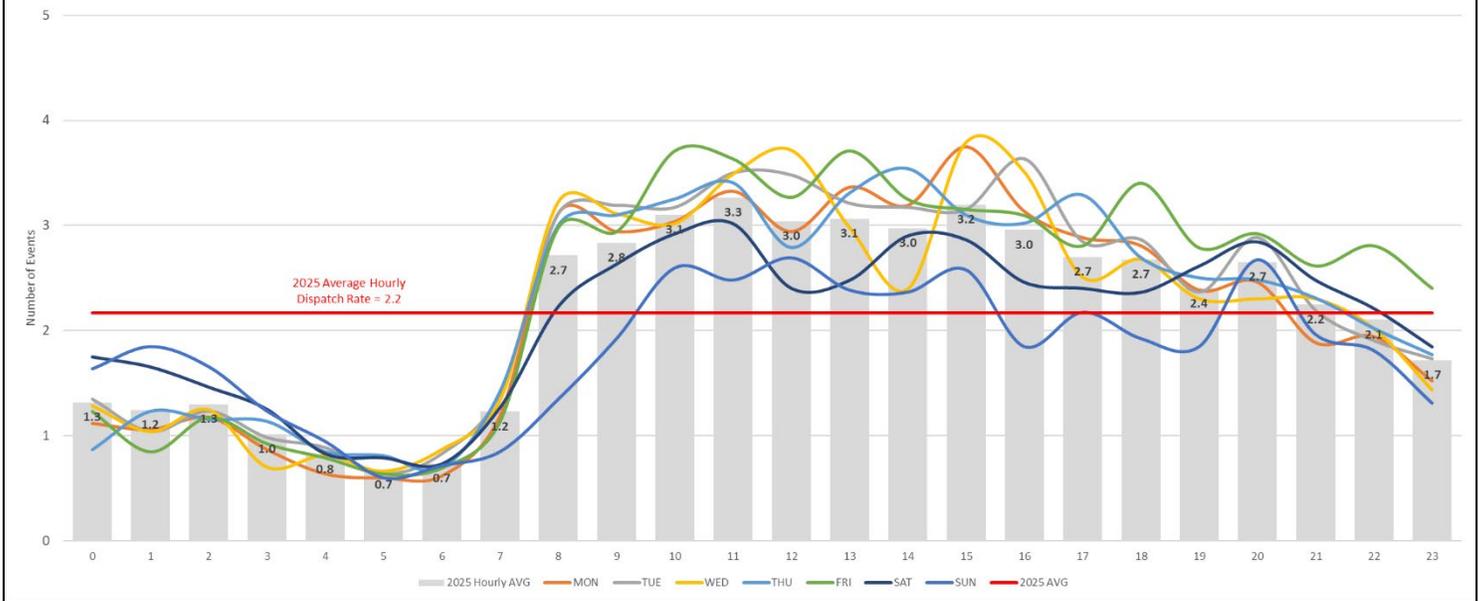
- The 69,877 dispatched calls in 2025 represent an average of 191.4 calls dispatched per day in 2025, or about 5.5 more calls dispatched per day by staff in the OSECC compared to 2024 (**Fig.3**).
- June, July, and August volumes rose significantly about the monthly average rate of dispatched calls. October, November, December, and January volumes were significantly below the monthly average, leaving the shoulder seasons in February, March, April May, and September around the average dispatch rate.
- For OSPS specifically (**Fig.4**), there were 18,974 calls dispatch in 2025, or an average of 52 dispatched calls per day, with only a slight increase in volume from 2024, and similar seasonal patterns in variation.

- In 2025, as in 2024, the six police services dispatched by OSECC composed 89% of the dispatch volume (**Fig.5**). Owen Sound Police Service is the largest of these police services, with 27% of the calls dispatched in 2025, followed by Cobourg PS with 24%, and then Saugeen Shores PS with 15%.



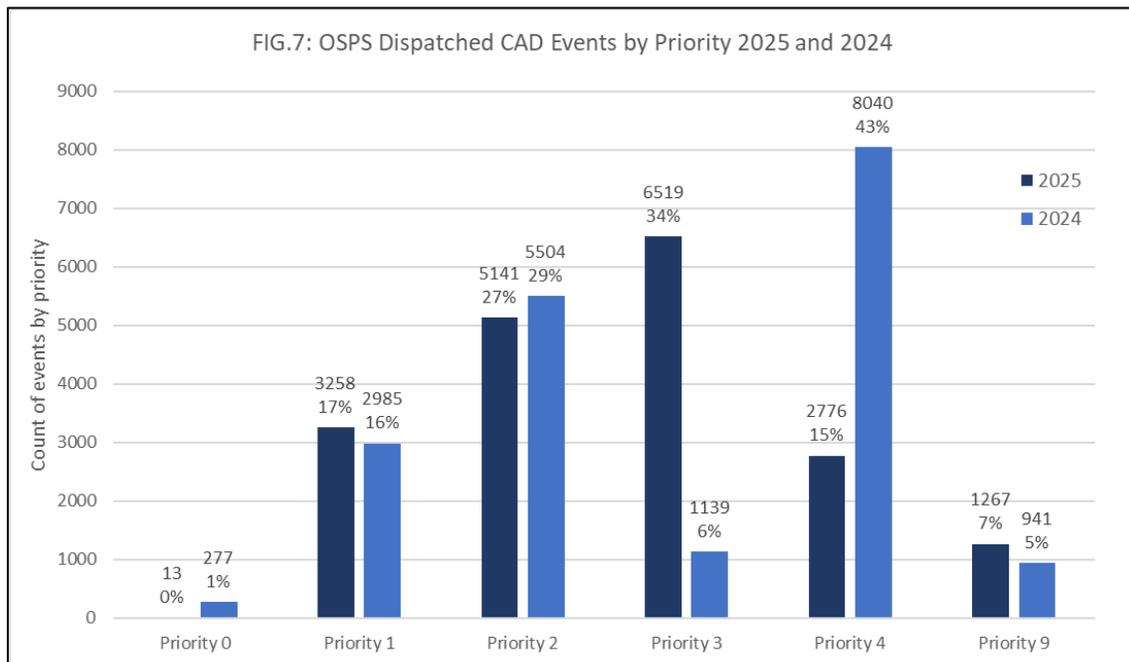
- Of the six police agencies dispatched, in 2025 Port Hope PS increased the most in volume (by 15%), followed by West Grey (10%), and Cobourg (4%). The volume of dispatched calls for Hanover PS declined in 2025 by 14%.
- The fire agencies dispatched by OSECC remain only 9% of the dispatch volume in the OSECC. Although the volume of calls for Grey County Transportation increased by 39%, they remain only 2% of the overall dispatch volume.
- The average hourly dispatch rate for OSPS rose to 2.2 calls/per hour in 2025, from 2.1/per hour in 2024 (**Fig.6**). However, along with seasonal variation, dispatch demands also vary by day of week, and hour of day. In Owen Sound during 2025, Friday recorded the greatest dispatch demands; Sunday with the least. The other weekdays (Mon-Thurs) surpassed the dispatch volume of an average Saturday.
- Hours of the day between 10am and 5pm, on average in Owen Sound during 2025 were the busiest, although demands between 8am and 10pm were all above the average.

FIG 6: Daily Dispatch Rate Per Hour: Owen Sound Police Service 2025

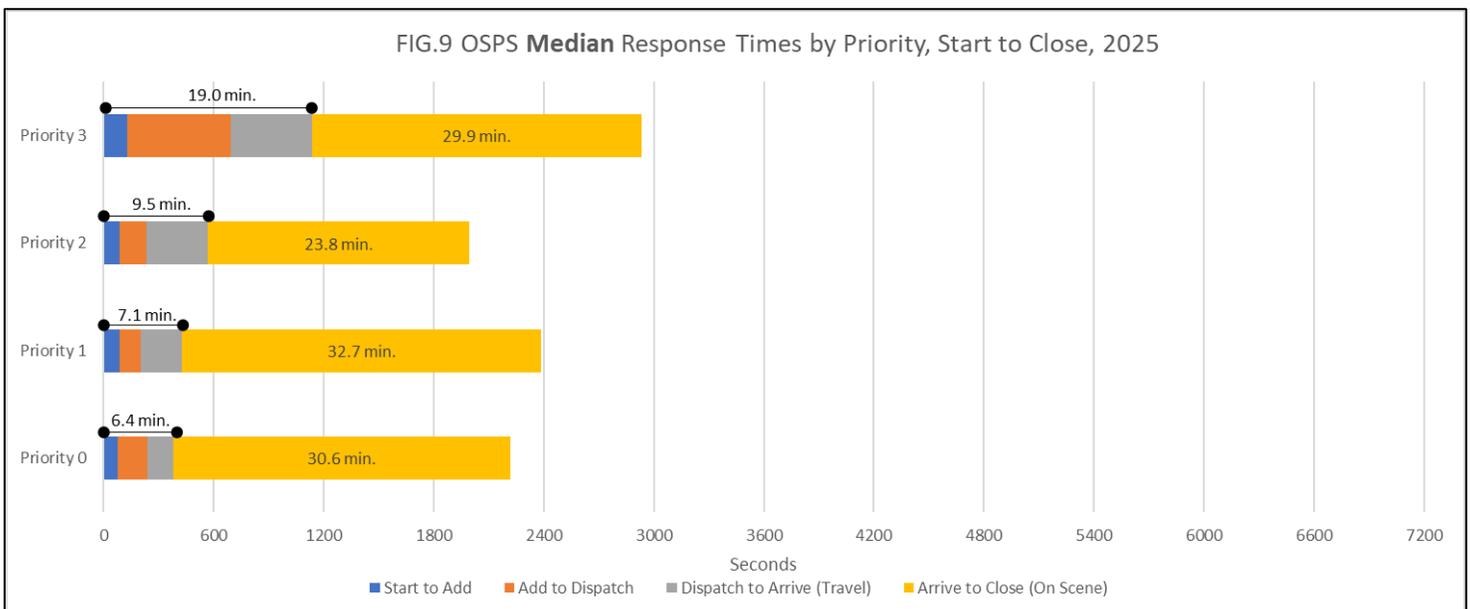
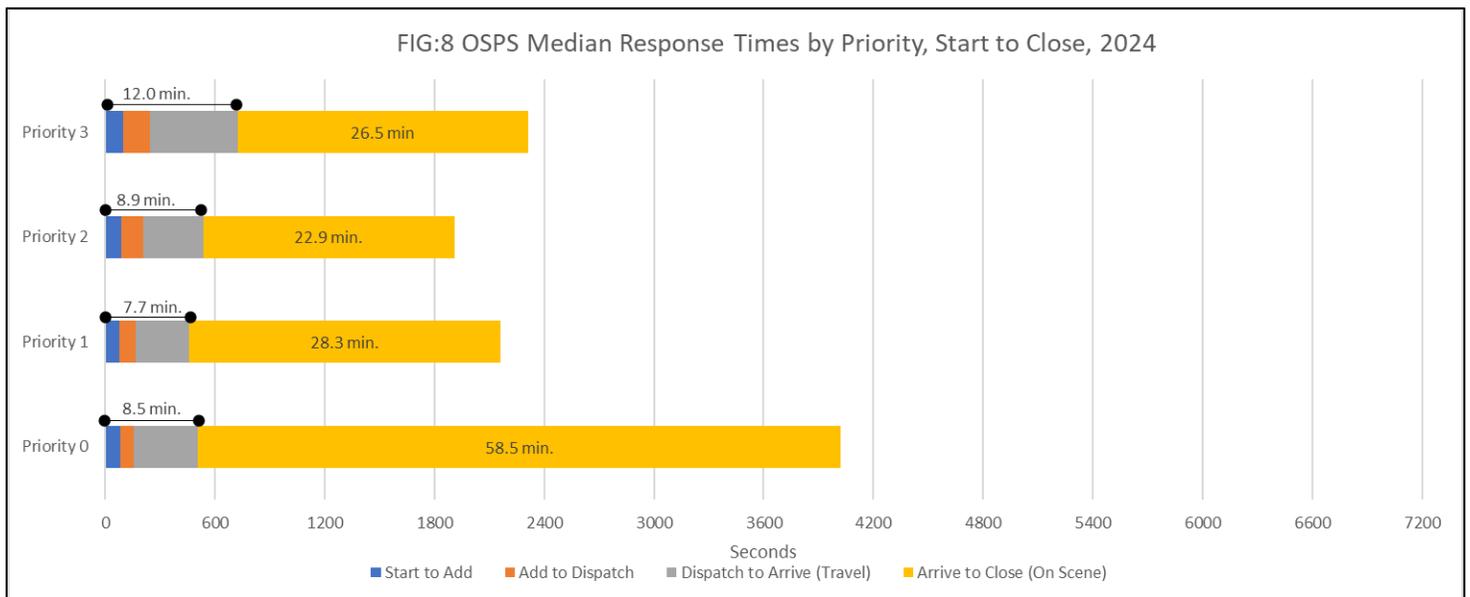


- Dispatched calls also vary by priority. At the end of 2024, OSPS and our policing partners revised the definition of each priority level and updated default priorities for each call type. 2025 began with these new priority level definitions along with standard dispatch response and dispatch time goals.
- Use of Priority 0 as an extreme emergency call where “an officer needs assistance or a catastrophic event” has been more accurately applied in 2025, used only 13 times mainly for testing or training purposes (Fig.7).
- In 2025, there was a significant change in the volume of Priority 3 and Priority 4 calls, as expected, but which now more accurately reflects the standard response required. The definition of a Priority 3 was revised to calls that require “Routine” police attention for events that are not in progress, no potential for danger and/or injury, or reported after the fact and are now to be self assigned by officers. Priority 4 calls are proactive or officer-initiated activities/events.

FIG.7: OSPS Dispatched CAD Events by Priority 2025 and 2024



- Time fields in CAD’s dispatching process data can be used to monitor different “mileposts”. Key mileposts in dispatching include: the start of the Event; adding the Event to the CAD system; dispatching the Event to a unit; the unit’s arrival time on scene (travel time); and, arrive to close or the time spent on scene(s) by one or more units dispatched. The response times in the graph below are extracted from OPTIC’s On Call Analytics (OCA) tool. Although OCA uses “averages’ as a standard indicator, because CAD data is very raw with many outliers, the “median” is used to provide a more realistic picture of the data.
- The median response times to Priority 0 to 3 in both 2024 and 2025 are shown below (**Fig.8&9**). The response time to priority 1 calls remained relatively consistent, with a slightly improved median time of 7.1 minutes in 2025 compared to 7.7 minutes in 2024.
- In 2025, the median response time to priority 2 calls was 9.5 minutes; and 19 minutes for priority 3 calls. These slightly increased response times to priority 2 and 3 calls in 2025 are likely reflective of the revised definition of priorities and default call priorities revised at the end of 2024.
- Measuring response times must take into consideration traffic and pedestrian volume, community safety, road safety, and officer safety, among many other factors.



Information Technology (IT) Infrastructure – December 2025:

In December, the IT team was focused with ongoing work for hosted NG911 including starting the first of anticipated two to three batches of onboarding. This involves substantial configurations, discussions with Bell Canada and vendors and project planning.

Another significant priority in December was preparing to cut-over the backup OSECC dispatch location to NG911. Certification was completed however the transition date was rescheduled to January due to a Bell Canada moratorium over holidays.

Approximately 5 weeks combined annual leave taken by all IT members during December. There was also work for Saugeen Shores Police Service on a large project (M365) with completion scheduled for mid January. And the IT infrastructure for the new West Grey Police Service station will begin in January with a scheduled March completion.

Information Technology (IT) Infrastructure – 2025 Year-End:

November 25, 2025, was a momentous day at OSPS when the OSECC cut over from the legacy analog 911 emergency phone service to the Next Generation (NG) 911, marking a significant milestone in the Service's commitment to strengthening public safety and emergency response. Over the last five years, OSPS has invested significant time and resources into the NG911 program – purchasing, installing and updating technology at both the PSAP's primary and back-up sites, participating in voice trials, identifying potential engineering issue with networks and developing a host solution for other agencies across Ontario.

NG911 now provides a digital infrastructure for modern emergency telecommunications. While dialing 911 remains unchanged for callers, the underlying transformative technology provides faster, more reliable help when people need it most. The upgrade's enhanced features include:

- More accurate caller location and phone number information;
- Enhanced cybersecurity, with added backup capabilities to ensure system reliability; and
- Future ability to support real-time text messaging and other digital technologies.

OSPS was proud to successfully cut-over to NG911 in 2025, well before the Canadian Radio-television and Telecommunications Commission has mandated that all service providers and Primary Public Safety Answering Points (PSAP) must transition to the new NG911 network (March 2027).

Throughout 2025, along with NG911, the IT team facilitated several large projects including: Microsoft 365 to leverage Teams, Sharepoint, business reporting, and modern mail systems; a complete review of all systems and procedures at Smiths Falls with remediation for best practices; and biennial security assessments for OSPS and Smiths Falls. OSPS IT will be assisting the Saugeen Shores and West Grey Police Services with this assessment in 2026.

NG911 required substantial time throughout 2025 both for OSPS and 11 other communications centres relying on our technologies and/or consulting services. Additional services augmenting NG911 were also provided to a number of OPTIC agencies. In 2026 IT will remain heavily involved in NG911 with enhanced analytics.

Currently the OSPS IT department is facilitating discussions with two additional police agencies in assisting/replacing their current IT vendors as an expansion to our portfolio (for 2026) by providing economy of scale, reliability, and secure solutions.

Other IT projects include developing the new West Grey Police Service facility for IT infrastructure and related engineering; and onboarding other projects such as biometric sensors in cell area.

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.

ATTACHMENT(S):

Nil

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 – DECEMBER 2025 AND YEAR END
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026



STRATEGIC PRIORITIES:

The Human Resources Unit contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

30 Forward Initiative

The **30 Forward Initiative** is a national Canadian movement designed to strengthen the recruitment, retention, and advancement of women in policing. It is inspired by the global **30x30 Initiative**, which aims to reach **30% women in police recruit classes by 2030**, but 30 Forward extends beyond this timeframe to create long-term, culturally embedded change across Canadian police services.

Key Objectives

30 Forward commits participating police services to measurable actions in the following areas:

- **Recruitment & Hiring:** Increasing the number of qualified women applying for policing roles.
- **Retention & Family Support:** Addressing workplace barriers, improving work-life integration, and supporting members throughout their careers.
- **Mentorship & Leadership Development:** Building networks that strengthen opportunities for women and allies.
- **Allyship & Inclusive Culture:** Cultivating a healthy, supportive workplace that reflects the diversity of the communities served.
- **National Resource Hub:** Providing research, best practices, and tools for police organizations across Canada.

Why the Initiative Matters

Research shows that increasing the representation of women in policing can enhance:

- Community engagement,

- Public trust,
- Effectiveness of policing strategies, and
- Outcomes for vulnerable populations such as survivors of sexual assault or domestic violence.
- Women in policing have also been found to use less force and receive fewer complaints on average.

Owen Sound Police Service's Participation

- **OSPS officially signed the 30 Forward Pledge in December 2025**, joining an international effort to create a more inclusive future in policing.
- Current representation: **Women make up 24% of OSPS sworn officers.**
- **2025 recruitment: 40% of new recruits were women.**
- OSPS aims to increase the number of qualified female applicants; currently only 10% of applicants are women, despite strong performance and contributions from existing female officers.
- The pledge commits OSPS to identifying and addressing cultural and systemic barriers that could hinder promotion, retention, or advancement of women within the service.
- Joining the pledge does not change hiring standards and does not prioritize gender over qualifications. It seeks to expand the applicant pool and increase equitable access to policing careers.

Expected Outcomes for OSPS

- OSPS is committed to strengthening our sworn ranks by increasing the recruitment and retention of women.
- A more gender-diverse workforce enhances our effectiveness and deepens our connection with the communities we serve.
- Expanding the representation of women in policing does not diminish opportunities for others; rather, it enriches the profession by broadening the range of experiences and perspectives available to the public.

December 2025 Update:

Recruitment:

The Service participated in an interviewing exercise at Georgian College with students in the Police Foundations program. Additionally, another Mini Recruiting Information Session was held in December, which saw a strong turnout.

Staffing:

The following staffing changes occurred during this reporting period:

New Hires:

- **Josee Ernest**, Recruit Constable
- **Maria Tsatsos**, Switchboard Operator
- **Coleen Duncan**, Part-Time Cell Block Monitor

Transfers/Promotions:

- *None this month*

Resignations:

- **Camille Grenier**, Part-Time Dispatcher
- **Kaitlyn Gautreau**, Part-Time Cell Block Monitor

2025 Year End

Hiring and Promotion Statistics:

Position	Hires	Promotions	Retirements / Resignations
Dispatch/Switchboard	9		8
Records	–		–
Cell Block	6		5
Special Constable	5		2
Constable	7		4
Sergeant	–		2
Inspector	1	1	1
Auxiliary	7		2
Total	35	1	23

- **35 total hires** completed across the organization, supporting operational capacity and frontline service delivery.
- **Hiring exceeded separations**, reflecting positive net staffing.
- **Strong intake in essential areas**, including:
 - Dispatch/Switchboard (9 hires)
 - Cell Block (6 hires)
 - Constable (7 hires)
 - Auxiliary (7 hires)
- **Leadership continuity maintained** with **1 Inspector promotion** and **1 Inspector hire**, supporting succession planning.
- **Special Constable unit strengthened** with 5 hires and minimal departures.
- **Records section remained stable** with no staffing changes.

Legislative Updates:

Several new legislative requirements came into effect in the new year. The relevant changes are summarized below:

Employment Standards Act, 2000 - Effective January 1, 2026:

- **Publicly advertised job postings** must include either a specific rate of pay or a salary/wage range not exceeding \$50,000. *All uniform and civilian postings currently include compensation details.*
- **Canadian work experience** – employers prohibited from requiring Canadian experience. *This has never been a requirement in our postings.*
- **Use of artificial intelligence** in the hiring process must be disclosed. *We currently do not use AI.*
- **Postings must state whether the position fills an existing vacancy.** *All external postings fill existing vacancies; a corresponding statement will be added to future postings.*
- **Candidates who interview must be notified of the outcome within 45 days.** *We already meet this requirement consistently.*
- **Recruitment records must be retained for a minimum of three years.** *This extends our previous one-year retention schedule; records will now be maintained for at least three years.*

Occupational Health and Safety:

- **Washroom cleaning records** must be maintained effective January 1, 2026. *A cleaning log will be posted on each washroom door for cleaners to sign following each cleaning. Current practice includes daily evening cleaning.*

Financial/Risk Implications:

Personnel salaries and benefits represent more than 90% of the Service's operating budget. As people are the foundation of the organization, effective human resource management is essential. Ongoing attention to training, health and safety, staff wellness, and adequate staffing levels mitigates organizational risk and supports operational readiness.

ATTACHMENT(S):

None

SUBMITTED BY:

Wendy Pratt, Human Resources Manager

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: LOST HOURS – DECEMBER 2025 AND YEAR END
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

The management of lost hours due to sick time and WSIB claims contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

The following report highlights key metrics from OSPS full time members for December 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
December 2025	21	43	464.25 (+70.9 %)	0	0	0
November 2025	15	23	221.25	0	0	0
December 2024	11	48	479	2	44	352
YTD 2025	50	347	3472 (+1.4%)	2	218	1744 (-77.5 %)
YTD 2024	40	322	3433.25	2	518	3952

- There was a 70.9% increase in lost hours due to member sick leave in December 2025 compared to November 2025 attributed to seasonal illnesses.

- There was a 1.4 % increase in YTD lost hours due to member sick leave in 2025 compared to 2024. We had several members off on extended medical leaves that contributed to the slight increase.
- There were no lost hours attributed to WSIB claims in December 2025.
- There was a 77.5 % YTD reduction in lost hours due to WSIB claims in 2025 compared to 2024.

WSIB Update:

There is one WSIB case involving a full-time member pending final resolution however the member is not receiving top-up amount or benefits.

Other Personal Injuries:

We have two part-time staff off on medical leave relating to personal injuries, we are working with their medical practitioners to determine return to work dates.

FINANCIAL/RISK IMPLICATION(S):

The loss of scheduled work hours presents a potential financial risk and is monitored to ensure it remains balanced with members' physical and mental wellbeing. Additionally, financial resources are required to support ongoing member training, which is essential for maintaining updated qualifications and knowledge, and ultimately for strengthening organizational risk mitigation.

ATTACHMENT(S):

None

SUBMITTED BY:

Wendy Pratt, Human Resources Manager



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – December 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: January 23, 2026

- Days Off/Annual Leave – 9 days
- Senior Leaders Training/Workshop – 2 days
- Sergeants Training – 2 days
- Zone 5 Executive Meeting OACP - .5 hours
- Georgian College Interviews with Policing Students – 3 hours
- Grey Bruce Police Leaders Meeting – 1 hour
- Recruiting Diverse Talen Webinar – 1 hour
- HR Hiring/Board Negotiations – 20 hours
- OPTIC/Niche Enhancements Demonstration – 2 hours
- Owen Sound Court Management Meeting – 1 hour
- OPTIC AGM Toronto – 1 day
- Dispatch/IT/Records Meetings – 8 hours
- Budget 2026 Preparation – 8 hours
- IOP Data Collection Meeting – 1 hour
- Annual Staff Luncheon Hosted by SLT – 3 hours
- Auxiliary Unit Training/Holiday Gathering – 2 hours
- OPC March Past – 1 day
- Swearing In for New Recruits at OSPS – 2 hours

SUBMITTED BY:

Craig Ambrose, Chief of Police

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: 2025 Public Complaints Annual report
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28th, 2026

STRATEGIC PRIORITIES:

The contents of this report contribute to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

The Community Safety and Policing Act provides that any member of the public may make a complaint about the conduct of a police officer, and those complaints are to be administered by the Law Enforcement Complaints Agency (LECA).

LECA receives, manages and oversees all conduct complaints against police in Ontario. Upon receiving a complaint, LECA can elect to: conduct an investigation, screen the complaint out as being not in the public interest to proceed or frivolous, direct an investigation to be conducted by the police service of the respondent officers or direct an investigation to be conducted by another police service. LECA may also choose to retain and investigate complaints on its own in certain circumstances. Complaints not involving officer conduct, such as complaints about a Service's procedures or the policies of a Police Service Board, or the adequacy and effectiveness of a police service, are now the responsibility of the Inspector General of Policing. No such complaints were received in 2025 from the Inspector General of Policing.

In 2025, a total of 15 complaints were initially received by LECA. This compares to 11 received in 2024. All of the complaints were in relation to officer conduct, as per LECA's mandate.

Of the 15 conduct complaints, 14 were from separate complainants, while one complainant filed two complaints to total 15. Of the 15, 9 were initially screened out by LECA, with 7 being deemed *not in the public interest to investigate*. One additional complaint was screened out by LECA for being *more than six months old*, and another complaint was screened out as having been deemed *frivolous*.

Of the remaining six complaints, all but one were referred back to the Owen Sound Police Service for investigation. Three of these complaints were investigated and determined to be unsubstantiated, and investigative reports were

completed and filed. One other complaint was withdrawn by the complainant and closed prior to the investigation or report being completed. Of the remaining two, one remains under investigation by OSPS as of the end of 2025 and it is anticipated this complaint will be completed and closed in early 2026. The final complaint was received on December 29th, 2025 and LECA has referred it to another Service for investigation.

FINANCIAL/RISK IMPLICATION(S):

N/A

ATTACHMENT(S):

N/A

SUBMITTED BY:

Deputy Chief D. Bishop

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: 2025 Special Investigations Unit Annual report
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28th, 2026

STRATEGIC PRIORITIES:

The contents of this report contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

In 2025, the Owen Sound Police Service had two incidents which resulted in notification of the Special Investigations Unit in accordance with the provisions Special Investigations Unit Act of 2019.

Both of these incidents have previously been reported to the Board at the June 2025 meeting and are being summarized here for the purposes of our annual report.

Incident #1

On February 26, 2025 the Owen Sound Police Service notified the Special Investigations Unit of an incident which potentially met the Unit's mandate.

On February 21st, 2025 OSPS officers interacted with a 28 year old male as a result of a call for service for a wellness check. The male was subsequently arrested under the Mental Health Act and taken to Brightshores Health System in Owen Sound. The male is seen and held on a Form 1 detention order by a doctor. Following this, the male became aggressive and uncooperative which led to attempts to get the male under physical control by two OSPS officers and two hospital security guards. During this interaction, one of the OSPS officers was punched in the mouth, breaking one of his teeth. The male further made attempts to bite another OSPS officer.

The male was eventually restrained and sedated, and the officers left the hospital. Several days later, one of the officers attended at the hospital in order to retrieve statements from the security guards involved, and at that point was informed that the male was determined to have a broken hand and was treated accordingly by hospital staff. This injury was a threshold injury which triggered notification of the Special Investigations Unit. The Special Investigations Unit assigned a case file number, spoke with the injured male, and secured video from the hospital showing the interactions between the male,

security, and the police officers. No OSPS officers were subsequently designated as either subject or witness officers by the SIU.

On May 20th, 2025 the Deputy Director of the Special Investigations Unit wrote to Chief Ambrose, closing the investigation, and stating “To be clear, the investigation was discontinued on the basis that there was no evidence that any police conduct caused Mr. (redacted) injury”

Incident #2

On March 13th, 2025 the Owen Sound Police Service notified the Special Investigations Unit of an incident which potentially met the Unit’s mandate.

In the early morning hours of March 13th, 2025 OSPS officers attended a call in which a complainant believed a domestic dispute was occurring at a nearby residence, and provided information on the identity of the residents of the unit. Enroute, the attending officers were able to determine that the male party was on terms not to contact the female party as a result of previous domestic related charges. On arrival the officers could hear a male and female talking inside, and the female met the officers at the door. The officers explained to the female that they had grounds to arrest the male, and she agreed to go in the residence and ask the male to exit to speak with police. After a short time the female returned to tell the officers that the male was no longer in the residence and that she thought he may have jumped out of a second story window. Police observed the open window but no signs of the male. A search of the area did not locate the male.

Later that morning, the police became aware of an ambulance call approximately a block away in which a male was taken to hospital with a foot injury. Attending at the hospital, officers located the male from the earlier call being treated for a broken heel bone, and again in the company of the female. He was subsequently arrested by the officers, and the fractured heel bone triggered the Special Investigations Unit mandate and resulted in their notification of the injury.

The Special Investigations Unit assigned a case file number, and spoke with the injured male. No OSPS officers were subsequently designated as either subject or witness officers by the SIU.

On May 22nd, 2025 the Deputy Director of the Special Investigations Unit wrote to Chief Ambrose, terminating the investigation, and indicating the SIU would not be issuing a report in respect of the matter.

There are currently no further active Special Investigations Unit investigations at this time.

FINANCIAL/RISK IMPLICATION(S):

N/A

ATTACHMENT(S):

N/A

SUBMITTED BY:

Deputy Chief D. Bishop

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: OSPS Mental Health Apprehension (MHA) Wait Times
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

The [contents of this report] contributes to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

Background:

Owen Sound Police Service responds to many calls for service involving individuals with mental illness or experiencing a mental health crisis. One of the objectives of the Mobile Crisis Response Team (MCRT) is to improve access to crisis assessment and intervention in the community and divert persons from emergency departments and hospital admissions. The MCRT is staffed with a plainclothes officer and now two Canadian Mental Health Association (CMHA) Crisis Workers who ride along with OSPS patrol officers.

Although MCRT has been enhanced with additional staff, is often involved in crisis calls, and provides support between systems, follow-ups, treatment and transitional services, there are still times when an individual ends up in the hospital emergency department in crisis with police, waiting for assessment to determine if the individual is going to be held on a form at hospital or released. The goal of the MCRT program is to reduce the number of apprehensions to only individuals in crisis who need to be hospitalized and to increase the percentage of individuals who are admitted to hospital when transported. Tracking admissions has proven difficult, as the transfer of care of some individuals is completed and police are relieved prior to knowing if the individual will be held or admitted.

In these cases, one or more officers, with or without the CMHA Crisis Workers, will be at hospital waiting for a doctor's assessment. It is not until a Transfer of Care form is signed by hospital staff that OSPS officer(s) are able to clear from the hospital. Over the years, there has been lengthy "wait times" for officers at the hospital with an individual who is being apprehended under the Mental Health Act (MHA). In August 2020, a protocol was drafted and signed between Grey Bruce police services and the

hospitals in Grey Bruce to establish processes for the safe and efficient transfer of custody of persons who had been apprehended under the MHA.

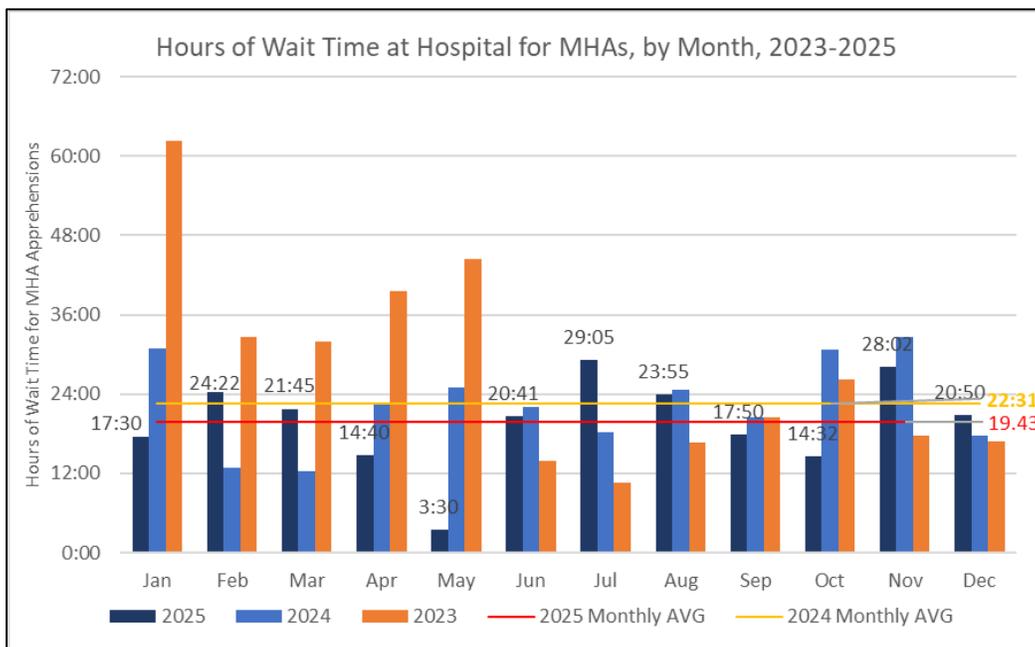
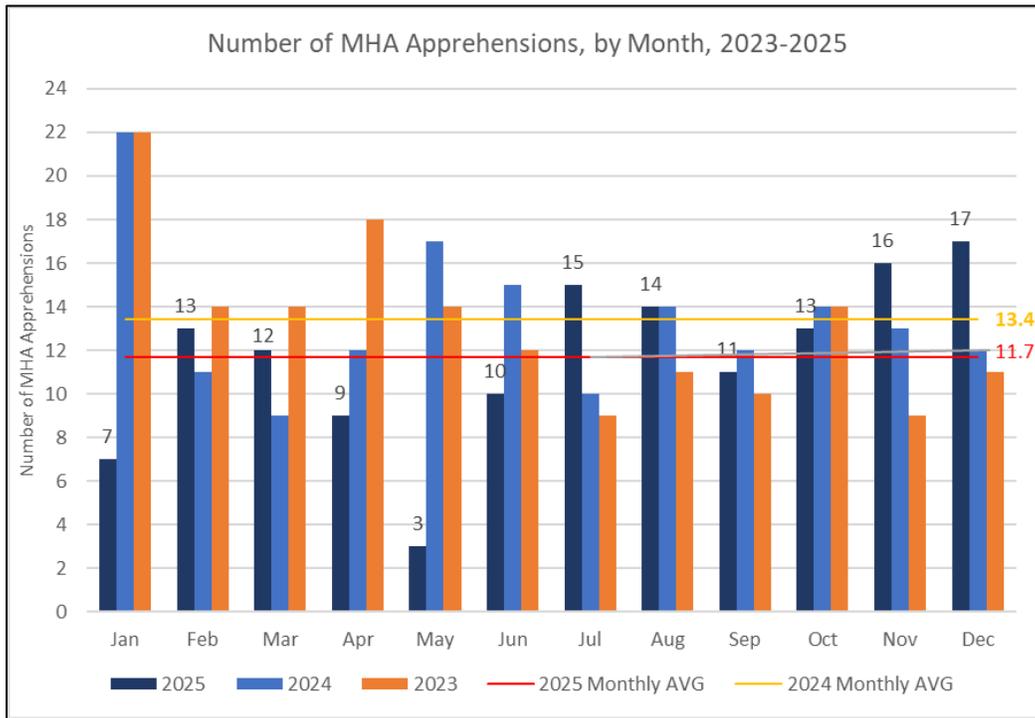
In 2023, some extreme MHA wait times prompted OSPS Senior Leaders to connect with colleagues at Brightshores Health Systems (BHS). Regular meetings between OSPS and BHS Senior Leaders are now ongoing to ensure the protocol agreement is followed. MHA wait times at the hospital are now being tracked and reported on daily, with ongoing dialogue established if the established protocol has not been followed and lengthy delays have been experienced.

2025 MHA Wait Times:

The following table and graphs summarize OSPS monthly MHA wait time statistics. Highlights are included below:

- In 2025, there was a total 140 MHAs, or an average number of 11.7 per month. This number of MHAs has declined 13% compared to 2024. There were 161 MHAs in 2024, and 158 in 2023. These numbers may include the same person in crisis who was brought to the hospital on different occurrences.
- The average police wait time at hospital for an MHA in 2025 was 1:41 (one hour, forty-one minutes), almost exactly the same average wait time as in 2024 (1:42). This average wait time meets the two-hour threshold of the police-hospital protocol and is remaining consistently lower than the 2023 average of 2:07 (two hours, seven minutes).
- In 2025, there was an average of 19:43 (nineteen hours, forty-three minutes) of wait time for police each month. This has declined from the 22:31 monthly average in 2024, which was also down from 27:46 in 2023. This is a reduction of about 8 hours of police waiting at the hospital per month (down 29%) since 2023.
- The 2025 MHA wait time statistics indicate the hospital protocol is improving the safe transition of care from police to health care staff for individuals in mental health crisis. There are always unusual circumstances, and there will always be room for improvement to ensure both the patient receives health care, and police officers can resume patrol duties in a timely manner. The police-hospital protocol however, as shown in these 2025 police wait time statistics, has made significant improvements to the safety and wellbeing of all citizens across the City of Owen Sound.

OSPS 2025 Hospital Wait Times													
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total 2025
No. of MHA Apprehensions	7	13	12	9	3	10	15	14	11	13	16	17	140
No. Formed	5	11	8	4	2	3	10	8	3	7	5	7	73
% Formed	71%	85%	67%	44%	67%	30%	67%	57%	27%	54%	31%	41%	52%
Total Hours at Hospital	17:30	24:22	21:45	14:40	3:30	20:41	29:05	23:55	17:50	14:32	28:02	20:50	236:42
Average Time at Hospital	02:30	01:52	01:48	01:37	01:10	02:04	01:56	01:42	01:37	01:07	01:45	01:13	01:41
Min Time at Hospital	00:15	00:15	00:10	00:10	00:40	00:30	00:30	00:35	00:30	00:20	00:30	00:06	00:06
Max Time at Hospital	05:15	03:00	05:00	03:30	02:00	05:00	05:30	04:00	04:00	03:00	04:00	02:30	05:30



FINANCIAL/RISK IMPLICATION(S):

There are indirect financial implications as demands on policing increase.

SUBMITTED BY:

Chief Craig Ambrose
 Inspector Tony Doherty
 Marg Glode, Strategic Analyst

Owen Sound Police Service

2026 Council Budget Presentation

January 16th, 2026



Policing in Ontario is one of the most highly regulated professions in Canada with multiple layers of government oversight, extensive legislative and regulatory control, and mandated adequacy standards.



Examples of Cost Drivers Outside of Our Control

1. Wage increases based on collective bargaining and pay equity/job valuation
2. Significant new legislated mandated training, training costs skyrocketing
3. Increases in calls for service, call severity, and criminal occurrences
4. Increasing mental health calls
5. Technology and data demands, digital evidence, crime analysis requirements
6. New legislation for funeral homes significantly increasing call times at sudden deaths
7. Closure of some youth detention facilities means transports as far as North Bay or Niagara



Examples of Cost Drivers Outside of Our Control

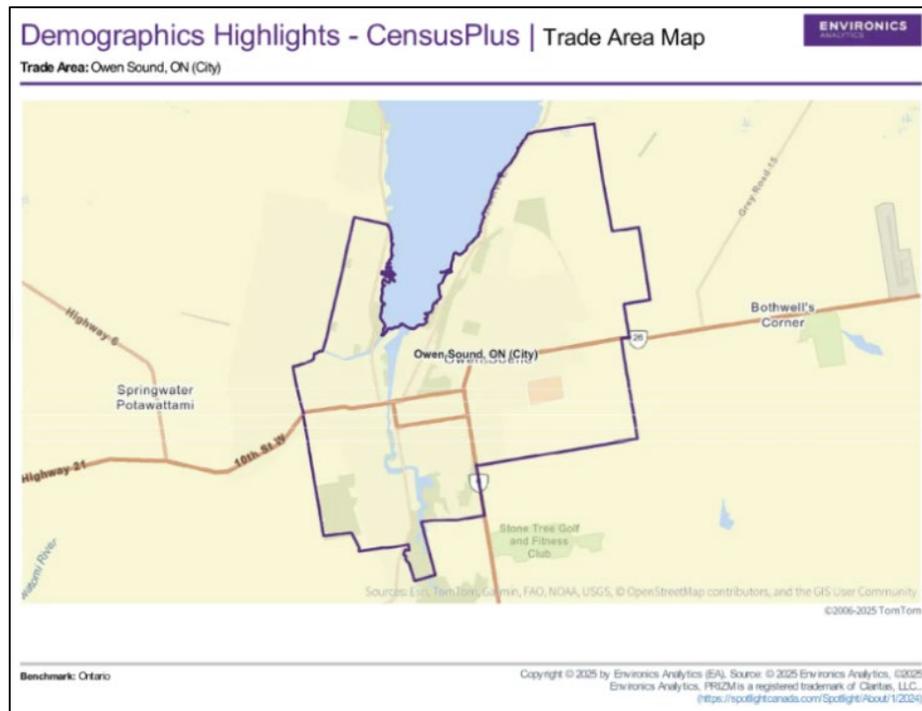
8. Changing recruiting and employment landscape pushing our HR and training costs higher
9. Armed security presence at Courts and trial venue changes, additional judge and courtroom
10. Mandatory benefit changes such as OMERS expansion to part time employees
11. Crime displacement due to provincial investment in GTA suppression efforts
12. Additional workload due to new Community Safety and Policing Act and Inspectorate of Policing
13. Lack of bail reform increasing workload – 50% of charged persons are repeat offenders
14. Unbudgeted abnormal expenses such as homicides



Demographics of Owen Sound

Population Growth and Projections:

Recent data from Environics Analytics estimates the city's population could be as high as **24,190** persons when accounting for recent housing development.



- Projected population growth of 7.7% over the next five years
- Owen Sound is the most populated municipality in Grey and Bruce counties.

Source: <https://www.owensoundsuntimes.com/news/local-news/owen-sound-mayor-highlights-citys-growth-in-2025>



New Construction and Population Growth

- Owen Sound has recently announced the highest value of construction projects permitted in over 35 years, totaling \$214.5 million. *
- New housing units at RCA property, Harbour West and Bayshore Terrace will add 966 housing units with first tenancies beginning later this year. *
- Increase in City population will increase policing demands
- Owen Sound Police currently has one of the highest calls for service per officer and criminal charges per officer in the province
- In order to meet current policing demands as well as future growth we need to increase staffing.
- It takes ten to twelve months to recruit and train a police officer, we need to prepare in advance

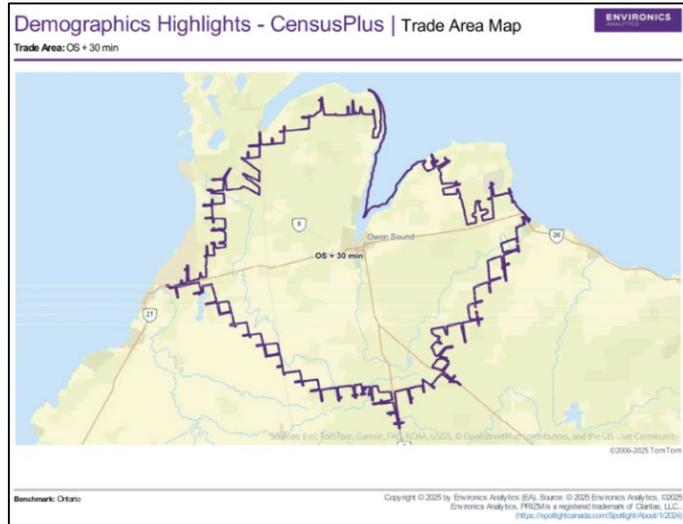
* Source; City of Owen Sound News Release, Sept. 22nd, 2025



City of Owen Sound is hub for surrounding rural areas

- Population increases during daytime within influx of non-residents travelling for **work, school, shopping, services**
- Seasonal tourists are also attracted to the area e.g. Salmon Spectacular, Summerfolk
- *“As the largest urban centre in Grey County, Owen Sound provides jobs and services to a market extending far beyond the City’s borders.”*

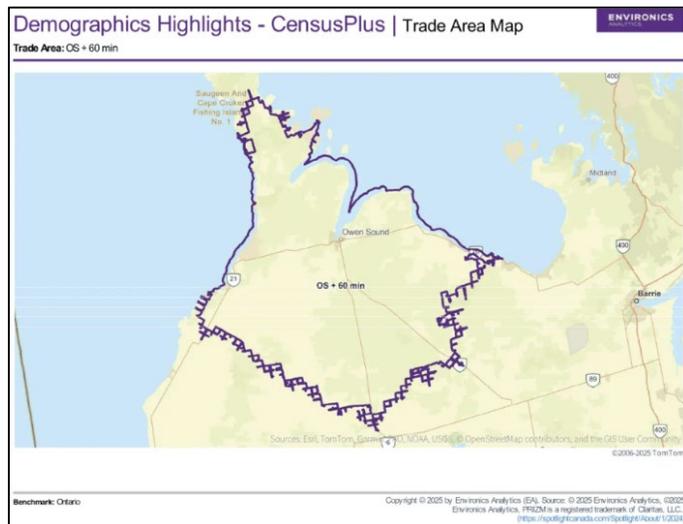
Source: Owen Sound website, Environics Analytics, 2025.



30min. Trade Area = 53,460 population

Examples of
area services
that draw non-
residents into
Owen Sound:

- Grey Bruce Public Health
- Brightshores Regional Hospital
 - 24 hour ER, Ambulatory Care
 - Mental Health and Addiction Services
- Bruce Grey Family and Child Services
- Two high schools serving Bruce & Grey
- Canadian Mental Health Association
- Grey County Ontario Works program
- Grey County Housing Programs and Services
- Provincial Court House
- Probation and Parole
- Offices of MP and MPP for Grey Bruce
- Churches, Synagogue, Mosque
- Indigenous Friendship Centre
- YMCA of Owen Sound Grey Bruce
- Safe N Sound Grey Bruce
- OShare, Owen Sound



60min. Trade Area = 139,619 population

2576 students are bussed into Owen Sound schools daily, or 52% of the student population.



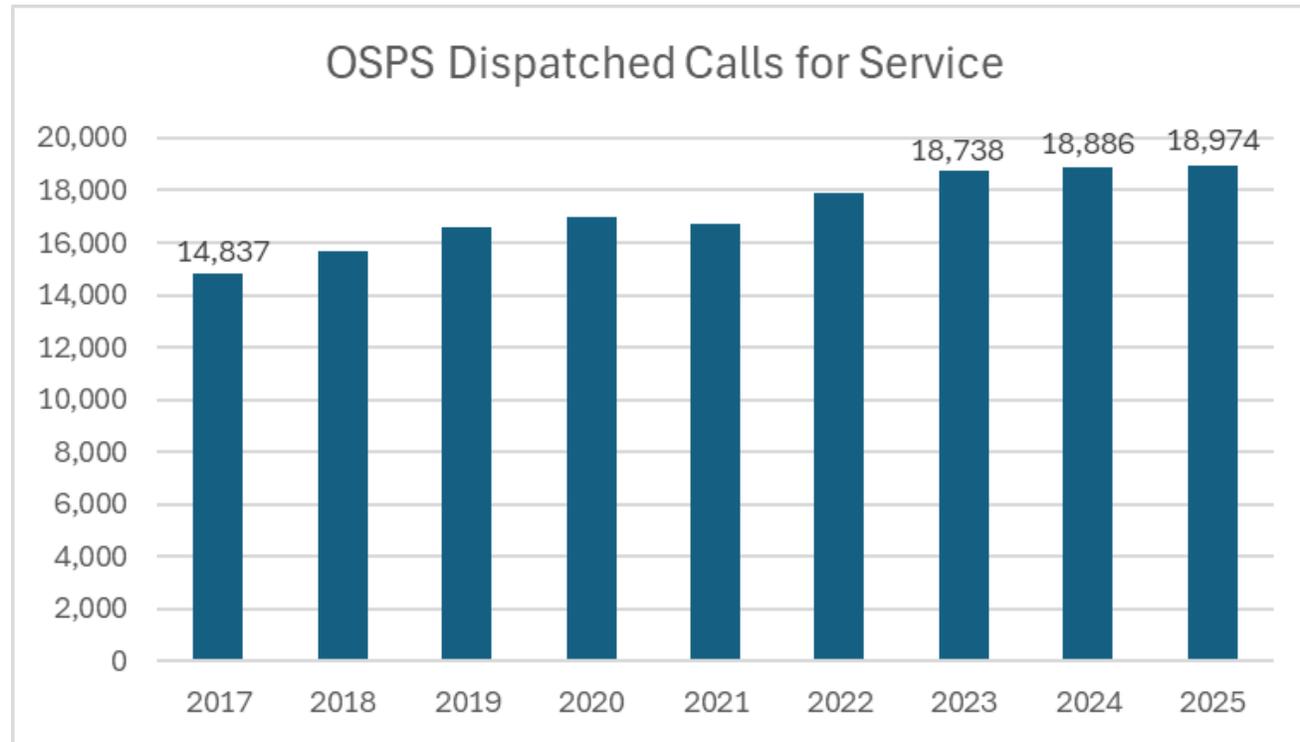
City of Owen Sound's Social Determinants of Health indicate greater risk compared to other areas across Grey Bruce counties

Highlighted Figures, 2020	Ontario	Grey Bruce	Bruce County	Grey County	Owen Sound
Median Household income after taxes	\$79,500	\$72,500	\$76,000	\$70,000	\$57,600 *lowest of all 17 lower tier municipalities in Grey Bruce
Proportion of the population living in low income (based on Low Income Measure, all ages, all genders)	10.1%	11.5%	10.7%	12.1%	15.2% *highest of all other lower tier municipalities in Grey Bruce
Proportion of the labour force who are unemployed (all genders)	12.2%	8.7%	7.9%	9.2%	11.1%
Proportion of residents aged 25 to 64 with postsecondary qualifications	67.8%	59.8%	63.4%	57.2%	54.3%

Source: Grey Bruce Public Health, Health Starts Here, Social Determinants of Health in Grey Bruce 2025.



Volume of dispatched police calls for service continue to rise each year, with increased complexity and time required.



Source: CAD On Call Analytics.

- As an example, a sudden death investigation that took on average 2 hours and 19 minutes in 2017 now takes on average 4 hours and 36 minutes in 2025 due to delays awaiting coroners and new funeral home regulations restricting which businesses can perform body removal services for coroner's cases. OSPS dealt with 60 sudden deaths in 2024.

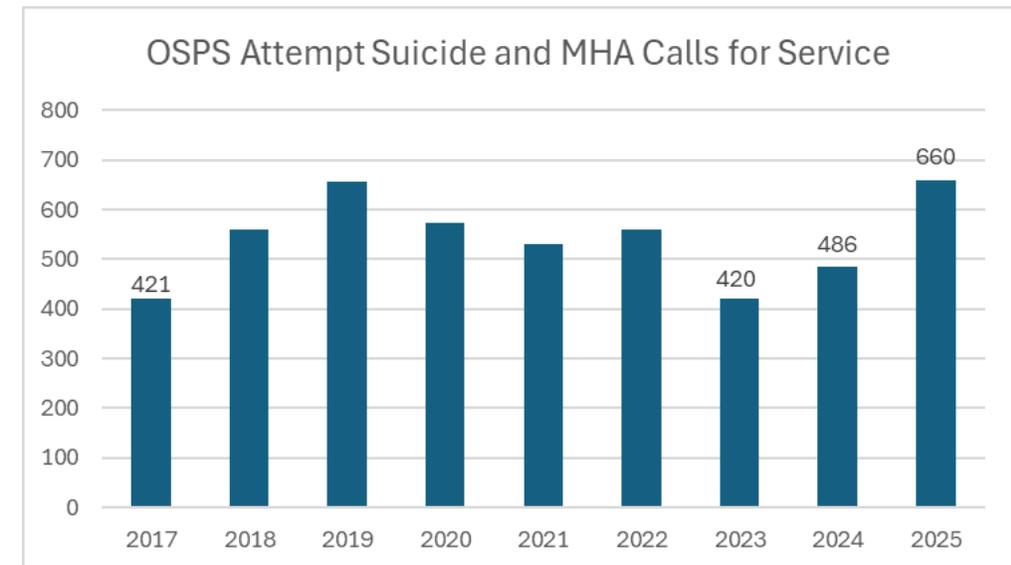


Police Calls involving Mental Illness Consume Resources



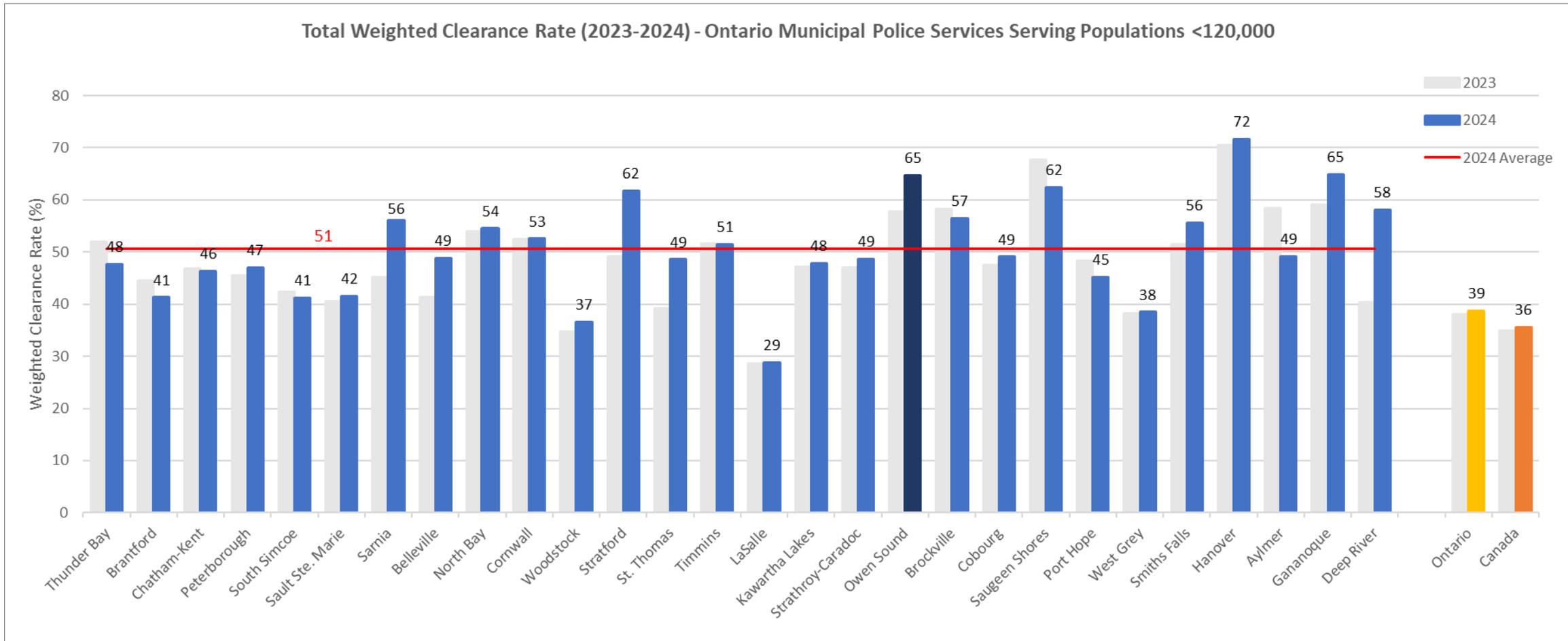
- Even with the Mental Health Crisis Response Team (MHCRT), CMHA Crisis Workers riding with OSPS police, mental health calls continue to increase.
- The volume of “Mental Health” and “Attempt Suicide” calls increased 16% in 2024 (from **420 to 486**), with a 36% increase seen in 2025 (**660**).
- Many other police call types involve mental health concerns (e.g. Disturbance, Dispute, Unwanted Person, Landlord Tenant Problem).
- Ongoing mental health call analysis determined **1,840** police calls in 2025 involved mental health –**9.7%** of annual dispatched calls; and up 11% from **1,657** in 2024.

- Some calls require a Mental Health Apprehension (MHA).
- In 2025, there were **140** MHAs.
- In 2025, the average time police wait at hospital for a MHA is **1:41** .
- In 2025, total OSPS officer time waiting with MHAs at hospital averaged more than **19 hours per month**.



Source: CAD On Call Analytics.

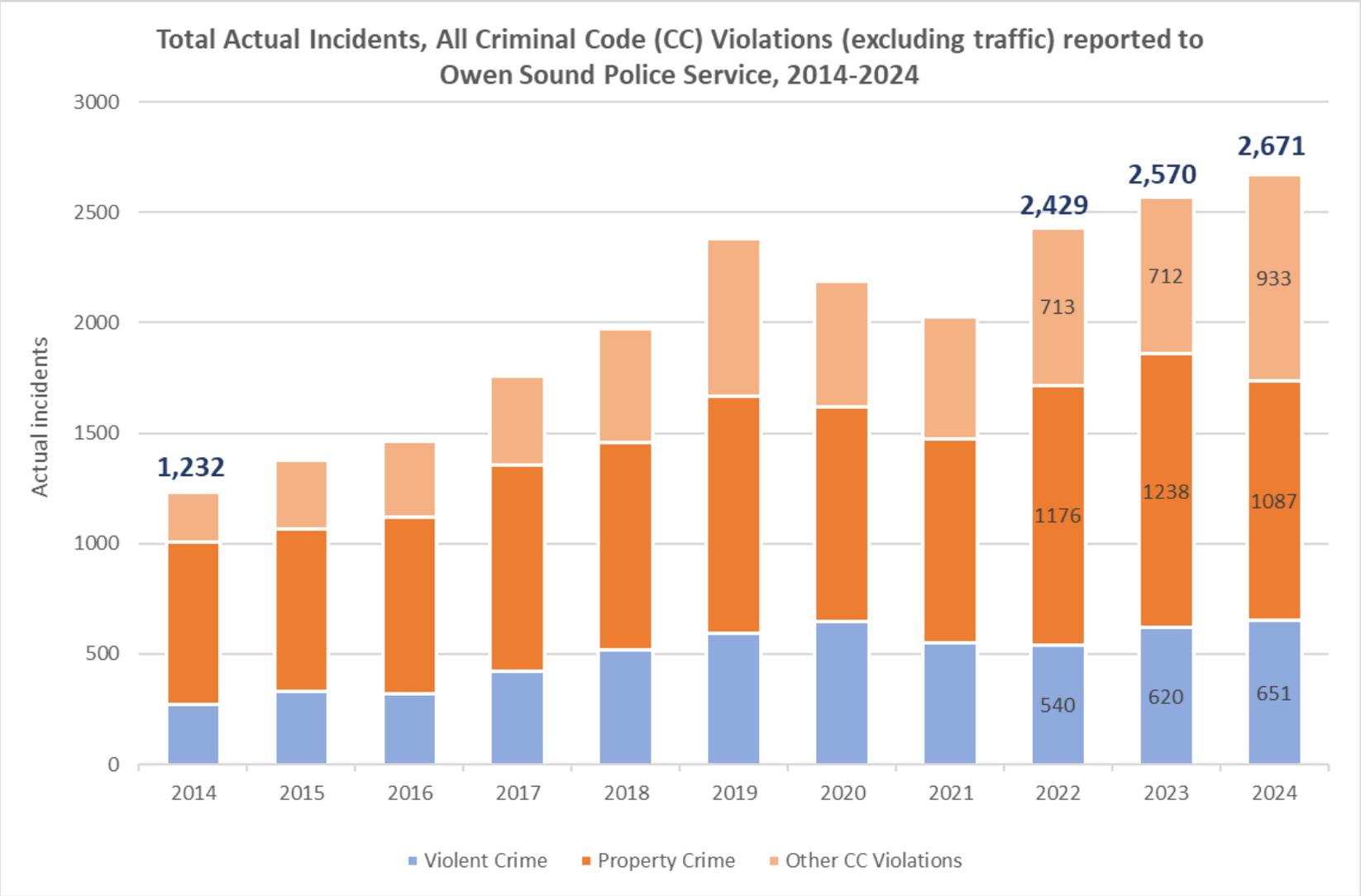
OSPS' Weighted Clearance Rates continue to be among the highest, rising to 65% in 2024



Source: Statistics Canada, Data Tables: 35-10-0188-01 and 35-10-0026-01.



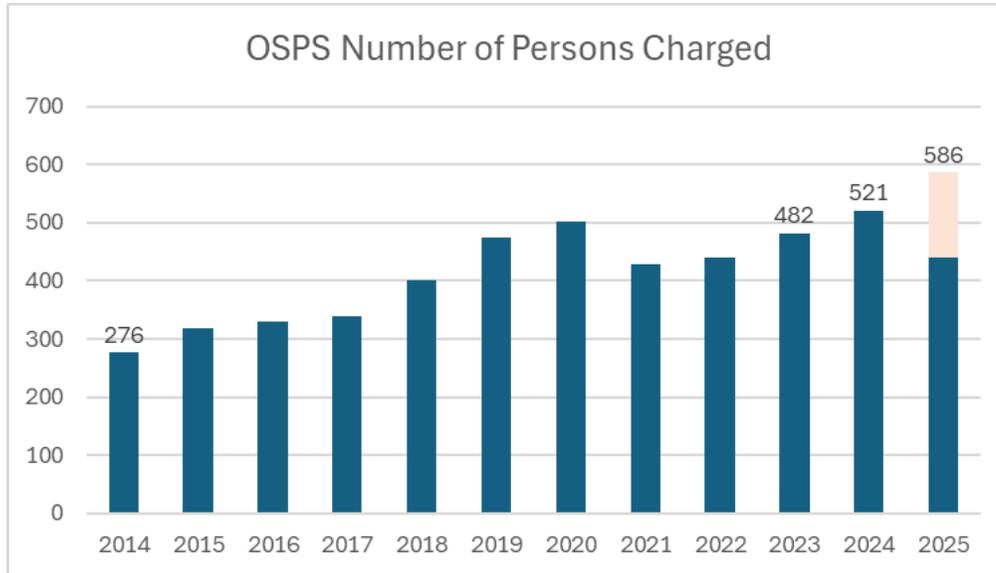
Third consecutive year of increased volume of reported crime in Owen Sound: More than twice the volume of crime reported than 10 years ago



Source: Statistics Canada, Data Tables: 35-10-0180-01.



Twice the number of persons charged than 10 years ago



Source: Niche Records Management System Persons Charged Report.

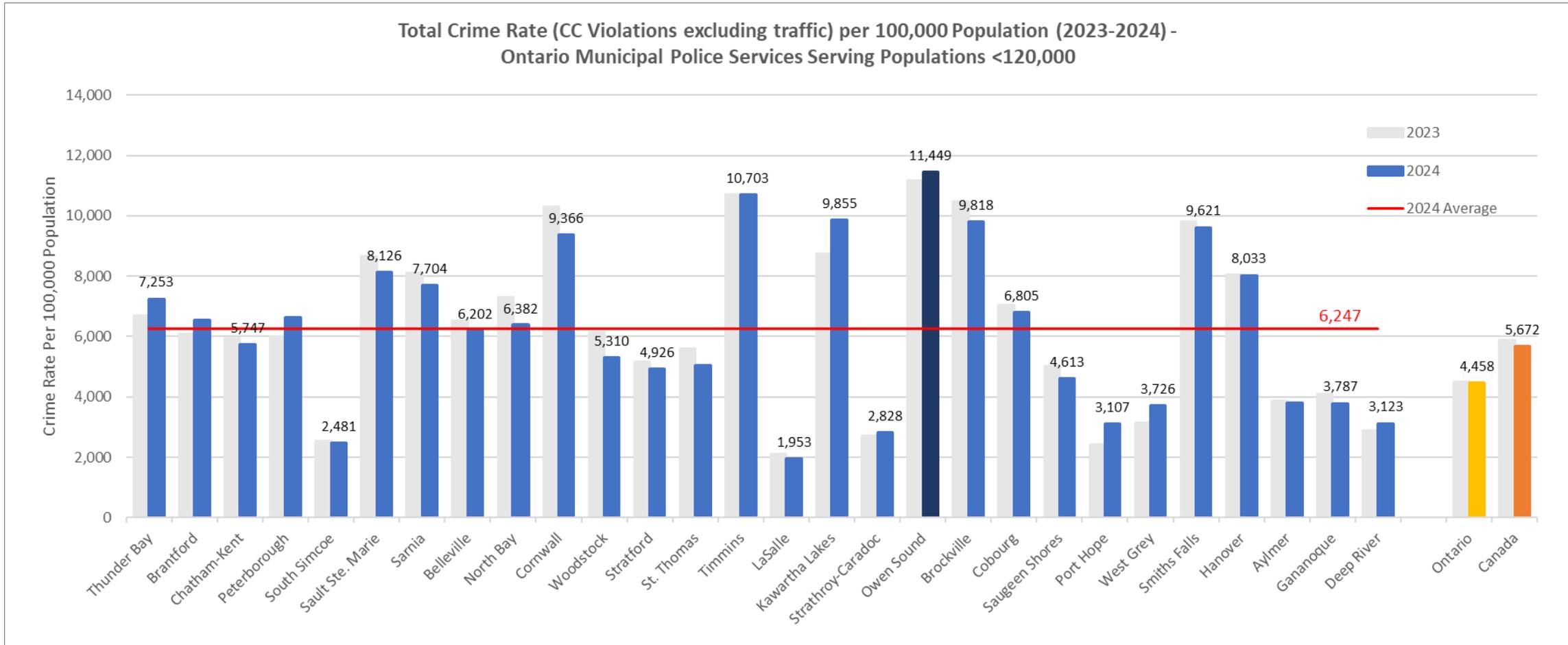
- Approximately 50% of persons charged by OSPS are repeat offenders

In 2024, ten individuals in Owen Sound collectively accounted for 578 calls for service.

- These number represent the number of individual persons charged over the year.
- Same person may be charged multiple times, or with multiple offences.
- Often OSPS is in contact with same people regularly.



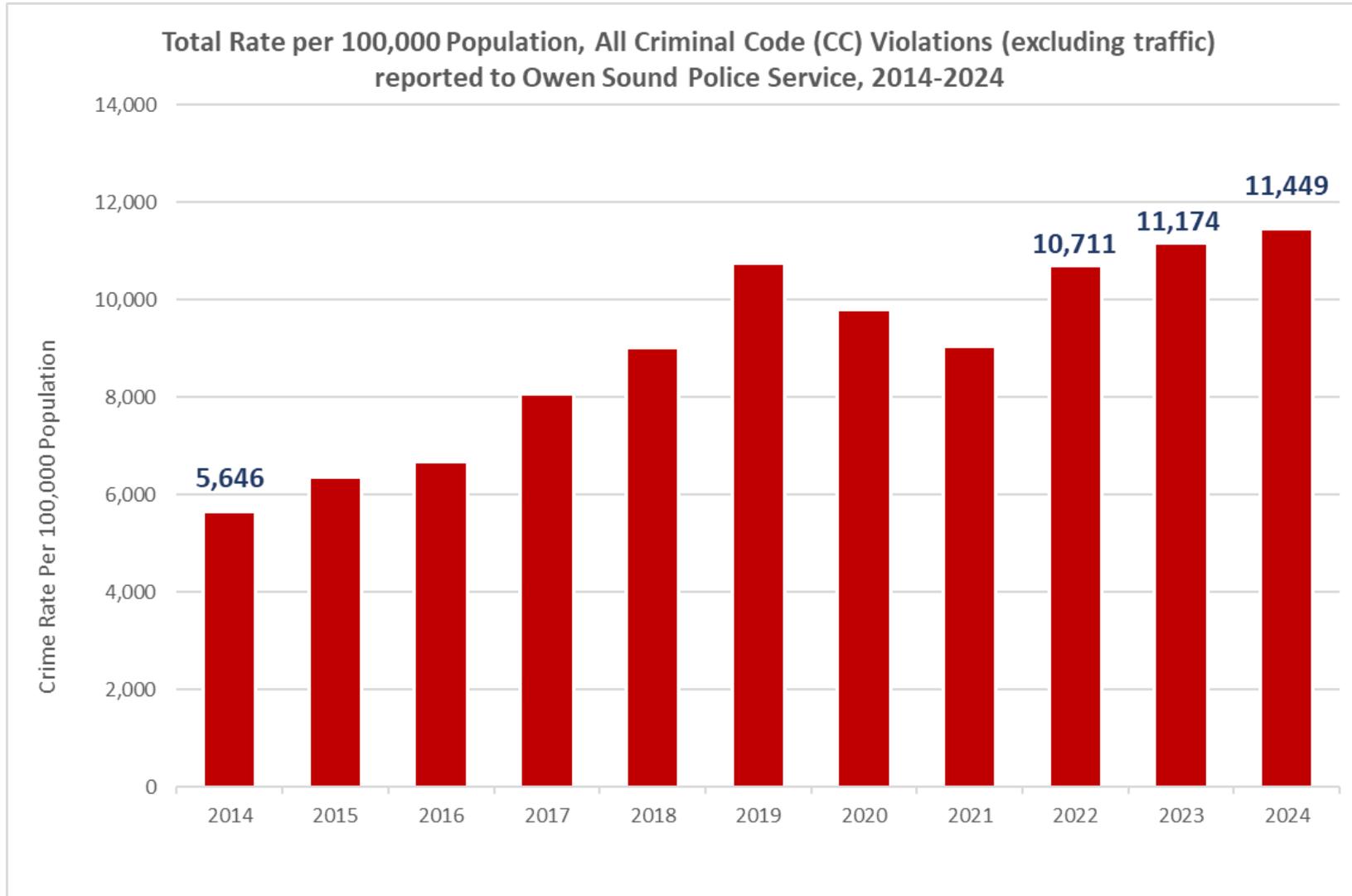
Second consecutive year for Owen Sound to record the highest total crime rate compared to these other similar sized municipal police agencies



Source: Statistics Canada, Data Tables: 35-10-0180-01; 35-10-0177-01; 35-10-0077-01; and 35-01-0076-01.



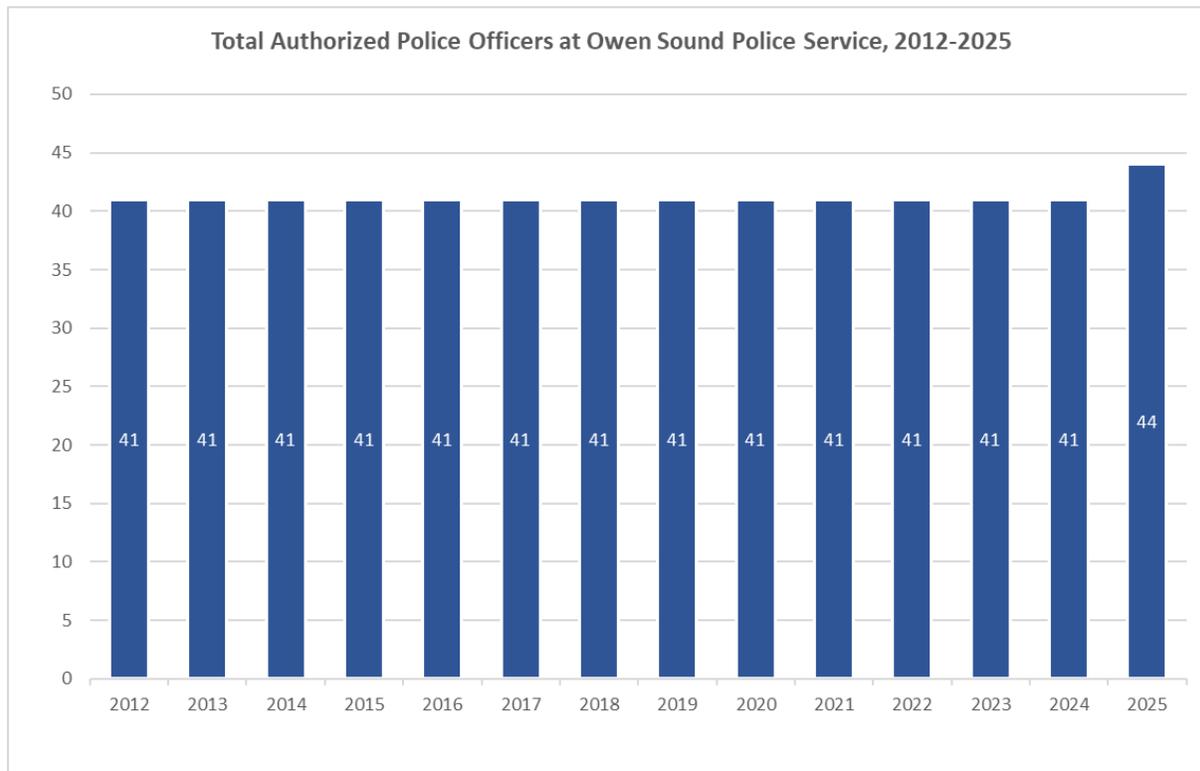
Third consecutive year of increased Crime Rate Per 100,000 Persons in Owen Sound: Crime Rate is more than double what it was 10 years ago



Source: Statistics Canada, Data Tables: 35-10-0180-01.

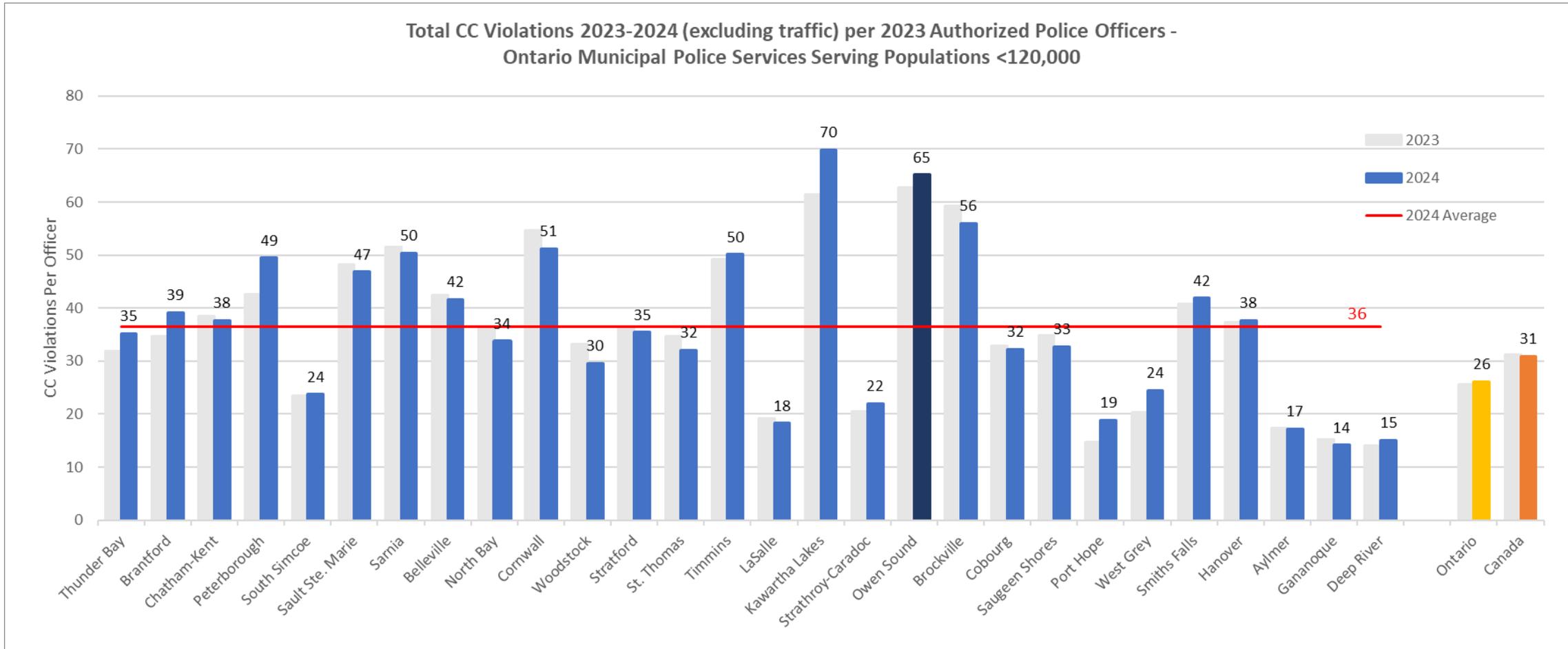


5. Staffing Levels Relatively Unchanged



- Authorized complement of sworn police officers remained at 41 for past 13 years (between 2012-2024).
- In 2025 added:
 - 2 CORE officer positions previously funded by grant
 - 1 Deputy Chief position
- OSPS leveraging civilian roles:
 - Community Services Officer and Identification Officer civilianized in 2019 and approx. 2016
 - 1 Human Resources Manager position added in 2024
 - 4 Team Leader positions in OSECC transitioned from part time pool in 2025

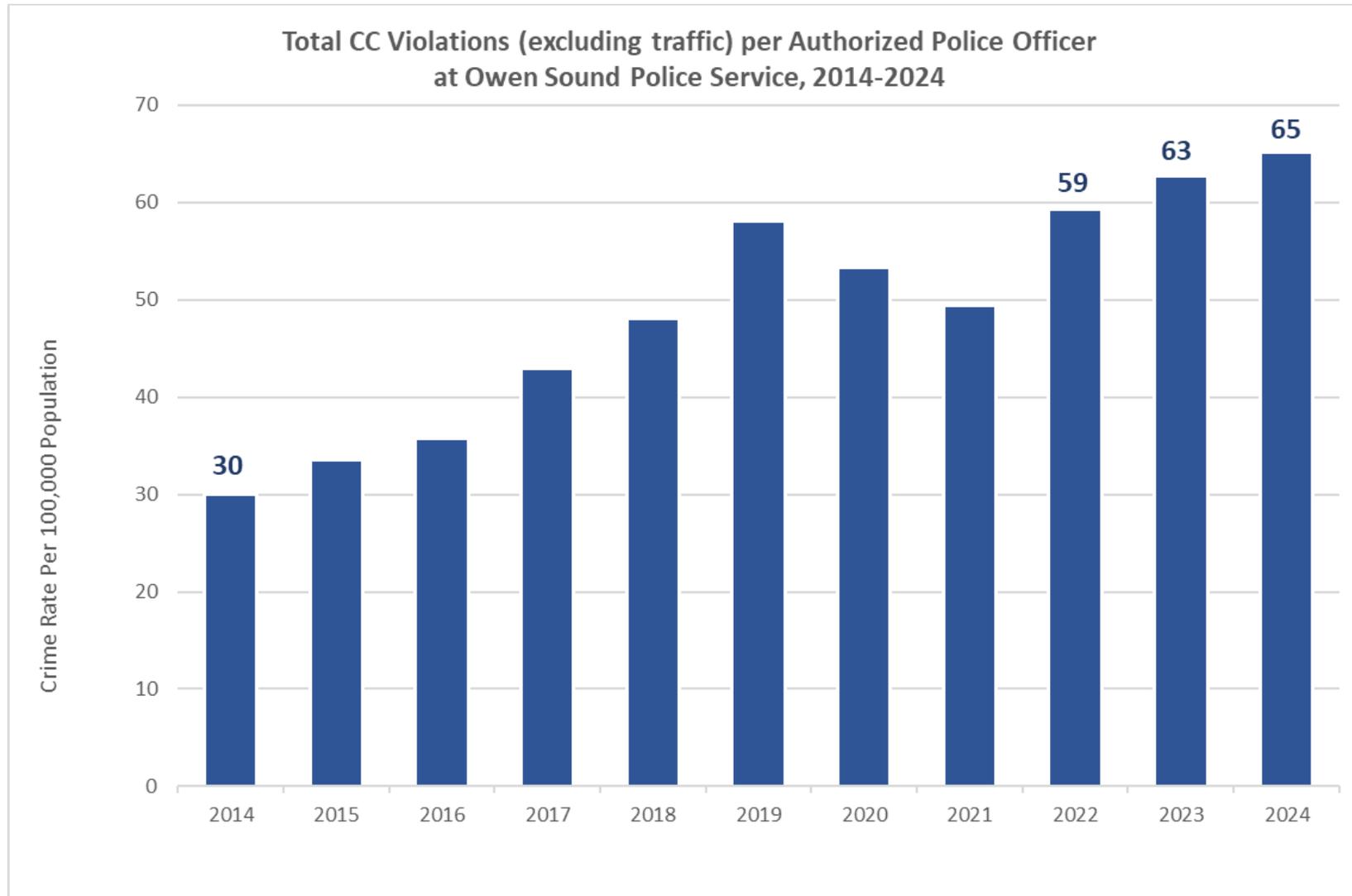
Owen Sound Police Officers carry one of the highest criminal workloads compared to Police Officers at other similar sized municipal police agencies



Source: Statistics Canada, Data Tables: 35-10-0180-01; 35-10-0177-01; 35-10-0077-01; and 35-01-0076-01.



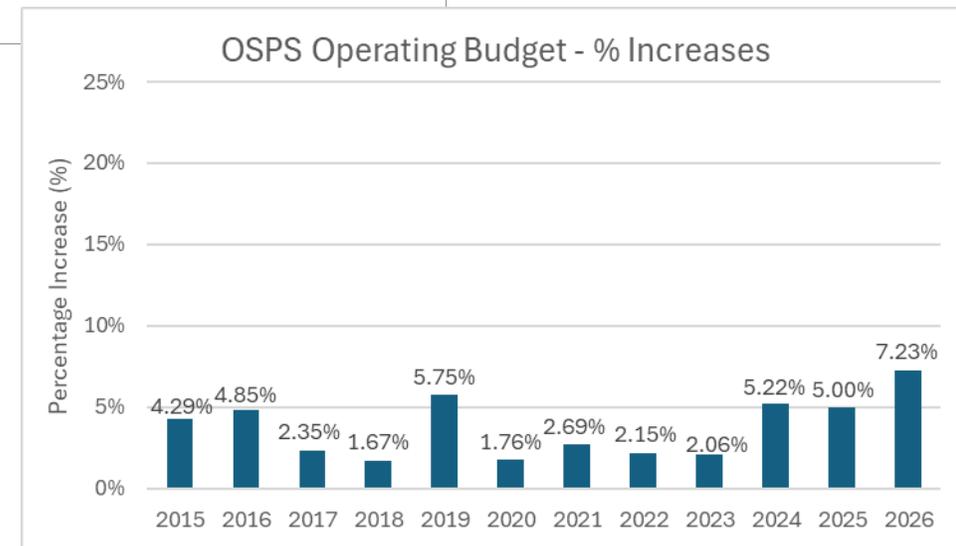
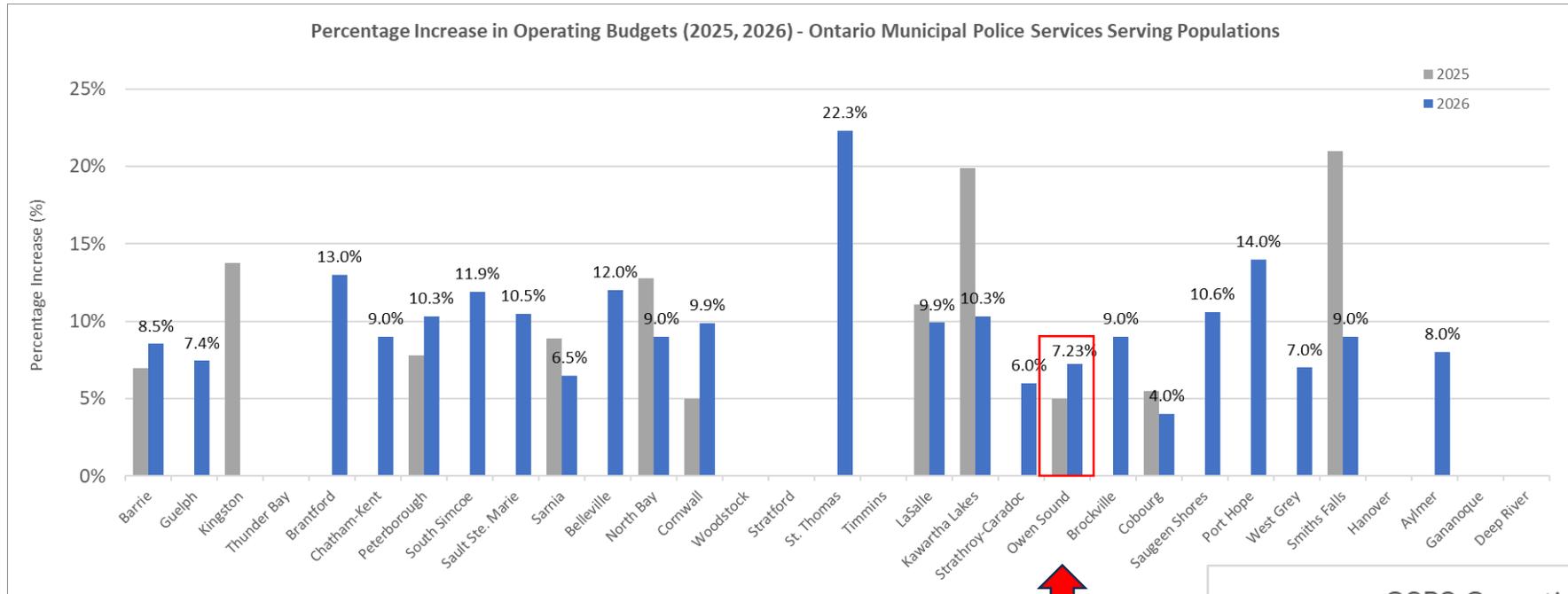
Third consecutive year of increased Criminal Workload Per Officer at OSPS: Criminal Workload is more than double what it was 10 years ago



Source: Statistics Canada, Data Tables: 35-10-0180-01; 35-10-0177-01; 35-10-0077-01; and 35-01-0076-01.



OSPS' budget increases are not on par with other police services across Ontario



Police Board – Dept 3000

- Increase is 17.52% or just under \$5,000.
- No additional staff but increased hours for PT staff member to manage legislated compliance requirements of the Community Safety and Policing Act.

<i>Police Board</i>		2026	2025	2024	Variance
1 PTE	Salaries and Benefits	24,922	19,874	19,513	5,048
Police Board Admin	Materials and Supplies	9,803	8,122	8,100	1,681
	Contract Services	7,000	9,000	9,000	(2,000)
	Debt Payments	-	-	-	-
	Gross Costs	41,725	36,996	36,613	4,729
Contracts	Grants	-	-	-	-
	Other Revenue	-	-	-	-
	Revenue	-	-	-	-
	Net Cost	41,725	36,996	36,613	4,729
	Reserve Contribution	(32,500)	(32,500)	(32,500)	-
	Internal Cost Allocation	22,500	22,500	22,500	-
	Division Levy Requirement	31,725	26,996	26,613	4,729



Police – Uniform – Dept 3100

<i>Uniformed Police</i>	2026	2025	2024	Variance
Salaries and Benefits	7,819,094	7,543,175	7,262,852	275,919
Materials and Supplies	474,280	434,253	423,344	40,027
Contract Services	392,084	371,429	254,465	20,655
Debt Payments	-	-	-	-
Gross Costs	8,685,458	8,348,857	7,940,661	336,601
Grants	(515,443)	(378,581)	(654,657)	(136,862)
Other Revenue	(39,000)	(39,000)	(39,000)	-
Revenue	(554,443)	(417,581)	(693,657)	(136,862)
Net Cost	8,131,015	7,931,276	7,247,004	199,739
Reserve Contribution	-	-	-	-
Internal Cost Allocation	-	-	-	-
Division Levy Requirement	8,131,015	7,931,276	7,247,004	199,739

- Increase is 2.52%
- Staffing increase 4 officers (1 per platoon) to assist in meeting demands for service. Cost offset by assisting with court security during operational hours.
- Ratified contract for 2024-2026 has resulted in significant salary increases.
- Service has lost a lot of experience in front line officers through retirements. 50% of front line uniform officers less than 2 yrs experience.
- Since August 2025 PT officers not assisting with calls for service and visibility when at courts.
- Includes the addition of a Deputy Chief position in the budget for 2026 (approx. 3%)
- Minimum staffing level hasn't changed since 2016 despite calls for service and criminal charges per officer more than doubling in that time.



Police – Uniform – Dept 3100

<i>Uniformed Police</i>	2026	2025	2024	Variance
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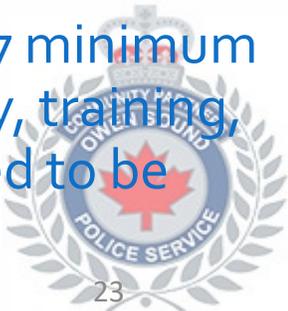
- No ability to continue to do more with the same or less. OT has increased and workload has increased. Don't want to see Mental Health or Physical Health affected.
- Anticipated retirements are included in the budget.
- Salary gapping new hires to anticipated vacancies is already included in the budget.
- No ability to delay new hires as a new officer spends up to 10 months from date of hire before working independently.



Police – Uniform – Dept 3100

- Front line staffing due to vacancies and reassigned resources have been short staffed since August 2025.
- Already dropped CORE and BCWA from 4 officers combined to 3 officers combined despite proven need for 4 officers to attempt to meet requested increase.
- There is no option for backfilling with temporary staff in sworn policing.
- The call volume and our response to it can't be flexed around staffing levels
- As an essential service we require 24/7 minimum staffing levels. Illness, vacation, injury, training, paternity and maternity leaves all need to be managed internally

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Salaries and Benefits	7,819,094	7,543,175	7,262,852	275,919
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Internal Cost Allocation	-	-	-	-
Division Levy Requirement	8,131,015	7,931,276	7,247,004	199,739



Police – Civilians – Dept 3200

<i>Civilian Police</i>	2026	2025	2024	Variance
Salaries and Benefits	4,580,020	4,303,669	3,843,787	276,351
Materials and Supplies	99,102	63,640	82,000	35,462
Contract Services	24,694	23,423	-	1,271
Debt Payments	-	-	-	-
Gross Costs	4,703,816	4,390,732	3,925,787	313,084
Grants	-	-	-	-
Other Revenue	(3,531,561)	(3,626,360)	(3,050,660)	94,799
Revenue	(3,531,561)	(3,626,360)	(3,050,660)	94,799
Net Cost	1,172,255	764,372	875,127	407,883
Reserve Contribution	16,566	16,766	18,276	(200)
Internal Cost Allocation	-	-	-	-
Division Levy Requirement	1,188,821	781,138	893,403	407,683

- Increase is 52.19%
- Collective agreements were negotiated in 2025 running from 2024-2026
- Change relates to salary and benefit increases and loss of revenue.
- No pay equity, job equity or market comparison had been completed in over 10 years and OSPS had fallen well behind comparators in all positions at all levels.
- Resulted in significant salary increases reflective of the market assessment and police comparators. Salaries for some positions increased between 12% and up to 25% from 2023 to 2026.
- Previously lost employees after training from several different roles to move to other employers for better pay and reduced workload.



Police – Civilians – Dept 3200

- No new FT hires, includes addition of 4 mid level supervisors from existing staff due to the decrease in experience levels.
- Despite a loss of almost \$100,000 in revenue, business ventures generate a savings of \$2,231,944. compared to not providing external services.
- Numbers more accurately reflect the actual costs than previous years “exception vs the norm”

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Court Security & Prisoner Transport – Dept 3300

<i>Court Security</i>	2026	2025	2024	Variance
Salaries and Benefits	1,273,954	975,049	795,988	298,904
Materials and Supplies	12,375	5,432	5,800	6,943
Contract Services	-	-	-	-
Debt Payments	-	-	-	-
Gross Costs	1,286,329	980,481	801,788	305,847
Grants	(420,000)	(450,000)	(390,000)	30,000
Other Revenue	(558,269)	(261,778)	-	(296,491)
Revenue	(978,269)	(711,778)	(390,000)	(266,491)
Net Cost	308,060	268,703	411,788	39,356
Reserve Contribution	-	-	-	-
Internal Cost Allocation	-	-	-	-
Division Levy Requirement	308,060	268,703	411,788	39,356

- Expense increase is 14.65% to city
- Cost increases relate to salary increases, supervision and extended coverage and demands.
- Payment from Grey County increases significantly but doesn't cover the supervision of court security.
- Court security funding from the Provincial government decreases as a portion of the overall costs.
- Significant challenges and changes in court security in 2025 and 2026
- "Recommendation" from Ministry regarding armed officers in court locations.



Court Security & Prisoner Transport – Dept 3300

- Need for an armed officer full time in courts to relieve the PT officers currently redeployed since August 2025.
- New Superior Court Justice named to Owen Sound Court that increases court operations and requires additional security.
- Several matters transferred from Bruce County to Owen Sound for convenience or facility and security issues.
- Backlog of court cases since Covid remains and additional courts and coverage increases demands for security.

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Court Security & Prisoner Transport – Dept 3300

The Armed Security Decision

- Owen Sound is a very busy courthouse, with one of the province's highest case backlogs.
- Owen Sound's high violent crime rate increases risk
- Numerous serious cases including homicides, robberies, drug trafficking and sexual assaults are heard locally
- Increasing drug and firearm charges tied to GTA area gangs and organized crime
- A number of incidents of weapons being brought to courthouses and assaults on court staff led to provincial recommendation to maintain armed presence

- Need for an armed officer full time in courts to relieve the PT officers currently redeployed since August 2025.
- New Superior Court Justice named to Owen Sound Court that increases court operations and requires security.
- Several matters transferred from Bruce County to Owen Sound for convenience or facility and security issues.
- Backlog of court cases since Covid remains and additional courts and coverage increases demands for security.



2026 Capital Purchases

- Capital provided by the city remains at \$150,000; not changed since 2019 despite the much lower buying power of that money.
- Prisoner monitoring software – monitors vital signs of individuals in custody to mitigate the risks of an opioid poisoning or other medical event while in custody.
- Replacement of livescan fingerprinting units and Intoxilyzer units no longer supported
- Outfitting costs for increased staff turnover and additional employees including use of force options, uniforms, and related equipment.
- New police specific HRIS system for time and attendance record keeping etc...



Summary of 2026 Budget Request

- Adds 4 new officers for platoon coverage and court coverage
- Adds one dedicated armed officer to court security duties
- Significant increases as a result of negotiated contract settlements and market comparators within the policing sector affecting all police services and resulting in much larger increases elsewhere.
- Results in a 7.23% increase for 2026 from 2025
- Mayor has asked for 5.5% increase like all other departments within the city
- What does this mean?
- How would we meet the 5.5% increase?



How would the Service meet 5.5%?

- Would need to not hire to meet our needs and demands for service.
- Not hiring the 4 officers would almost meet the financial needs but wouldn't meet the police service needs and provide adequate and effective policing to the city. It would also require overtime to cover court security (negative financially and employee wellbeing)
- Not hiring an officer to work in the courts would leave us in contravention of the recommendations of the Ministry, increase risk to staff and public, is not a viable option and would not be adequate and effective policing as required by legislation.
- Continuing to use our part time officers to meet the armed security presence jeopardizes approximately \$300,000 in grant funding that pays for the PT program
- **Proven need for resources based on the data.**
- Nothing that the service can identify that we would "no longer do" to save costs.



What does 5.5% mean?

- Could likely result in a grievance and/or health and safety complaint that the service would be unable to refute.
- Unlike other departments within the city, we do not control our service levels, hours of operation, or demands for service.
- Only other option to meet the 5.5% demand would be layoffs resulting in an Ontario Police Arbitration and Adjudication Committee hearing where we would be unable to support that the position wasn't required.



“Police services and boards are being asked to navigate complex social issues while confronting operational pressures, emerging public safety risks, and resource demands,” said Inspector General Teschner. “At the same time, there is a clear opportunity to move beyond the models of yesterday and towards a modern policing approach that contributes to policing excellence, good governance, and public trust.”

Source: Inspector General of Policing of Ontario, Ryan Teschner, 2024 Annual Report “On the Road to Excellence: A Year of Progress and Purpose”, July 15, 2025.



Mover: Councillor Carol Merton
Meeting Date: January 16, 2025
Subject: 2026 OSPS budget request

Proposed Amendment Resolution:

THAT in consideration of the 2026 operating budget, City Council support the OSPS budget request of 7.23 percent and incorporate within the Strong Mayor's Budget to ensure adequate and effective police services for community safety.

Proposed amendment resolution

Reason/Benefits for Proposed Amendment:

- The OSPS Budget request reflects that OSPS services a daily population much larger than 21,000 <https://www.bayshorebroadcasting.ca/2025/12/31/owen-sound-mayor-says/> since Owen Sound is economic hub and regional centre for those attending school, working, shopping and receiving health care services. See data source 2025 Environics Analysis <https://www.owensound.ca/business-building-development/community-profile/demographic-data/> and PDF attached below.



OSPS 2026 Budget
Influencing Factors - C

- Utilization statistics and trending analysis given to the Owen Sound Police Services Board provide accurate and current evidence indicating that policing demands are increasing.
- Change in service delivery requirements, human resources demands and staffing allocation are occurring. The OSPS budget request reflects the first staffing increase asked for in 10 years in spite of doubling calls for service and criminal charges in the same time frame.
- Newly negotiated collective agreements for OSPA and Senior Officers Association adds to salary costs.
- Recent Pay Equity review was completed and the required financial adjustments have increased costs.
- The continued carry over of reporting and human resource requirements related to recent homicides and trial processes continues to utilize police resources.
- Vision 2050 survey results and the Public Engagement facilitated sessions clearly indicate that the public wish more visible police presence particularly in but not only the downtown area.
- Mandated and legislated external factors are influencing policing costs. This includes (a) Recent changes initiated by the Solicitor General Report resulted in increased presence of armed officers at the Owen

Sound Courthouse (b) operational need to cover supervision of the court security members not covered by the current grant. (c) Additional reporting demands by the Inspectorate of Policing resulting from the introduction of the Community Safety and Policing Act.

- The staffing recruitment costs and complement ratio of new to experienced officers for mentorship, and training time and performance evaluation directly impacts budget. The time frame of 10 months for orientation, training and mentorship required to progress recruits from new hire to being independent in the field requires human resource budgeting and use of wage gapping for ensuring service levels remain sustainable.
- Newer police officers are at higher risk of stress work related incidents due to increased workload volume and expectations with increased potential for increased WSIB costs.

Consultation:

- With Director of applicable department(s): OSPS Board Chair and Chief of Police
- With Director of Corporate Services/Treasurer: regarding budgeting principles of service driving budget rather than budget driving service and specific details relating to budget line item allocations.

Tax Levy or Other Financial Impacts:

In consultation with the Director of Corporate Services/Treasurer, please indicate whether this proposed amendment would result in an impact to the tax levy. Please include the financial cost (or cost savings) and the percentage amount(s) for tax levy increases or decreases, if applicable.

Consider the following budget adjustments to more accurately reflect current practice with other City Departments:

- Consider utilizing a portion of the Owen Sound's Municipal Accommodation Tax (MAT) allocated for municipal uses after 50 percent goes to a tourism entity for promotion to offset police services costs for events, festivals, parades and special events.
- Consider a cost recognition and reallocation as a dollar figure to offset the policing costs for by law investigations and availability on evenings, weekends and stat holidays when City By Law officers are not present.
- Consider a cost recognition allocation for the OSPS human resources time spent recruiting and completing the hiring and training of police officers, administrative and civilian staff.
- Police services operates 24/7 as a core essential service. Review current multi department budget submissions to determine whether there is an opportunity to stay within the 2026 Mayor's Budget through the service review initiatives anticipated savings in 2026, other operational efficiency measures.

- Legal liability costs, should an incident occur, would be borne by the municipal corporate entity should the police serves budget request be declined.
- Increasing the levy and overall budget is a last resort after all of the above options or any additional options brought forward are considered. If there is no other option available then the police budget request of 7.23 percent is only 1.73 percent higher or \$167,111 higher than the 5.5 percent outlined in the 2026 Mayor's Budget. Adding this amount to the current total city budget of \$38,240,025 would increase it to \$38,407,136 for a total city increase of 5.96% or .46% higher for the overall 2026 Mayor's Budget.



Yearly Opioid Situation Report

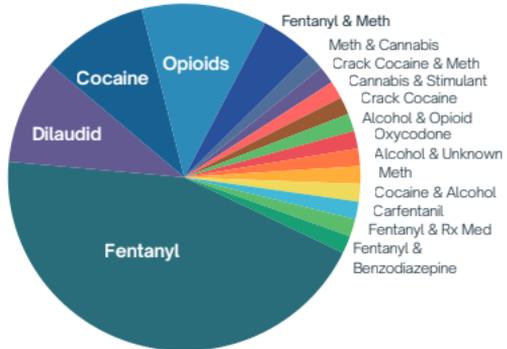
Grey Bruce, Jan-Dec 2025

The Opioid Situation Report for 2025 outlines details of the reports of suspected opioid related overdoses received through the Grey Bruce Early Warning System. For this system, reports of suspected opioid-related events are sent to Public Health primarily from EMS, plus Police, Fire, and our 211 *Report a Bad Drug* Online Form/Call-in process. If warranted, an alert designed to advise the community of potential increased risk related to opioids in the area is issued to community partners and the general public to ensure a rapid, coordinated, multisector response to local opioid-related events.

Year	# of Opioid-related Overdoses	# of Opioid-related Fatalities	# of Alerts	# of Media Releases
2024	215	26	31	10
2025	83 (61% decrease)	6 (77% decrease)	7	0

Naloxone was used in 68 of the reported overdoses and was **successful in reversing the overdose in 66 cases.**

Reported Drugs
Information on suspected substances provided in 61/83 reports



Distributed 4548 Naloxone Kits

Trained 2052 people to use Naloxone

*This data is preliminary and subject to change.



Quarterly Opioid Situation Report

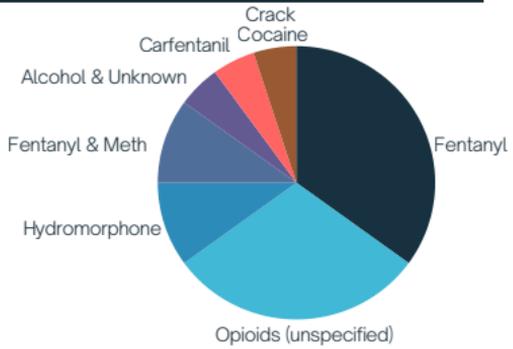
Grey Bruce, Oct-Dec 2025

The **Opioid Situation Report for Oct to Dec 2025** outlines details of the reports of suspected opioid related overdoses received through the Grey Bruce Early Warning System. For this system, reports of suspected opioid-related events are sent to Public Health primarily from EMS, plus Police, Fire, and our 211 *Report a Bad Drug* Online Form/Call-in process. If warranted, an alert designed to advise the community of potential increased risk related to opioids in the area is issued to community partners and the general public to ensure a rapid, coordinated, multisector response to local opioid-related events.

Quarter/Year	# of Opioid-related Overdoses	# of Opioid-related Fatalities	# of Alerts	# of Media Releases
Oct-Dec 2024	52	5	9	2
Oct-Dec 2025	30 (42% decrease)	0 (100% decrease)	4	0

Naloxone was used in 28 of the 30 reported overdoses and was **successful in reversing the overdose every time.**

Reported Drugs Information on suspected substances provided in 20/30 reports



Distributed 1245 Naloxone Kits

Trained 452 people to use Naloxone

*This data is preliminary and subject to change.

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Police Race- and Identity-Based Data
TO: Chair and Members of the Owen Sound Police Service Board
DATE: January 28, 2026

STRATEGIC PRIORITIES:

The contents of this report on Police Race- and Identity-Based Data contribute to the positive outcomes within the following Strategic Priorities, set by the Board in the 2023-2026 OSPS Operations Plan:

- Community Safety
- Community Wellbeing
- Our Members
- Sustainability

RECOMMENDATION(S):

For Information

REPORT:

“In recent years, there have been increasing demands for better disaggregated data to shed light on people’s diverse experiences. Disaggregated data can help to identify and respond to issues of social inequities, discrimination, and systemic racism within Canadian society. Concerns for the disparate treatment of Indigenous and racialized peoples in the Canadian criminal justice system revealed important gaps in the availability of disaggregated data. This situation is especially true for information on the identity of people who encounter police for various reasons, including criminal incidents.”¹

Ontario’s Legislative Background:

“Ontario’s *Anti-Racism Act, 2017* (ARA) provides a statutory framework that includes the legislative authority to mandate the collection of race and identity-based data, regulatory requirements relating to collection of race-based data, and the rules and standards to follow when collecting, analyzing, and reporting on this data.”²

Under Section 6 of the ARA, Ontario Public Sector Organizations that are required or authorized to collect race- and identity-based information, must follow Ontario’s Anti-Racism Data Standards (ARDS) that were established to help identify and monitor systemic racism and racial disparities within the public sector. The ARDS are intended to ensure the collection of reliable information to support evidence-based decision-making, and to promote accountability.

Police Use of Force Race-Based Data Collection:

On a daily basis, police officers may face situations where they use force to ensure their own safety or that of the communities they serve. In 2018, Regulation 267/18 under the ARA required the Ministry of

the Solicitor General to collect and analyze “the race of individuals as perceived by members of the police services in respect of whom a use of force report is prepared by a member of the police service and any other information set out in the report, other than the name of the individual, that the police service is legally required to provide to the ministry.”³

To collect the data, the Ministry included a data field in the Use of Force Report (that members of a police service are required to use) to capture a police service member’s perception of the race of the person(s) upon whom the member used force. Training was provided to police service members via a guidebook and online materials.

In April 2024, when the *Ontario Police Services Act* (PSA) was replaced by the *Community Safety and Policing Act, 2019* (CSPA), changes to the law regarding use of force reporting did not have a material effect on what information is reported or how the data is analyzed. As of January 1, 2020, all municipal police services and the OPP are required to submit Use of Force Reports to the Ministry.

The Use of Force Report includes the following mandatory question to capture the police service member’s perception of the race of the individual upon whom force was applied and a report was required to be completed.

What race category best describes this individual? (select only one)

1. *Black*
2. *East/Southeast Asian*
3. *Indigenous*
4. *Latino*
5. *Middle Eastern*
6. *South Asian*
7. *White*

Police service members are required to select which of the seven racial categories best describes the individual. Collection of race-based data in this manner, collecting one person’s perception of the race of another person, is an example of Participant Observer Information.

Conclusions from Policing Race- and Identity-Based Data Analysis Technical Report, 2025:

In August 2025, the Ontario Ministry of Solicitor General released a report on their analysis of all 2024 Use of Force data. “Police in Ontario receive approximately four million calls for services a year, and over 99 per cent are resolved without the use of force. Still, use of force by police remains an issue of substantial public interest because of the potential outcomes to individuals upon whom force is used, their families and friends, their communities, and to society at large.”⁴

Below is an excerpt from the Conclusions of the Ministry’s analytic report of 2024 Use of Force data:

“There were differences observed between perceived race groups in the rate of officers using their firearms in their response. Officers’ perceptions of whether individuals were armed was important in exploring these differences.

In incidents in which at least one individual was perceived to have a firearm, officers nearly always used their own firearm in response; this was usually pointing their firearm at an individual. There were no differences across perceived race groups for incidents in which at least one individual was perceived to possess a firearm. The rate of officers using firearms was notably lower when individuals

were perceived as possessing other types of weapons – but no firearms – and were lower still when all individuals were perceived as unarmed.

Perceptions of whether individuals possessed weapons also varied across the perceived race groups. Incidents involving at least one individual who was perceived as Black, as Middle Eastern, or as Latino were more likely to include an individual perceived as possessing a firearm, compared to incidents involving individuals perceived as White. In nearly a third of incidents, at least one individual was perceived as possessing a firearm. Though the current data cannot establish whether individuals were actually armed.

These perceptions of whether individuals were armed did not explain the disparities in officers using their firearms in their response. In incidents where all individuals were perceived by all reporting officers as unarmed, officers used firearms disproportionately more in incidents involving individuals perceived as Black, East/Southeast Asian, Middle Eastern, and South Asian, relative to incidents involving individuals perceived as White.

It is important to note that other factors that were not analyzed may be important in interpreting and contextualizing the results. Multivariate analysis that includes multiple factors would assist in addressing this. Disparity results could change if additional contextual factors are included. This could include disparities becoming smaller or disappearing, reversing, or becoming larger. The racial disparity results do not provide an explanation for observed differences; any disparities do not necessarily imply racial discrimination or racial bias by police.”⁵

Expanding the Collection of Indigenous and Racialized Identity Data:

Ongoing calls for improved disaggregated data in the criminal justice system focus on encounters with police as an entry point. In 2021 Statistics Canada and the Canadian Association of Chiefs of Police (CACP) initiated a study to improve police transparency and address systemic inequities through the collection of Indigenous and racialized identity data in the Uniform Crime Reporting (UCR) survey. This ongoing work is now at a stage where police services are being invited to be “first adopters” by launching UCR v2.5. There are data management guidelines and training developed for police services who are interested in setting the groundwork for consistent, ethical, and community-informed data collection practices across Canada.⁶

Recommendations from this work with Statistics Canada and the CACP also propose expanding data collection beyond criminal incidents to build a more complete understanding of interactions between police and the public. This may include collecting Indigenous and racialized identity information for specific types of police incidents such as traffic stops, calls for service, or other involved persons.

The Ontario Association of Chiefs of Police (OACP) is also supportive of a leadership approach to address systemic discrimination through Race and Identity Based Data (RIBD). In 2022, the OACP formed an Expert Working Group to establish a framework (completed in June 2023), and to develop leading practices to support Ontario police services with: communication; training and policy; data analysis framework; expert consultation and collaboration; and action planning.

Indigenous and Racialized Data Collection at OSPS:

The 2025 annual Use of Force report from OSPS will be presented publicly to the Board in February, along with data from prior years and analysis of the ongoing use of force trends by Owen Sound Police.

OSPS is an active member of the OACP and will continue to draw expertise and resources from this network to adopt future, additional RIBD collection in an appropriate methodology as supported by legislation and community engagement. Like police services across Ontario, OSPS strives to address racial inequities in its policies, decisions, programs, and services.

FINANCIAL/RISK IMPLICATION(S):

Nil

ATTACHMENT(S):

Nil

SUBMITTED BY:

Marg Gloade, Strategic Analyst

¹ Canadian Centre for Justice and Community Safety Statistics (CCJCSS), Statistics Canada. 2021. *Report and Draft Recommendations: Police-Reported Indigenous and Racialized Statistics via the Uniform Crime Reporting Survey*. Page 3.

² Ontario Ministry of the Solicitor General. 2025. *Policing Race- and Identity-Based Data Analysis Technical Report, 2025*. Page 7.

³ Government of Ontario. 2018. *Ontario Regulation 267/18* made under the Anti-Racism Act, 2017. Item 6 in the table "Authorization or requirement to collect information".

⁴ Ontario Ministry of the Solicitor General. 2025. *Policing Race- and Identity-Based Data Analysis Technical Report, 2025*. Page 89.

⁵ Ontario Ministry of the Solicitor General. 2025. *Policing Race- and Identity-Based Data Analysis Technical Report, 2025*. Page 90.

⁶ Statistics Canada. November 2025. *Collection of Police-Reported Indigenous and Racialized Identity Data through the Uniform Crime Reporting (UCR) Survey: A Project Overview and Current Status WEBINAR*.