



Owen Sound Police Service Board

2nd Floor Board Room

Tuesday December 16th, 2025 at 8:00 a.m.

PUBLIC SESSION MINUTES

Members Present:	J. Thomson (Chair), B. O’Leary (Vice-Chair), C. Merton, M. Koepke, M. Dickson
Management Present:	Chief C. Ambrose, Deputy Chief D. Bishop, Inspector C. Matheson, and Inspector T. Doherty
Minutes:	K. Wardell

Chair Thomson reported that the OSPSB public meetings going forward will now begin at 9:00 a.m. on the last Wednesday of every month unless otherwise notified. Notification will be provided on the Police Service’s website. Today’s meeting was scheduled to start at 8:00 a.m. in order to accommodate some board members who had additional meeting later in the morning.

1. Call to Order

Chair Thomson called the meeting to order at 8:00 a.m.

2. Land Acknowledgment

Chair Thomson gave the land acknowledgment.

3. Approval of the Agenda

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

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

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

5. Presentations, Deputations, and Public question period.

There were no presentations, deputations or public question period

6. Confirmation of the Minutes of the Public Session held November 27, 2025.

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

“That the minutes dated November 27, 2025 be approved.” CARRIED

**7. Business arising out of the Public Session Minutes of November 27, 2025.
HEARING NONE**

8. Correspondence received

No correspondence received for the open session.

9. Chairman’s Report

Chair Thomson reported that he and Chief Ambrose met with Mayor Boddy on December 2, 2025 to review Owen Sound Police Service’s 2026 budget requirements.

Chair Thomson reported that he attended the OAPSB Zone 5 meeting via zoom on December 9, 2025 and provided an update on OAPSB activities. Highlights of that report included:

The OAPSB Strategic Planning for 2026–2029 has been completed

The board and management expect the upcoming year to be pivotal to the OAPSB’s development, as it will be the period in which it stabilizes its infrastructure, staffing, and the technology required to support long-term success.

Over the coming months, the OAPSB will focus on proactively engaging members, partners, and stakeholders through clear messaging that explains the reasons for the change, the expanded scope of our work, and the benefits this shift brings to police governance across Ontario.

As of January 1, 2026 OAPSB, will be changing its name to PGO or Police Governance of Ontario.

10. Governance

There were no new governance for this open session.

11. 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
- f) Lost Hours

12. Report from Director of Civilian Services K. Fluney

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

14. Report from Manager of Human Resources W. Pratt

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

15. Financial Update from the Chief of Police

Chief Ambrose advised that the SOA retroactive payment estimates have been incorporated into the 2025 budget. Based on current projections, the 2025 budget is expected to be exceeded by approximately \$50,000 by year-end, which represents about 0.555% of the total approved 2025 operating budget of \$9,008,123.

16. Operating Reports from the Chief of Police

- a) Chief's Activity Reports

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

17. Other Items and New Business

a) 2026 Budget

Chief Ambrose reported that the 2026 preliminary budget increase of 7.49% was returned to OSPS with a request from the Mayor to target a 5.5% increase. He noted that updated projections for 2026 have now been received. As recruitment could not be completed in time for the January intake, the hiring of new officers has been deferred to March.

He further advised that recently negotiated collective agreements with both the OSPA and the Senior Officers Association have resulted in increased salary costs. These pressures are being experienced by police services across Ontario, many of which are facing higher increases than Owen Sound.

The proposed budget includes an increase to the officer complement in order to staff at least one armed officer at the courthouse and add one officer to each platoon. This will support increased demands for armed court security by the Province and frontline service. This marks the first increase to frontline staffing in over a decade, despite calls for service and criminal charges having doubled during that period.

He also noted significant new reporting obligations to the Inspectorate of Policing under the CSPS. Based on these factors and updated figures, the proposed 2026 budget reflects an increase of 7.23%.

Moved by B. O'Leary seconded by M. Dickson.

"That the OSPSB approve the revised 2026 budget from a 7.49% to a 7.23% increase, and that correspondence to the Mayor regarding this increase, including the supporting rationale, also be provided to the Mayor, City Manager and Director of Corporate Services with a request that it be circulated to all members of Council, and to copy all police board members." **CARRIED.**

Chief Ambrose provided a report that explained the business lines for dispatch and records, and how these functions generate revenue. In the report it removed all external revenue streams across the service, with the exception of record checks requested by members of the community. The report reflects only the staffing required to provide service to the City of Owen Sound. For example, in Communications, this would include eight full-time dispatchers and the necessary part-time staff to cover sick time, training, statutory holidays, and annual leave. Under this model, which assumes OSPS provides services only to Owen Sound and not to other communities, the costs would increase from \$9,659,000 to \$12,004,000, representing a variance of \$2,344,695, or a 24.3% increase to the police budget. By providing services to other communities under the current business model, taxpayers in Owen Sound avoid this increase, effectively saving approximately 24.3%.

b) Health and Safety – Building Mould

Chief Ambrose reported that WPI Safety Consultants conducted a non-intrusive inspection of the Owen Sound Police Services building to assess interior water damage related to HVAC condensation, and potential mould contamination. Mould was identified in several areas of the building, originating from the HVAC system and from pipe condensation affecting ceiling tiles. Remedial work is pending completion. The matter was addressed through the City; however, only the identified areas of concern were assessed, not the entire building. It was further noted that mould testing should be repeated during the summer months.

c) OSPS Cyber Insurance Proposal

Chief Ambrose noted that Cyber liability is becoming a major risk for organizations, particularly municipal police departments that manage large amounts of sensitive and confidential data. A cyber breach could disrupt operations, compromise investigations, endanger safety, and damage reputation and public trust, and police services are increasingly being targeted by cybercriminals.

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

“That the OSPSB approve Chief Ambrose’s recommendation to increase the cyber insurance coverage limit to \$5,000,000, selecting Option 3 as outlined in the report.”
CARRIED.

d) Council elected representative to Police Board Members

The Board expressed support for maintaining the current Board structure and term lengths, noting that the legislated responsibilities under the CSPA require stability and continuity that would not be supported by the proposed changes. It was agreed that a further letter will be sent to the City Clerk, with a request that it be circulated to all members of Council, outlining the Board’s position and rationale for retaining the existing structure.

18. Motions to move into Closed and Confidential Closed Sessions

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

“That the board move into closed and confidential closed sessions to review and discuss matters that fall under Section 44 item (2) d) and item (6) of the Community Safety and Police Act and Section 25 item b) of the OSPSB General Policy 003-Board Governance to consider:

- a. personal matters about an identifiable individual, including members of the police service or any other employees of the board;*
- b. labour relations or employee negotiations;*
- c. Educational or training sessions.” **CARRIED***

19. 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 November 27, 2025; and
- b. Matters regarding Board Training

No decisions were made during the meeting.

20. 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 public 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 November 27, 2025 and
- b. Matters related to Staffing and labour relations
- c. Matters related to SIU investigations
- d. The board approved the newly negotiated SOA agreement.

21. Termination of the Public Meeting

Having completed all of the business items listed on the agenda Chair Thomson terminated the closed meeting at 10:59 a.m.

Next Meeting: January 28th, 2026