



Owen Sound Police Service Board

2nd Floor Board Room

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

PUBLIC SESSION MINUTES

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

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

1. Call to Order

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

2. Land Acknowledgment

Chair Thomson read the land acknowledgment.

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

- a. Matters regarding staffing

- b. Board Training
- c. Labour relations

3. Approval of the Agenda

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

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

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

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

5. Presentations, Deputations, and Public question period.

- a) Promotion

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

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

"That the minutes dated October 29, 2025 be approved." **CARRIED**

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

8. Correspondence received

- a) Letter from Georgian College

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

9. Chairman's Report

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

Topics presented included;

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

10. Governance

No new governance for the open session.

11. October Monthly Reports

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

12. Reports from Director of Civilian Services K. Fluney

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

14. Report from Manager of Human Resources W. Pratt

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

15. Financial Update from the Chief of Police

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

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

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

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

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

16. Operating Reports from the Chief of Police

a) Chief's Activity Reports

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

17. Other Items and New Business

a) Fee Schedule By-Law

Moved to December agenda.

b) Follow up from Facilities Review with City

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

c) New Police Facility

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

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

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

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

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

d) CSPA Aggregate Disciplinary Report

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

e) COPS Retirement of Unit

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

f) 2026 OSPSB Meeting Dates

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

g) December Meeting Date

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

h) OSPSB Minutes to Council

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

18. Termination of the Public Meeting

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

Next Meeting: December 16th, 2025