



Owen Sound Police Service Board

2nd Floor Board Room

Wednesday September 24, 2025 at 10:00 a.m.

PUBLIC SESSION MINUTES

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

1. Call to Order

Chair Thomson called the meeting to order at 10:02 a.m. Let the minutes reflect that a quorum of three members is present

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) Board Training
- b) Application for a Taxi Broker License

3. Approval of the Agenda

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

“That the agenda dated September 24, 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.

No presentations at this time.

6. Confirmation of the Minutes of the Public Session held June 25, 2025.

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

“That the minutes dated June 25, 2025 be approved.” CARRIED

7. Business arising out of the Public Session Minutes of June 25, 2025. HEARING NONE

8. Correspondence received

- a) Notification update attached Busy weekend
- b) Very Sad
- c) Thank you
- d) Grey Bruce Data
- e) Crime Stoppers of Grey Bruce Coordinator Report – April to December 2025
- f) GBPH Opioid Situation Report Apr to June 2025
- g) Direction from the Solicitor General of Ontario Michael Kerzner – O.P.P.’s presence in Sault Ste. Marie

This letter was in response to the Sault Ste. Marie police service board asking for an OPP costing

Chair Thomson also attached an article from the Peterborough Examiner where the police chief spoke to increase costs as a result of the CSPA and the impacts it will have on Peterborough’s upcoming police budget.

h) Delegation update

Chair Thomson noted that this report came from the September 8, 2025 Owen Sound Council package reporting on the city's delegation to this year's AMO conference. He highlighted an item on page 5 of the city's report that stated;

"The Hanover Police Service represents 34 cents of each tax dollar collected by the community while the Owen Sound Police Service accounts for 28 cents of each tax dollar."

9. Chairman's Report

a) Recruit Matthias Hubmann Video

Chair Thomson provided an update on meetings and events he attended as follows:

- July 3, 2025: OAPSB Strategic Planning Meeting (8:00 a.m. – 3:30 p.m.)
- July 7, 2025: OAPSB Board Member Discussion Group Session
- July 22, 2025: OAPSB Finance Review (as Treasurer)
- July 28, 2025: Community Organization Meeting regarding the River District
- August 6, 2025: OAPSB Strategic Planning Committee Meeting
- August 20, 2025: M'Wikwedong End of Summer Bash
- August 21, 2025: Webinar – *Collaborating Effectively with Government*, focusing on how smaller municipalities are partnering with other levels of government to address substance use challenges in their communities
- September 2, 2025: Swearing-In Ceremony for Inspector Doherty
- September 17, 2025: Webinar – *Community Policing and Health Partnerships*, emphasizing collaboration between policing, healthcare, and social services to improve community safety and well-being outcomes related to substance use health. Chief Tim Farquharson from Port Hope was among the guest speakers.

10. Governance

Chair Thomson reported that he did not have anything under governance.

11. June, July and August 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

Chief Ambrose noted that the BROAD (Exempted) Police Record Check provides the most comprehensive disclosure of police-held records permitted under law. Establishing the fee at \$100 ensures responsible cost recovery, aligns with provincial benchmarks, and supports the delivery of high-quality and compliant record check services.

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

“That the OSPSB move to amend the fee schedule in the Fee bylaw to \$100.00 for BROAD (exempted) Police Record Check be approved”. **CARRIED**

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 provided a financial update, including projections to year-end, indicating an overall estimated budget surplus of approximately \$506,298.98. While this appears positive from a budgetary perspective, Chief Ambrose noted that the variance primarily reflects the significant operational demands placed on existing staff and the impact of current workload pressures, rather than reduced activity or resource needs.

Chair Thomson reported that the city had provided him with a timeline for budget submissions and that he would send out a schedule of meeting dates to board members next week so they could put in their calendars.

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) Change board meeting date of Wednesday November 26, 2025 to Thursday November 27, 2025 to accommodate attendance at OAPSB Labour Conference.

The board agreed and the website will reflect the new scheduled meeting date.

- b) Donation to OAPSB Labour Conference November 25, 26, 2025 of \$1,000

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

"That the OSPSB approve a donation of \$1,000.00 to the OAPSB Labour Conference in November." **CARRIED**

- c) Follow-up to April 25, 2025 letter to City re: Police Building Issues

Chair Thomson reported he had recently received a letter from the city in response to the board's letter from April 25, 2025. The City's letter identifying areas to be repaired and a timeline for those repairs. A full comparison document will be prepared for the boards review at its October meeting.

- d) Selection of Labour Committee Members – Two

Chair Thomson reported that the president of the OSPA had contacted him with regard to the Labour Committee of the board. The Uniform collective agreements, section 33.01 and the Civilian collective Agreement section 28.01 calls for a Labour committee of 2 uniform and 2 civilian members to meet twice a year with the board to discuss matters related to the Collective Agreements.

The previous board labour committee was composed of Chief Ambrose, G. Pierce, and J. Sampson, and the chair. As G. Pierce and J. Sampson are no longer with the board the chair suggested that Brian be placed on the labour committee as he was on the bargaining committee and one other volunteer would be required from the board. M. Koepke had put her name forward to sit on the committee.

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

“That Vice Chair B. O’Leary, and M. Koepke be appointed to the board labour committee be approved.” **CARRIED**

- e) Mid-year progress report of the Operational Plan
- f) Court Security Update and Changes 2025

Chief Ambrose reported that a fatal police-involved shooting on July 31, 2025, at a makeshift courtroom in Wapekaka First Nation, currently under investigation by the Special Investigations Unit, prompted the provincial government to direct all police services in August 2025 to review court security practices and staffing levels, with an emphasis on the presence of armed officers to address safety threats. While court security responsibilities are legislated under Section 243 of the Community Safety and Policing Act, 2019, the Board must update its court security plan to align with this new provincial direction. Interim resource redeployment has met short-term needs but is unsustainable and has reduced frontline policing capacity, particularly as Owen Sound officers are already managing higher workloads than provincial and national averages. A staffing plan to increase armed court security officers and address service demands will be included in the 2026 draft budget. This report is presented for information purposed and to advise the Board of these developments and their operational and budgetary implications.

- g) MHA Wait Times Summer 2025
- h) Quote for Additional M365 Licenses
- i) Police-reported crime in Canada and Owen Sound, 2024
- j) Taxi Broker Application - New Taxi Company

Chair Thomson reported that during the previous closed session Mr. Singh provided the board with personal information related to his application for a Taxi Broker Licence. The Board confirmed that his proposed business location complies with the City of Owen Sound’s zoning requirements and that he has applied for a business licence. Based on the information provided, the Board approves Mr. Singh’s application for a Taxi Broker Licence.

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

“That the OSPSB approve Mr. Singhs application as a Taxi Broker.” **CARRIED**

- k) Update to Bank Signing Authorities

Chair Thomson reported that the following individuals currently hold signing authority with the bank:

- Mayor Boddy – Board Member
- B. O’Leary – Board Member
- Chief Ambrose
- Jeff Hawke – Financial Coordinator
- Jeff Fluney – Inspector
- Dave Bishop – Inspector
- John Thomson – Chair

Due to recent changes in Board membership and organizational staffing, the list requires updating.

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

“That the Board approve the updated bank signing authority to include the following individuals:

- *B. O’Leary – Vice Chair*
- *Chief Ambrose*
- *Jeff Hawke – Financial Coordinator*
- *Tony Doherty – Inspector*
- *Dave Bishop – Deputy Chief*
- *John Thomson – Chair.”*

Carried.

l) Meeting with City October 20, 2025 – Call for attendees

Chair Thomson reported that, under the Protocol Agreement with the City, the following meeting guidelines apply:

- The Chair of the Owen Sound Police Services Board (OSPSB) is required to provide the City Clerk with a list of Board members who plan to attend the meeting at least two (2) business days in advance. As the meeting is convened by City Council and the agenda is set by Council, matters relating to a Police Services Board quorum and minutes do not apply.

Board Members B. O’Leary and C. Merton confirmed their attendance on behalf of the Board. Chair Thomson will follow up with M. Koepke regarding participation.

Additionally:

- The Police Chief will determine the Police staff to be present at the meeting and must notify the City Clerk of their names at least two (2) business days before the meeting.

Chief Ambrose will provide the City Clerk with the list of police staff scheduled to attend.

m) Special Constables

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

“That the OSPSB approve the reappointment of Special Constable Jason Helm, and Peter Hogenbirk.” **CARRIED**

18. Termination of the Public Meeting

Having completed all of the business items listed on the agenda Chair Thomson terminated the closed meeting at 12:19 p.m.

Next Meeting: October 29th, 2025

Busy Over The Weekend

August 25, 2025

General News

On August 22nd, 2025, at approximately 9:00 PM, a member of the Owen Sound Police Service was conducting foot patrol in the downtown core when a male was observed consuming alcohol in public. The officer directed the male to cease consuming the alcohol. Without warning the male began to assault the officer. The male was subsequently arrested for assaulting a peace officer and resisting arrest. The 65-year-old male from Owen Sound was later released from custody and is scheduled to appear at the Ontario Court of Justice later in September.

In the early morning of August 23rd, 2025, the Owen Sound Police Service responded to a complaint of a male brandishing a knife and assaulting people outside of an eastside business. Upon police arrival they located two victims with non-life-threatening injuries and transported them to Brightshores Health Services. Police were able to quickly locate and arrested the 19-year-old male suspect from Owen Sound and he is now charged with two counts of assault with a weapon and possession of a weapon for a dangerous purpose. The male is schedule to appear at the Ontario Court of Justice in September.

A short time later a member of the Owen Sound Police Service located and arrested a wanted 43-year-old male. Further investigation led to the seizure of over 30 grams of cocaine, 10 grams of fentanyl, and stolen property. The male was further charged with two counts of possession of a controlled substance and possession of property obtained by crime under \$5000.00. The male was held for a bail hearing and later release to reappear in court in September.

In the early morning of August 24th, 2025, a member of the Owen Sound Police Service conducted a traffic stop in the 500 block of 10th Street East. The 19-year-old female driver failed a roadside test and was arrested for impaired operation of a conveyance. The female was later released from custody and is scheduled to appear at the Ontario Court of Justice in September. The vehicle was impounded for 7 days, and the female was issued a 90-day licence suspension.

On August 24th, 2025, at approximately 4:00 AM, a member of the Owen Sound Police Service observed a 55-year-old male trespassing at an east side residence and attempting to steal items out of a motor vehicle. The male attempted to flee from police but was quickly arrested nearby. It was determined the male had previously been released by the Ontario Court of Justice on a release order for similar property offences. The male of no fixed address was held for a bail hearing where he was remanded into custody.

In total, over the course of the weekend, the Owen Sound Police responded to 100 calls for service and processed 32 Criminal Code offences and executed 7 arrested warrants.

From: [REDACTED]

Date: August 24, 2025 at 5:17:36 PM EDT

To: Michael Douglas <mdouglas@owensound.ca>, Ian C Boddy <iboddy@owensound.ca>, Police Owen Sound <info@owensoundpolice.com>, Alex Ruff MP <alex.ruff@parl.gc.ca>, Paul Vickers MPP <paul.vickers@pc.ola.org>

Subject: Very sad!

Reply-To: [REDACTED]

Good afternoon Gentlemen.

We decided to move to Owen Sound in 2023 as we are seniors and thought it would be nice to be able to walk to all the amenities.

However, we're extremely disappointed and would move again if it wasn't for the real estate market having gone down significantly.

The reason being that today, Sunday afternoon, my wife and I decided to take a walk down the beautiful and extremely expensive boardwalk, which I might add is very nicely done, but probably won't be for long.

We live in the newly finished Sydenham building backing onto this boardwalk.

Well we were absolutely disgusted as we walked around the corner to get to the boardwalk, there in the corner were at least 6 or more drug addicts shooting up etc. We proceeded to walk to the north end and there was another group all huddled together and we witnessed the dealer selling his product and saw money being exchanged. A lady and her young boy were following us and commented that she was never going to take that route again and expose her young son to this environment.

Saturday evening we witnessed the same and reported it to the police and they came by and moved them along and searched the area for drugs.

This is a daily occurrence and they are also there at night as we can hear them arguing and yelling.

Something needs to be done if you want the survival of downtown to happen.

I believe these drug addicts need to be treated and moved to a designated area away from downtown along with all the agencies that help them with food, showers etc as these agencies enable them to remain downtown.

I believe if there isn't any help available downtown then they will move to the designated help area.

1st Avenue East needs to be patrolled 24/7 till this problem is dealt with and also over by the fortress on 1st Avenue West.

We pay very high taxes in this city and we should be able to walk in safety downtown as currently I don't feel safe walking outside my front door.

Please address this serious problem sooner than later.

Sincerely,

[Redacted signature]

Owen Sound

[Redacted contact information]

1d ·

I want to take a minute to speak from my heart about all the Owen Sound Police officers that were on the force in the early 2000's, because the truth is, they helped raise me.

During the darkest, most terrifying years of my life when I was lost in addiction, I wasn't just breaking the law, I was breaking myself, over and over again. I was trapped in a cycle of destruction, barely surviving, with no sense of who I was or what I was worth.

But the officers in Owen Sound didn't give up on me. They saw more than a criminal record or a broken girl with a bad attitude. They saw a human being in pain. They saw someone drowning who needed a lifeline, not a label.

There were times they arrested me, yes, but those moments often saved me. And in between the handcuffs and the courtrooms, there were conversations. Moments of compassion. Encouragement when I didn't believe in myself. A firm voice when I needed boundaries. A gentle one when I needed kindness. Some of those officers became the only steady presence in a world where everything else was chaos.

They didn't owe me anything, but they gave me everything they could, patience, hope, and at times, tough love. They reminded me that I was still someone's daughter. That I was still worth fighting for. That I didn't have to die that way.

Today, almost a decade into recovery, I look back with nothing but gratitude. Because even though it wasn't their job to carry my brokenness, many of them did, and they did it with humanity and heart.

To the Owen Sound Police Department: thank you for helping raise a girl who thought she was too far gone. You didn't just protect the community, you protected me, even from myself. And because of that, I got a second chance.

With love and endless respect,

★★ If you happen to have any of these officers that would of been on the force from that timeline on facebook please feel free to tag them

[Owen Sound Police Service](#)

[#RecoveryJourney](#) [#Gratitude](#) [#OwenSoundPolice](#) [#AddictionAwareness](#) [#SecondChances](#) [#FromAddictToAdvocate](#)

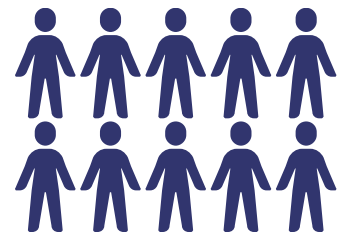
IT'S ALL ABOUT THE DATA

Grey Bruce

An infographic showcasing a few of the many positive statistics from our community

Brightshores Wellness & Recovery Centre 2024-2025

- 100% in-patient occupancy
- 33,000 outpatient visits
- 31 clients that were experiencing homelessness discharged with stable housing
- Sweat Lodge created on-site

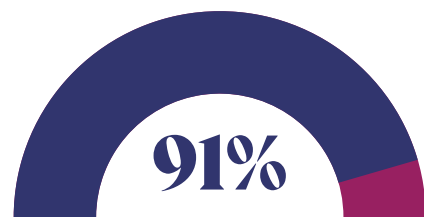


2024 Community Volunteer Income Tax Program

- 1,053 people helped to file 1,116 tax returns
- **\$3.1 million** returned
- Data is representative of 4 of the 13 Community Volunteer Income Tax Programs organizations in Grey Bruce

Disclaimer: Data is preliminary and subject to change

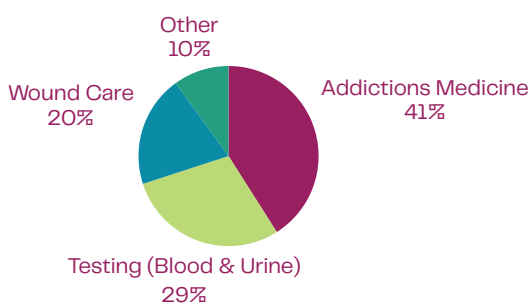
STAR 2025 Year-To-Date Data



91% of closed Acutely Elevated Risk (AER) situations in 2025 year-to-date had their AER lowered

Keystone (April 1, 2024- March 31, 2025)

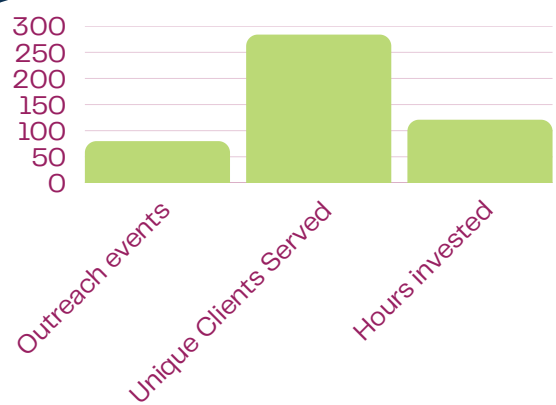
- 1884 Unique Clients received service
- 43 live in treatment clients served in 11 months
- New live in treatment building increasing capacity from 7 to 13 beds



1255 medical interventions

Supportive Outreach Service (SOS) 2024 results

- 97% client satisfaction
- Client Quote "I am grateful for your support...You all go beyond what your job entails... I wouldn't be able to keep it all together at all without you all"



Bruce County Outreach 2024-2025 results

Client Quote "With one phone call you helped save my life. At a time when it felt like no one cared what happened to me, and I was scared, you took the time to get me help and that changed everything".

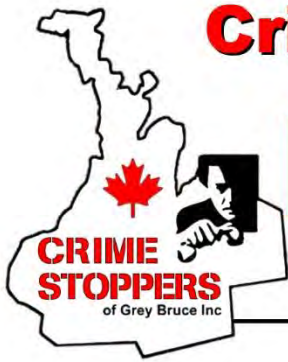
Grey and Bruce County BNL

Since June 2022, **534** households on the By-Name List (BNL) have obtained housing. The BNL is a real-time list of all known people experiencing homelessness in the community. It includes a robust set of data points that support coordinated access and prioritization as a household level

Crime Prevention- Cannabis & Driving Project 2025

- Cannabis & Driving Resources in 25+ dispensaries
- Over **1 million** views of the educational advertisement
- Education at ride programs, high-schools and music festivals to over 5,000 people

Thank you to partners for sharing this great information



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
APRIL 1 TO JUNE 2025 – Q2
Drew Kalte

DISTRIBUTION

Board of Directors, Crime Stoppers of Grey Bruce
 OPP GHQ Orillia
 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 APRIL 1 TO JUNE 30, 2025

- Total Tips (Phone, Web, and Mobile, *including 563 tip follow-up dialogs*): 757
- New Tips (Phone, Web, and Mobile): 194

Tips Allocated: 223 (29 tips were allocated to multiple recipients)

- Grey Bruce OPP: 61 (27%)
- South Bruce OPP: 39 (17%)
- The Blue Mountains OPP: 1 (0.5%)
- Owen Sound Police Service: 69 (29.5%)
- Hanover Police Service: 15 (7%)
- Saugeen Shores Police Service: 9 (4%)
- West Grey Police Service: 14 (6%)
- Neyaashiinigmiing First Nation Police: 3 (1.5%)
- Ontario MNRF: 3 (1.5%)
- Ontario MOF (contraband tobacco): 2 (1%)
- Ontario MECP (environment, conservation, parks): 3 (1.5%)
- OPP Contraband Tobacco Enforcement: 2 (1%)
- MTO Safety Inspection and Enforcement: 0 (0%)
- OPP AGCO Investigations: 1 (0.5%)
- OPP Anti Human Trafficking Coordination Unit: 0 (0%)
- RCMP: 1 (0.5%)
- CBSA: 0 (0%)
- Équité Association (insurance fraud): 1 (0.5%)
- Animal Welfare Authorities: 0 (0%)
- OMVIC Investigations & Enforcement: 2 (1%)
- Grey Bruce Health Unit: 0 (0%)

Crime Stoppers of Grey Bruce Statistics Since Inception May 1987	
Tip Reports	19,670
Arrests	1,806
Charges	2,638
Cases Cleared	2,770
Property Recovered	\$4,951,177
Narcotics Recovered	\$50,963,105
Rewards Approved	\$291,060

Program Restructuring

- Last quarter we implemented a restructuring plan to allow our program to continue to operate while remaining sustainable, and we are continuing with our efforts.

- Our Police partners are encouraged to use coordinator@cstip.ca to reach us regarding any confidential Tip matters.

Tip Totals Year to Date

- 194 new tips were received during the second quarter of 2025, which is behind the second quarter of 2024 by only 2 tips.

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.
- In the second quarter of 2025 we received a Community Investment Grant from the Municipality of Kincardine and a Community Donation from Blue Mountains, and we are very grateful for this support. We continue to reach out to each of the Police Services Boards and Municipalities of Grey and Bruce to request funding commitments for our program.
- The Walkerton Capitals Junior C Hockey Club donated \$250 to our program this quarter.
- We received \$250 from the Walkerton Legion, \$500 from the Meaford Legion, \$500 from the Hanover Legion, and \$200 from the Chesley Legion this quarter.
- The Crime Stoppers of Grey Bruce 33rd Annual Golf Tournament took place on Thursday June 5th and netted approximately \$20,000, plus \$1,065 in 50/50 revenue.
- We received a \$500 donation from the Southampton Rotary Club.
- We took part in the Port Elgin Lions Club TV Bingo and raised \$1,870.
- We received \$1,977 from the Lucknow Kinsmen Dungannon Super Pull and Demo Derby 50/50.
- The Bruce County Show 'N Go classic car tour and show took place on Sunday June 22nd in Paisley and raised \$338.80 in donations, plus \$112.50 in 50/50 revenue.
- We applied for funding from the Firehouse Subs Public Safety Foundation but were declined.
- We received a \$1,000 Community Grant from the Port Elgin Walmart.
- 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.
- The Mildmay Rotary Club has launched a restaurant voucher fundraising campaign in support of our program.

EVENTS AND PROMOTIONS

- We participated in the Drug Trafficking Awareness Town Halls on April 3rd in Port Elgin, April 10th in Durham, April 16th in Walkerton, and April 23rd in Owen Sound, all in conjunction with the Grey Bruce Crime Prevention Action Table.
- We attended the Hanover Volunteer Fair on Tuesday June 17th.

CRIME STOPPERS BOARD

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

UPCOMING EVENTS

- The Bruce Peninsula Run Show 'N Go classic car tour and show takes place on Sunday August 10th at the Hepworth Legion.
- The Fall Colours Show 'N Go classic car tour and show takes place on Sunday September 28th at the Hepworth Legion.

Grey Bruce Public Health Opioid Situation Report April to June 2025

Notes: Data retrieved through the Grey Bruce Opioid Overdose Early Warning System (data sources include primarily EMS, in addition to Police, Fire, and the [211 Report a Bad Drug Online Form/Call-in Process](#)).

All data is preliminary and subject to change.

Locations of overdoses outlined below refer to pick up location by EMS.

April

- 4 reports of suspected opioid-related overdoses
- All cases non-fatal
- All cases occurred in Grey County (all in Owen Sound)
- 3/4 or 75% of cases in males, median age of 28
- 1/4 or 25% of cases in females, age of 48
- Median overall age of 33
- Naloxone administered in 2 cases: successful 100%
- Information on the dosage and route of administration (ROA) of naloxone was provided with the following breakdown:
 - Nasal naloxone reported administered in 1 case; no details on dosage provided
 - Naloxone reported given in 1 additional case, no info on ROA/dosage provided
- Information on suspected substance(s) reported in 4 cases; 3/4 or 75% of these cases involved fentanyl; 1 case reportedly involved polysubstance use. Break down:
 - Fentanyl: 3 cases
 - Meth and cannabis: 1 case
- In 2 cases where information on ROA was provided, both cases involved smoking

May

- 7 reports of suspected opioid-related overdoses
- 5/7 or 71% non-fatal, 2/7 or 29% fatal
- 5/7 or 71% occurred in Grey County (3 in Owen Sound, and 1 case each in Durham and Hanover)
- 1/7 or 14% occurred in Bruce County (Brockton)
- 1/7 or 14% occurred in Chippewas of Nawash Unceded First Nation
- 6/7 or 86% of cases in males, median age of 41
- 1/7 or 14% in females, age of 54
- Median overall age of 43
- Naloxone administered in 6 cases; successful in 5/6 or 83% of cases
- Information on the dosage and route of administration (ROA) of naloxone was provided with the following breakdown:
 - 1 dose/4 mg nasal: 1 case

- 2 doses/8 mg nasal: 2 cases
- 2 doses/0.8 mg IV: 1 case
- 3 doses/8 mg nasal and 0.4 mg IV: 1 case
- Naloxone reported given in 1 additional case, no info on dosage or ROA provided
- Information on suspected substance(s) reported in 3 cases; 1/3 or 33% of these cases involved fentanyl. Break down:
 - Fentanyl: 1 case
 - Hydromorphone: 1 case
 - Other unspecified Opioid(s): 1 case
- In 3 cases where information on ROA was provided, 2/3 cases were smoking, and 1 case was oral consumption

June

- 5 reports of suspected opioid-related overdoses
- 4/5 or 80% non-fatal, 1/5 or 20% fatal
- 4/5 or 80% occurred in Grey County (all in Owen Sound)
- 1/5 or 20% occurred in Bruce County (Tara)
- 4/5 or 80% of cases in males, median age of 45
- 1/5 or 20% in females, age of 24
- Median overall age of 41
- Naloxone administered in 4 cases; successful in 3 of the 4 cases in which it was used
- Information on the dosage and route of administration (ROA) of naloxone was provided with the following breakdown:
 - 1 dose/4 mg nasal: 1 case
 - 2 doses/4 mg nasal and 0.4 mg injectable: 1 case
 - 3 doses/12 mg nasal: 1 case
 - Naloxone reported given in 1 additional case, no info on ROA/dosage provided
- Information on suspected substance(s) reported in 5 cases; 3/5 or 60% of these cases involved fentanyl; 1 case reportedly involved polysubstance use. Break down:
 - Fentanyl: 3 cases
 - Cocaine: 1 case
 - Cannabis and unspecified stimulant: 1 case
- In 2 cases where information on ROA was provided, 1 case was smoking, and 1 case was a combination of smoking and oral consumption.
- Comments: GBPH issued 1 drug poisoning alert and 1 drug alert in June (local sample of suspected heroin contained 50% crystal meth and 50% heroin)

Summary of April to June 2025

- 16 reports of suspected opioid-related overdoses
- 13/16 or 81% non-fatal, 3/16 or 19% fatal
- 13/16 or 81% occurred in Grey County; 2/16 or 13% in Bruce County; Breakdown:
 - Owen Sound: 11
 - Hanover: 1

- Durham: 1
- Brockton: 1
- Tara: 1
- 1/16 or 6% occurred in Chippewas of Nawash Unceded First Nation
- Of the 16 cases in which gender was reported, 13/16 cases or 81% were among males, 3/16 or 19% were among females
- Median overall age of 40
- Naloxone was successful in 10/12 or 83% of cases in which it was administered this quarter. Breakdown:
 - 1 dose/4 mg nasal: 2 cases
 - 2 doses/8 mg nasal: 2 cases
 - 2 doses/0.8 mg IV: 1 case
 - 2 doses/4 mg nasal and 0.4 mg injectable: 1 case
 - 3 doses/8 mg nasal and 0.4 mg IV: 1 case
 - 3 doses/12 mg nasal: 1 case
 - Nasal naloxone reported administered in 1 case; no details on dosage provided
 - Naloxone reported given in 3 additional cases, no info on ROA/dosage provided
- Information on suspected substance(s) reported in 12 cases; fentanyl was involved in 7/12 or 58% of cases. Breakdown:
 - Fentanyl: 7 cases
 - Meth and cannabis: 1 case
 - Hydromorphone: 1 case
 - Other unspecified opioid(s): 1 case
 - Cocaine: 1 case
 - Cannabis and unspecified stimulant: 1 case
- Polysubstance use was reported in 2 cases this quarter
- In 7 cases where information on ROA was provided, 5/7 cases or 71% were smoking, 1 case was oral consumption, and 1 case a combination of smoking and oral consumption.

Comparing Time Frames

- In April to June 2024, GBPH received 54 reports of suspected opioid-related overdoses, 8 reports of suspected opioid-related fatalities, and issued 9 drug poisoning alerts and 3 media releases.
- In April to June 2025, GBPH received 16 reports of suspected opioid-related overdoses (70% decrease), 3 reports of suspected opioid-related fatalities (62.5% decrease), and issued 1 drug poisoning alert, 1 drug alert, and no media releases.
- From January to June 2024, GBPH received 100 reports of suspected opioid-related overdoses and 16 reports of suspected opioid-related fatalities. During this time, GBPH issued 16 drug poisoning alerts and 5 media releases.
- From January to June 2025, GBPH received 31 reports of suspected opioid-related overdoses (69% decrease) and 4 reports of suspected opioid-related fatalities (75% decrease). During this time, GBPH issued 1 drug poisoning alert, 1 drug alert, and no media releases.

Questions? Contact: harmreduction@publichealthgreybruce.on.ca

For more information:

- [Canadian Substance Use Costs and Harms 2007-2020 – Canadian Substance Use Costs and Harms Scientific Working Group](#)
- [Substance Use and Harms Tool | Public Health Ontario](#)
- [Ontario Opioid Indicator Tool - ODPRN](#)
- [Characteristics of Substance-Related Toxicity Deaths in Ontario - ODPRN](#)

Letter of Direction — OPP's presence in Sault Ste. Marie

Read the Solicitor General's response to the OPP Commissioner regarding Sault Ste. Marie's request for OPP policing resources.

Solicitor General

Office of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto Ontario M7A 1Y6
[416-326-5000](tel:416-326-5000)
[1-866-517-0571](tel:1-866-517-0571)
Minister.SOLGEN@ontario.ca

July 3, 2025

Thomas Carrique, C.O.M.
Commissioner
Ontario Provincial Police
777 Memorial Avenue
Orillia Ontario L3V 7V3
thomas.carrique@opp.ca

Dear Commissioner Carrique:

On May 15th, 2025, I received correspondence from the Sault Ste. Marie city council requesting the development of an Ontario Provincial Police (OPP) policing resource plan. I have reviewed and considered the request.

The Sault Ste. Marie Police Service is an exemplary municipal service in northern Ontario and our government will always have the backs of our small, medium and Indigenous police services and their heroic frontline officers by ensuring they have the tools and support they need to keep our communities safe. The Sault Ste. Marie Police Service is critical to the diversity of policing across Ontario and serves as a key employer in the region with over 200 full-time members. I believe the service remains well-positioned to continue delivering effective, community-based policing to the residents of Sault Ste. Marie.

Pursuant to the authority provided under section 62(1) of the *Community Safety and Policing Act, 2019*, I am providing direction to not provide the Sault Ste. Marie municipal council with an OPP policing resource plan.

If you have any questions, I am available to discuss this matter further.

Sincerely,

Original version signed by:
The Honourable Michael S. Kerzner
Solicitor General

cc: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Updated: September 03, 2025

Published: July 11, 2025

Peterborough Examiner

By [Joelle KovachReporter](#)

Don't get any ideas, Peterborough: Ontario solicitor general denies potential switch from city police to OPP in Sault Ste. Marie

Peterborough Police chief says a similar outcome would happen in the city if a request was made.

Updated Aug. 14, 2025 at 9:16 p.m.

July 17, 2025

2 min read

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(16)



City police Chief Stu Betts holds a copy of the Ontario Police Services Act while making his presentation about the 2024 budget during a finance committee meeting. The chief

says the service will need a 10.8 per cent budget increase in 2026 to meet new requirements set out in the Ontario government's Community Safety and Policing Act

Peterborough Police Chief Stu Betts wants city council to know the Ontario government won't allow Sault Ste. Marie to switch from their municipal police service to the Ontario Provincial Police (OPP).

At a Peterborough Police services board meeting on Tuesday, Betts mentioned that the Ontario solicitor general has directed the OPP not to give a quote to city council in Sault Ste. Marie (for cost comparison with Sault Ste. Marie Police).

According to reporting in the Sault Star from Monday, city council in the Sault had budgeted \$39.6 million for city police in 2024, but spent \$42.1 million on policing (an overage of \$2.5 million) and is on track for a police overage of \$1.9 million in 2025.

In May its city council sought a quote from OPP, to see if their services would be more cost-effective, but their request was denied. Earlier this month, Ontario Solicitor General Michael Kerzner directed the OPP commissioner, in a letter available online, not to provide any quote.

The Ontario government "will always have the backs of our small, medium and Indigenous police services," states the letter. Sault Ste. Marie Police Service offers "exemplary" service and is a "key employer," the directive to the OPP states.

Betts said the solicitor general "had no interest in pursuing a costing for a city similar in size and composition to that of Peterborough."

Meanwhile, the rising cost of policing has been an issue here. In late May, Mayor Jeff Leal used his strong-mayor powers to direct the city's finance staff to write the draft 2026 municipal budget with a 10 per cent increase for police (the prospective increase is up for debate from city council, during budget deliberations in November).

City councillors learned about this in early June, at a meeting where they were poring over municipal finances to start planning for the 2026 budget. Betts had been invited to this finance meeting, and there he told city councillors he would need a 10.8 per cent budget increase in 2026 to meet new requirements set out in the Ontario government's Community Safety and Policing Act (which took effect April 1, 2024).

Under the act, police will need to cover new expenses such as mandatory new training for officers and specialized new police equipment, Betts had explained to city councillors.

Then at a police board meeting later in June, Leal urged his fellow board members to consider asking the city for \$43.4 million, to operate Peterborough Police in 2026 — a 15 per cent increase from 2025 (the board has not publicly announced any decision on

their forthcoming budget request - they decide on the sum to request, and then city council considers that).

A 10 per cent increase would equate to about \$3.8 million more next year, compared to this year. In 2025, police asked for \$37.8 million for policing. An additional \$3.8 million would bring that total to \$41.6 million.

A 15 per cent budget increase would equate to about \$5.6 million more (and would bring the overall police budget to about \$43.4 million for 2026).

On Tuesday at the police board meeting, Leal asked Betts to forward information to all of Peterborough city council about the OPP costing being denied to Sault Ste Marie city council.

Staff Report

Report To: City Council

Report From: Rebecca Ellerdien, Senior Advisor, External Relations and Investment Attraction

Meeting Date: September 8, 2025

Report Code: CM-25-028

Subject: AMO 2025 Delegation Update

Recommendations:

THAT in consideration of Staff Report CM-25-028 respecting AMO 2025 Delegation Update, City Council receives the report for information purposes.

Highlights:

- Owen Sound was granted all six delegations requested for the 2025 Association of Municipalities of Ontario (AMO) Conference.
- Staff prepared issues notes and leave-behind materials for each ministry delegation, as well as a delegate briefing binder that was also shared with MPP Paul Vickers and Grey County staff.
- Provincial representatives were open and receptive to the issues and requests made by the City, and staff are following up on key priorities and action items.
- Owen Sound invited several municipal and community stakeholders to join its delegations in alignment with the core activities outlined in the Intergovernmental Relations Action Plan.

Strategic Plan Alignment:

[Strategic Plan](#) Priority: Collaborative City.

The success of the 2025 AMO delegation strategy was achieved through close collaboration with external partners.

Climate and Environmental Implications:

There are no anticipated climate or environmental impacts.

Previous Report/Authority:

[Report CR-25-015 Re: Community and Business Development Mid-Year Update](#)

[Report CM-23-008 Re: Intergovernmental Relations - Update on Actions and Proposed Priorities for 2024-2025](#)

Background:

The City's Intergovernmental Relations Action Plan was developed in 2021 and identified the core activities (advocacy, education, and collaboration) and advocacy priorities for 2022–2023. The plan was adopted by Council in December 2021, and updated in December 2023 to focus on two critical priorities for 2024-2025:

- Stable and sustainable funding
- Physician Recruitment

In May 2025, staff prepared a shortlist of delegation requests for the annual AMO Conference. The list focused on issues within the identified priorities, with the addition of a few broader economic development initiatives developed in collaboration with local partners, such as Georgian College and the Southwestern Ontario Isotope Coalition (SOIC).

Staff took a proactive and highly collaborative approach in preparing these delegation requests, communicating early and often with key partners.

Staff submitted delegation requests to six ministries on nine issues, and all were granted. Owen Sound delegates were also invited to participate in additional delegations led by Grey County.

The following delegates represented Owen Sound at AMO 2025:

- Mayor Ian Boddy
- Councillor Suneet Kukreja
- **Councillor Melanie Middlebro'**
- City Manager Tim Simmonds
- Fire Chief Phil Eagleson

Analysis:

The AMO 2025 delegation meetings were considered very successful and covered a wide range of issues impacting residents of Owen Sound and community members from the surrounding region.

Ministry representatives were open and receptive during the conversations. Staff will now follow up with ministry counterparts on key action items and requests.

The City of Owen Sound led six delegations:

Ministry of Health

- Issue 1: Expanding Rural Primary Care Access
- Issue 2: Eligibility for Rural Health Care Funding

Owen Sound met with Deputy Premier and Minister of Health Sylvia Jones to request an expansion of primary and urgent care services in North Grey—including walk-in clinic access—and to review eligibility criteria for incentives intended to support physician recruitment and retention for rural communities.

In a significant demonstration of regional unity, the City's delegates were joined by Grey County Warden Andrea Matrosovs, Chief Administrative Officer Randy Scherzer, and Economic Development Director Savanna Myers; as well as representatives from neighbouring municipalities: Mayor Scott Mackey (Chatsworth), Deputy Mayor Shirley Keaveney and Chief Administrative Officer Shawn Everitt (Meaford), and Councillor Tobin Day and Communications Manager Hailey Thomson (Georgian Bluffs).

Currently, there are no full-time walk-in clinics within 100km of Owen Sound, forcing residents and visitors in need of in-person, urgent care to rely on rural emergency departments throughout Bruce-Grey-Owen Sound. The delegation presentation included a map showing the location of rural emergency departments and the nearest urgent care clinics in Orangeville (111km), Waterloo (143km), Bolton (146km), and Exeter (176km).

The delegation also examined how the use of postal codes and Rurality Index of Ontario scores can inadvertently exclude small urban communities and surrounding rural regions from funding and incentives meant to support primary care expansion and proposed a review of the eligibility for these programs.

Ministry of Economic Development, Job Creation, and Trade

- **Issue: Developing Southwestern Ontario's Isotope Industry**

Meeting with Parliamentary Assistant Tyler Allsopp, the City of Owen Sound was joined by Jessica Linthorne, Nuclear Innovation Institute President & CEO, and Chad MacLean, Bruce Power Senior Director of Business, to delegate on local opportunities to advance isotope research, development, and production.

The delegation shared the Review of Regional Opportunities prepared by the SOIC and extended an invitation to attend the upcoming Clean Energy Frontier 2025 Conference which will take place October 21 and 22. At the meeting, the Parliamentary Assistant requested that his calendar be booked to attend one of the two days. Owen Sound looks forward to hosting the Parliamentary Assistant and will also endeavour to arrange visits to clean energy and workforce development facilities in coordination with local partners.

As a founding member of the SOIC, the City of Owen Sound is promoting regional collaboration and taking proactive action to secure **Ontario's** economic resiliency as a hub for clean energy innovation, workforce development, and rural access to revolutionary radiotheranostic services.

Ministry of Transportation

- Issue 1: Owen Sound Harbour Growth Opportunities
- Issue 2: Sustainable Funding for Public Transit

Meeting with Parliamentary Assistant Hardeep Singh Grewal, Owen Sound **delegated on opportunities to support Ontario's Marine Transportation** Strategy, joined by Georgian College Executive Director Dave Shorey to highlight the Centre for Marine Training and Research, the largest English-language marine training facility in Central Canada, serving seafarers from across the Great Lakes and inland waterways.

The delegation also thanked the province for investing in public transit and encouraged long-term, sustainable funding geared toward the needs and challenges of small urban communities. Specifically, the delegation highlighted the connection between transit options and economic sustainability and growth in Owen Sound. that extend the service each day to late evening so people can rely on getting to and from late afternoon personal appointments and jobs.

The Minister encouraged the City to make a grant request through the Ontario Transit Investment Fund (OTIF) to extend service and to connect back with the Ministry.

Ministry of Municipal Affairs and Housing

- Issue: Small Urban Community Housing Affordability

Meeting with Parliamentary Assistant Matthew Rae, Owen Sound amplified calls for a coordinated federal-provincial-municipal approach to align planning, funding, and delivery.

The City of Owen Sound will add 534 residential units in 2025, with a total of 3,025 new units projected over the next five years.

The delegation highlighted a recent example of successful intergovernmental cooperation, where the City of Owen Sound was given a rare opportunity to purchase forfeited provincial lands with grant support from Grey County for the purpose of affordable housing.

Council then initiated the opportunity to transfer those lands to the Owen Sound Housing Company to develop new affordable housing.

Ministry of the Solicitor General

- Issue 1: Fairness in Community Police Funding
- Issue 2: Homelessness in Small Urban Communities

In a joint delegation to Ontario Solicitor General Michael Kerzner, Mayor Sue Paterson of the Town of Hanover and Mayor Boddy of the City of Owen Sound, along with Grey County Warden Andrea Matrosovs, called for a province-wide funding mechanism to provide relief for rising community policing costs.

While budget relief was announced last November for OPP-policed communities, Hanover and Owen Sound are two of 44 municipalities with dedicated municipal police forces. The Hanover Police Service represents 34 cents of each tax dollar collected by the community, and the Owen Sound Police Service accounts for 28 cents of each tax dollar.

Solicitor General Kerzner expressed his strong support for community policing and requested that his deputy minister travel to Owen Sound to further discuss the regional flow of criminality.

As regional hubs for health care and social services, small urban communities such as Owen Sound need additional resources to address

public safety concerns and enforcement issues while providing critically needed support to vulnerable residents and addressing the ongoing opioid crisis.

Ministry of Red Tape Reduction

- Issue: Reducing Administrative Burden for Rural Physicians

Owen Sound and Grey County delegates met with Minister Andrea Khanjin to advocate for the needs of local physicians and health care providers. In a rural context, every action to improve the efficiency and effectiveness of our health care system means more time that physicians can spend face-to-face with patients.

The delegation amplified calls to address burnout and reduce administrative burden, with research to support measures such as a centralized referral model for specialist care.

Financial Implications:

Costs associated with the AMO Conference are budgeted within the annual operating budget.

Communication Strategy:

A communications plan was developed in collaboration with the Communications Advisor, including:

- Proactive communication with key stakeholders
- Two media releases, issued before and after the conference
- Social media posts using real-time photos along with official graphics and the #AMO2025 hashtag
- Leave-behind materials amplifying key messages and requests
- Follow up thank you letters

Consultation:

N/A

Attachments:

1. AMO 2025 Delegation Recap & Photos
2. Map of Grey Bruce Hospitals and Walk-In Clinics

Recommended by:

Rebecca Ellerdien, Senior Advisor, External Relations and Investment Attraction

Submission approved by:

Tim Simmonds, City Manager

For more information on this report, please contact Rebecca Ellerdien, Senior Advisor, External Relations and Investment Attraction at rellerdien@owensound.ca or 519-376-4440 ext. 1254.



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: CRIMINAL INVESTIGATIONS BRANCH AND DRUG ENFORCEMENT / CRIMINAL INTELLIGENCE UNIT – JUNE, JULY & AUGUST 2025

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

DATE: September 24th, 2025

RECOMMENDATION(S):

For Information

Investigations

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

UPDATES

Homicide 1 – One of the accused has been additionally charged with perjury in connection to her testimony during a bail hearing, and trial dates have been set for January and February 2026. The second accused was sentenced in July to 11 years, less a credit of 3 years pre-sentence custody, resulting in 8 additional years to be spent in custody.

Homicide 2 – One of the accused has entered a guilty plea, with sentencing scheduled for August. The second accused also pled guilty to being an accessory after the fact and received a sentence of time served for his involvement.

Homicide 3 – Extradition hearing dates for all three accused have been adjourned to October 20th, 2025.

Fatal Fail to Remain / Dangerous Driving (May 10th, 2025) – Members of CIB assisted uniform patrol in investigating a fatal fail-to-remain collision. As a result of the investigation, a 21-year-old male has been charged with Dangerous Operation of a Motor Vehicle Causing Death and Failure to Stop at an Accident Causing Death. Subsequent search warrants have been executed to collect further evidence and the investigation remains ongoing.

Intimate Partner Violence (June 8th, 2025) – Members of CIB assisted uniform patrol with the investigation of an incident of intimate partner violence in which the 6-year-old child present in the home was a key witness to the assault against his mother. A joint investigation was initiated with Bruce Grey Child and Family Services to obtain a statement from the child to support the charges laid.

Sexual Assault (Historical) - (July 2nd, 2025) – Grey Bruce OPP referred a historical sexual assault that was alleged while the victim provided a statement regarding an unrelated intimate partner violence

occurrence in their jurisdiction. The victim reported three incidents of sexual assault by her ex-partner while they resided in Owen Sound. As a result, a 48-year-old Georgian Bluffs male has been charged with three counts of sexual assault.

Intimate Partner Violence (July 2nd, 2025) – Members of CIB assisted uniform patrol with the investigation of a historical incident of intimate partner violence between May 2024 and May 2025. A video recorded statement was obtained with the victim who resides outside of Owen Sound, and the investigation was completed by members of Platoon 4, resulting in a 22-year-old Guelph male being charged with domestic assault.

Sexual Assault/Indecent Act - (July 15th, 2025) – Members of CIB continued the investigation of inappropriate behaviour by a 76-year-old male toward an 8-year-old girl, in which he dropped a candy wrapper into the back of her pants after pulling out the waistband of her shorts and underwear. The investigation is ongoing, and charges are anticipated. ***UPDATE*** - The male was arrested and charged with sexual assault and indecent act on August 14th, 2025.

Sexual Assault - (August 8th, 2025) – Members of CIB commenced a joint investigation with Bruce Grey Child & Family Services regarding an allegation of two incidents of sexual assault by a 13-year-old young person on his 8-year-old half sister between the end of June and beginning of August 2025. The youth was arrested and charged with sexual assault, and during the investigation it was revealed that the accused youth was a victim of sexual assault himself, sometime in the summer of 2024, by a yet to be identified adult male who no longer resides in the area. The investigation is continuing.

MMHART Statistics

JUNE

Officer Referrals/ Consultations = 5
Follow Ups = 6
Community Support Consultations/Referrals = 2
Incident Response/Support = 28
Proactive in Community Engagement (hours completed) = 0
STAR cases = 2

JULY

Officer Referrals/ Consultations = 2
Follow Ups = 1
Community Support Consultations/Referrals = 0
Incident Response/Support = 30
Proactive in Community Engagement (hours completed) = 0
STAR cases = 1

August

Officer Referrals/ Consultations = 0
Follow Ups = 1
Community Support Consultations/Referrals = 0
Incident Response/Support = 25
Proactive in Community Engagement (hours completed) = 2
STAR cases = 1

Training

Meetings

JUNE

Situation Table (STAR) Weekly Meetings – D/Cst. Martin & D/Sgt. Gurney
Domestic Violence Court Advisory Council Quarterly Meeting – D/Cst. Martin
High Risk Repeat Offender Monthly Meeting – D/Cst. Martin
Violence Prevention Grey Bruce MARAM Leadership Meeting – D/Cst. Martin
Child Abuse Review Team Meeting- D/Sgt Gurney
United Way Meeting – D/Sgt Gurney

JULY

Situation Table (STAR) Weekly Meetings – D/Cst. Martin
Child Abuse Review Team Meeting- D/Sgt Gurney
River District Meeting – D/Sgt Gurney

AUGUST

Situation Table (STAR) Weekly Meetings – D/Cst. Martin
MARAM Monthly Meeting & Emergency Meeting – D/Cst. Martin
CISO-DEA Drug Signature Program – D/Sgt Gurney
Proactive Intelligence Probes – D/Sgt Gurney

Other

JUNE

Intimate Partner Violence – Greater Sudbury Police Service requested assistance from the Owen Sound Police Service to interview a female victim of domestic violence who is now residing in Second Stage Housing through the Women’s Center after fleeing her abuser in Sudbury with her three children. The interview was conducted and the female disclosed numerous assaults. Investigation will be completed by Sudbury Police.

JULY

Child Pornography – Members of CIB conducted observations of a residence on 3rd Avenue East in Owen Sound, at the request of Perth County OPP, to determine possible occupants, as well as time of the day that individuals were home, in preparation for a search warrant that was executed on July 29th, 2025.

AUGUST

Human Trafficking Intelligence Probe - (August 18th, 2025) – In a joint initiative with the OPP West Region Provincial Human Trafficking Team, members of CIB and OPP made attempts to connect with possible victims of human trafficking, or individuals involved in sex work within the City of Owen Sound in order to offer support and resources, and gather intelligence that may fuel further investigations. Numerous online ads, offering sexual services in Owen Sound, were contacted and it was determined that all ads were for the same individual operating out of a local motel. Engagement was made with this female and no immediate safety concerns were identified.

Drug Overdose Information

In June and July 2025 the city had no suspected drug related death. In August 2025 there was one suspected drug related death.

To date in 2025, the city has had (4) deaths from suspected drug overdoses.

The year 2024 ended with the Owen Sound Police Service having investigated a total of fourteen (14) deaths from suspected drug overdoses. The year 2023 ended with a total of eleven (11), Six (6) were recorded in 2022, a total of fourteen (14) occurred in 2021 and a total of eight (8) occurred in 2020.

Missing Persons

None

SUBMITTED BY: D. Bishop, Deputy Chief



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Auxiliary Board Report – June, July & August 2025
TO: Chair and Members of the Owen Sound Police Service Board
DATE: September 24th, 2025

REPORT:

JUNE

In June 2025, the Auxiliary Unit actively supported the Uniform Branch through ride-alongs, contributing a total of 166.5 volunteer hours.

On June 10th, members of the Auxiliary Unit participated in the Law Enforcement Torch Run (LETR). The LETR is the largest public awareness vehicle and grassroots fundraiser for Special Olympics. Known honourably as Guardians of the Flame, law enforcement members and Special Olympics athletes carry the “Flame of Hope” into the Opening Ceremony of local competitions, as well as into Special Olympics Provincial, National, Regional, and World Games.

On June 14th, members of the Auxiliary Unit participated in the fourth annual Walk/Run 5K race to support youth and adults with intellectual or developmental disabilities.

On June 21st, members of the Auxiliary Unit participated in the Pride Parade. Our members were full of excitement as they walked the streets of downtown Owen Sound in support of the 2SLGBTQIA+ community.

JULY

In July 2025, the Auxiliary Unit actively supported the Uniform Branch through ride-alongs, contributing a total of 155.5 volunteer hours.

On July 1st, members of the Auxiliary Unit participated in the Canada Day celebrations at Kelso Park. The unit set up a booth featuring children’s activities, including games, a miniature motorized police cruiser, and a children’s police uniform for dress-up.

On July 12th, members took part in the 35th annual Hottest Yard Sale in the city’s vibrant River District. The event featured live music, shopping, and food vendors. Our members assisted with the recruitment booth, engaged in community outreach, and interacted with attendees while walking the streets.

On July 15th, members attended the Reach Centre community BBQ, with proceeds supporting Reach Grey Bruce.

AUGUST

In August 2025, the Auxiliary Unit actively supported the Uniform Branch through ride-alongs, contributing a total of 134 volunteer hours.

On August 2nd, members of the Auxiliary Unit participated in the 162nd Emancipation Festival. This is the longest and most continuous festival in North America!

On August 20th, members of the Auxiliary Unit participated in the 4th annual M'Wikwedong End of Summer Bash. This event consisted of a BBQ, games, raffle prizes and canoeing.

SUBMITTED BY:

Deputy Chief D. Bishop



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Community Oriented Response & Enforcement Unit –

June, July and August 2025

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

DATE: Sept. 24th, 2025

RECOMMENDATION(S):

For Information

REPORT:

FOOT PATROL (Hours)	63
BICYCLE PATROL (Hours)	39.5
CRIMINAL CHARGES	
CDSA	
PROVINCIAL OFFENCES/ WARNINGS	35/ 18
MOTOR VEHICLE COLLISIONS	
WARRANTS	4
BY-LAW OFFENCES	

- **PRIMARY FOOT/ BIKE PATROL LOCATIONS**
 - The River District
 - Safe n Sound shelter
 - School zones – end of year
 - 1st Avenue West - Bandstand
 - Presence during Trans-walk, river district
 - Saturday Market

- **ASSIST UNIFORM PLATOON/ C.I.B.**
 - Drug Investigation follow up
 - CCTV canvass for a sexual assault
 - Cover Platoon staffing shortage
 - Assist with arrest for Domestic Assault
 - Missing youth (14yrs)
 - Assist with arrests for platoon - wanted for mischief/ warrants
 - Conducted breath tests

- **OTHER DUTIES**
 - Visit Encampments within the City

- Share information to river district businesses regarding CamSafe program.
- Patrol / observations of a neighbourhood
- Liaison with Circle K and Center for Enhancement, Re: loitering issues.
- Traffic Initiative – BELTS/ CELLS
 - 3 HTA, 6HTA warns
- Assist with recruit interviews
- Prisoner escorts
- Follow up complaints St. Andrews church – Drug use issues
- Cleared Bandstand, organized removal of graffiti

- **INVESTIGATIONS**
 - Weapons related incident follow up
 - MTO Blitz with OPP
 - 16 inspections
 - 9 vehicles out of service
 - 18 charges
 - 17 warnings
 - Sexual Assault – historical, 3rd party information, interview arranged, victim declined to proceed.

- **TRAINING / MEETINGS / PUBLIC EVENTS**
 - Torch Run for Special Olympics
 - Efficiency committee meeting
 - STAR table - MMHART
 - M'Wikwedong Summer Bash
 - Reach BBQ

SUBMITTED BY: DEPUTY CHIEF D. BISHOP



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Front Line Patrol Report and Collision Statistics – June, July and August 2025

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

DATE: September 24th, 2025

RECOMMENDATION(S):

For Information

REPORT:

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

Front Line Patrol Report: June, July and August combined

	Platoon #1-4		Traffic/Part Time Officers	
	2025	2024	2025	2024
Highway Traffic Act:	277	273	62	74
Compliance Reports:	8	22	0	0
Recorded Cautions:	98	163	69	105
Liquor Licence Act:	37	32	1	1
Criminal Code/ CDSA:	530	438	7	19
Other POA/By-Law:	47	64	12	4
Foot Patrol:	197	255	69	53

Note: Part time officers began being reassigned for court security details in August and performed 144 hours of court security that month.

Reduce Impaired Driving Everywhere (RIDE):

JUNE

There were a total of 12 on-duty RIDE checks in the month of June with 558 drivers checked.

The total statistics for RIDE were:

- 37 officers
- 11.5 hours
- 1 roadside breath tests
- 1 driver charged with Impaired Driving
- 2 Highway Traffic Act warnings, 1 Liquor Licence and Control Act charge and two other criminal code charges not related to impaired driving.

There were two additional persons charged with impaired driving offences during the month outside of RIDE programs.

JULY

There were a total of 12 on-duty RIDE checks in the month of June with 253 drivers checked.

The total statistics for RIDE were:

- 31 officers
- 12 hours
- 3 roadside breath tests
- No drivers charged with Impaired Driving
- 2 Highway Traffic Act warnings,

There were two additional persons charged with impaired driving offences during the month outside of RIDE programs.

AUGUST

There were a total of 10 on-duty RIDE checks in the month of June with 181 drivers checked.

The total statistics for RIDE were:

- 21 Officers
- 7.5 hours
- 1 roadside breath tests
- No drivers charged with Impaired Driving
- 3 Highway Traffic Act warnings, 4 Highway Traffic Act charges.

There were five additional persons charged with impaired driving offences during the month outside of RIDE programs.

COLLISION STATISTICS

JUNE 2025

Jun 2025 May 2025 Jun 2024

	Jun 2025	May 2025	Jun 2024
Total Collisions:	60	25	42
Collisions - East side	30	9	20
Collisions - West side	6	3	14
Collisions - parking lots	24	13	8
Fail to Remain Collisions	13	7	5
Collisions referred to CRC:	31	18	20
Collisions investigated by OSPS:	29	7	22

JULY 2025

Jul 2025 Jun 2025 Jul 2024

Total Collisions:	47	60	32
Collisions - East side	23	30	10
Collisions - West side	11	6	8
Collisions - parking lots	13	24	14
Fail to Remain Collisions	9	13	8
Collisions referred to CRC:	25	31	21
Collisions investigated by OSPS:	22	29	11

AUGUST 2025

Aug 2025 Jul 2025 Aug 2024

Total Collisions:	46	47	39
Collisions - East side	19	23	19
Collisions - West side	8	11	6
Collisions - parking lots	19	13	14
Fail to Remain Collisions	12	9	7
Collisions referred to CRC:	29	25	12
Collisions investigated by OSPS:	17	22	27

FINANCIAL/RISK IMPLICATION(S):

Nil

OPERATIONS PLAN:

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

SUBMITTED BY:

Deputy Chief D. Bishop

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



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

RECOMMENDATION(S)

REPORT: COMMUNITY SERVICE OFFICER #569

The following report highlights key engagements of the Community Services Officer in July & August 2025

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

Canada Day, REACH Centre BBQ, #MeetOurTeam Series, Bike Patrol, YIPI Program, Hottest Street Sale, #CampDay, Answer The Call Campaign, New Recruits, Women In Policing, Emancipation Festival, Summer Folk, Salmon Spectacular, RIDE Programs, Don't Hang Up On 911, End Of Summer Bash 2025, Foot Patrol, Back To School, Our Records Department

COMMUNITY ENGAGEMENT/LOCAL/PROV.COMMITTEE WORK/SCHOOL PARTNERSHIP MEETINGS

- Community Events attended as a community partner- Canada Day, Hottest Street Sale, Emancipation Festival, Summer Folk, Teddy Bear Picnic CMHA event, End of Summer Bash, Camp Day, REACH Community BBQ
- VTRA planning mtgs with Bluewater School Board
- CSWBP- Hate Crime Working Group
- Youth in Policing- Provincial Meeting- OSPS Member
- Bayfield Landing Summer Outreach
- Special Olympics Provincial Committee
- COYO Conference Directors mtg.
- CAST- FASD Community Working Group
- OACP & OPC Initial Mtgs to Discuss Officer Youth Course

Community Presentations/Training

- Alzheimer's Society- Common Frauds
- Bayfield Landing- Online Safety
- Seasons Retirement Community- Online Safety
- Community Living- Social Media Awareness

- Ripple Effect Forum
- VTRA Next Steps
- OPC YIPI Tour & Presentation
- TDBeats AED Training

OPERATIONS PLAN

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

ATTACHMENT(S):



(Pictures L-R- YIPI OPC Tour, PC.Beaney & CSO Cranny at REACH BBQ, AED Training)

SUBMITTED BY:

Jason Cranny, Community Services Officer #569



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Lost Hours and Training – June - August 2025
TO: Chair and Members of the Owen Sound Police Service Board
DATE: September 2, 2025

RECOMMENDATION(S):

For Information

REPORT:

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

Lost Hours:

Month/Year	SICK/STD			WSIB		
	Number of Fulltime Members	Total Number of Shifts (complete and partial)	Total Number of Hours	Number of Members	Total Number of Shifts (complete and partial)	Total Number of Hours
June 2025	9	32	366	2	2	16
July 2025	5	37	436	0	0	0
August 2025	7	30	342	0	0	0

Our two long term WSIB claims have been transitioned off of top up and are now being paid only through WSIB. We were also successful in closing a part time WSIB case and have one that is still open but the member is returned to work on modified duties.

Training:

Members attended the following courses:

- Forensic Entomology Workshop
- LEBA Bicycle Patrol Course
- IRD Certified Trainer Course

FINANCIAL/RISK IMPLICATION(S):

The loss of scheduled work hours is a potential financial risk and is monitored to ensure a balance with members' physical and mental wellbeing. Financial resources are required to provide ongoing member

training which is an essential to updating qualifications, knowledge, and ultimately organizational risk mitigation.

OPERATIONS PLAN:

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

SUBMITTED BY:

Wendy Pratt, Human Resources Manager

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Records, Courts, and Bylaw Report – June-July-August 2025

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

DATE: September 24, 2025



RECOMMENDATION(S):

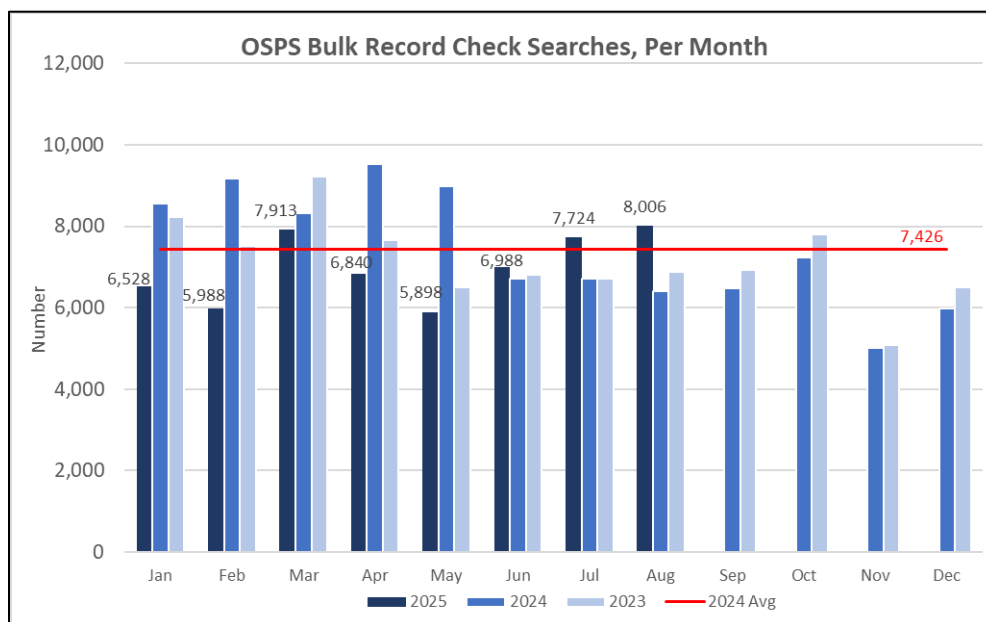
For Information

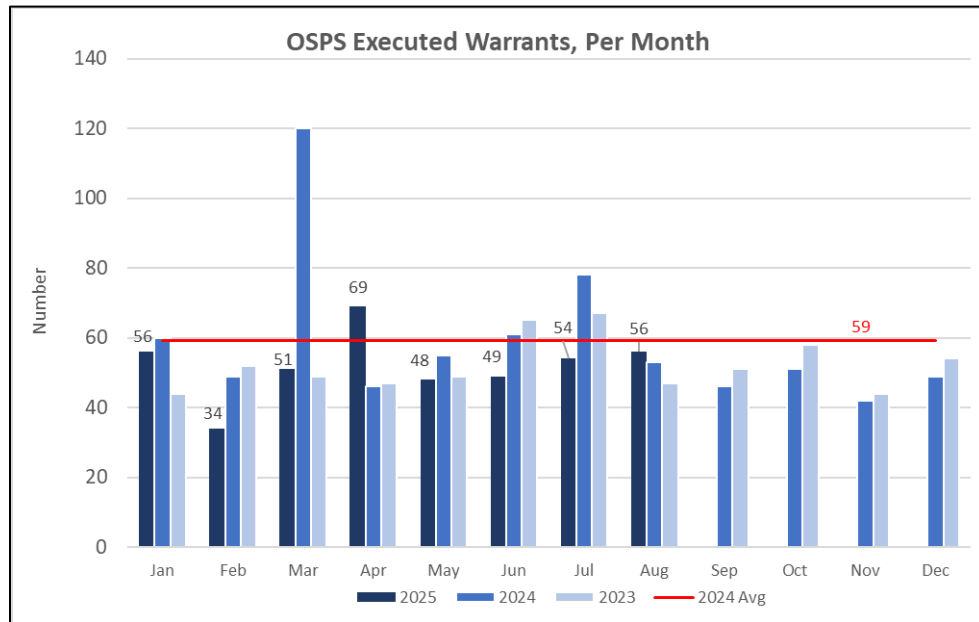
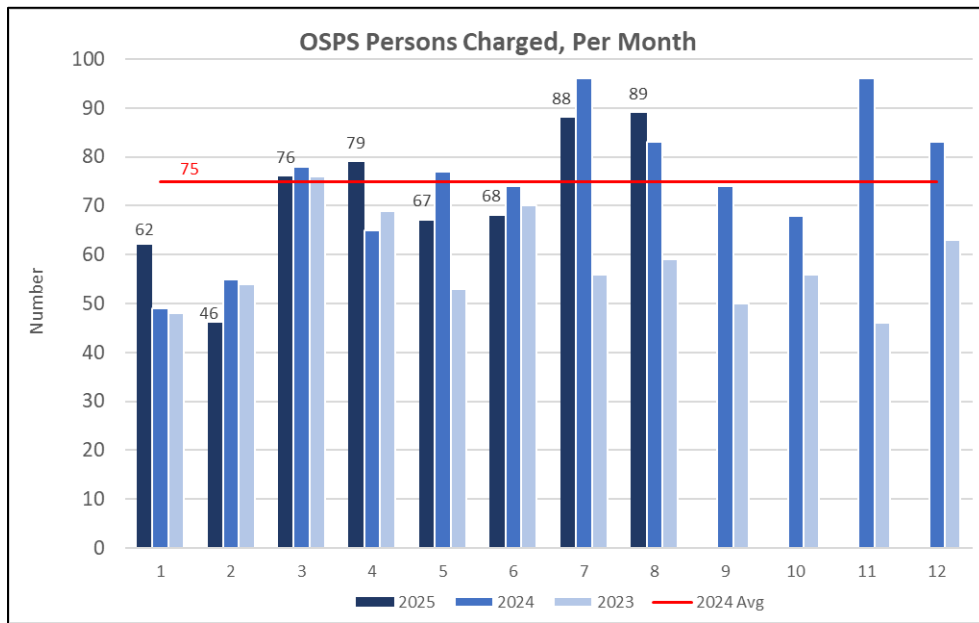
Report:

Records – June-July-August 2025:

	This Month AUGUST 2025	Previous Month		Same Month Previous Year August 2024	2025 Year-to-Date Jan.1-Aug.31, 2025	2024 Year-to-Date Jan.1-Aug.31, 2024	YTD % Change
		July 2025	% Change				
Records Services							
Bulk Record Check Searches	8,006	7,724	3.7%	6,404	55,885	64,399	-13.2%
Executed Warrants	56	54	3.7%	53	417	522	-20.1%
Persons Charged*	89	88	1.1%	83	575	577	-0.3%

*May be multiple charges laid on same person. Includes adults and youth. Mostly CC charges, but may include some Provincial charges if coupled with CC charges.





In July of 2024, the Ministry of Children, Community, and Social Services (MCCSS) received an exemption to the *Police Record Checks Reform Act* (PRCRA), requiring record check providers to disclose further information under the *Child, Youth and Family Services Act* (CYFSA), the *Intercountry Adoption Act* (IAA) and the *Children’s Law Reform Act* (CLRA).

The newly developed BROAD (Exempted) Police Record Check is only available to those who may care for or provide a service to a child or youth under the *Child, Youth and Family Services Act 2017* (CYFSA) or the *Intercountry Adoption Act 1998* (IAA).

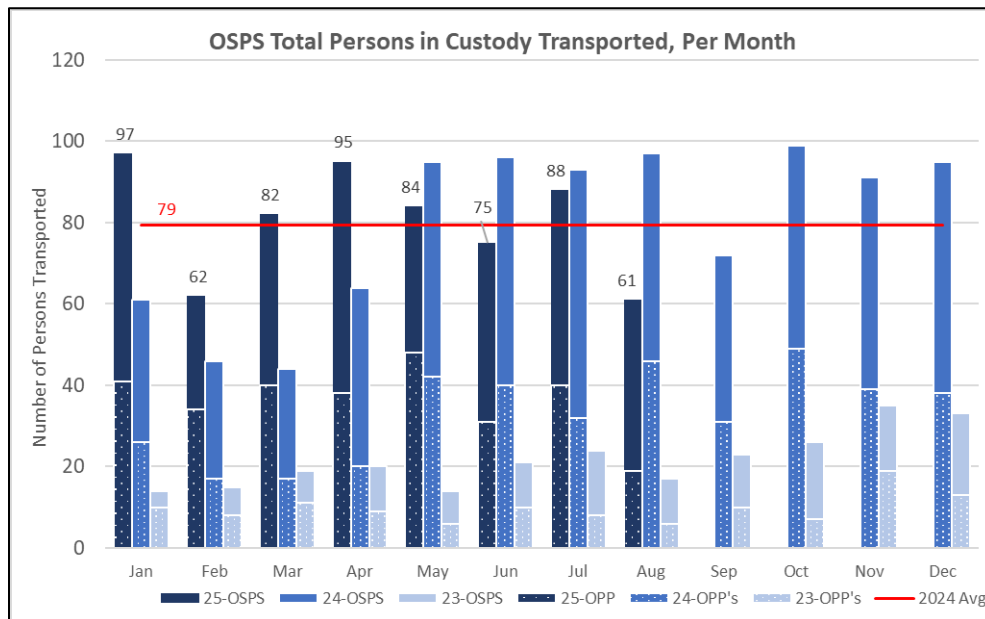
Unlike other record checks, the BROAD (Exempted) Police Record Check includes all information released in existing checks, as well as additional records as they exist on the date of the search.

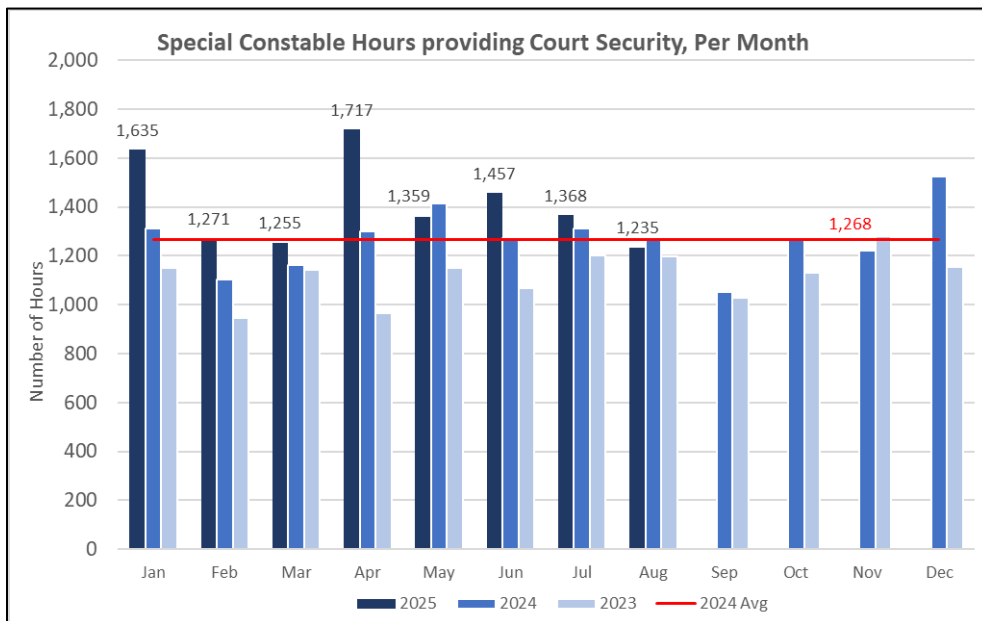
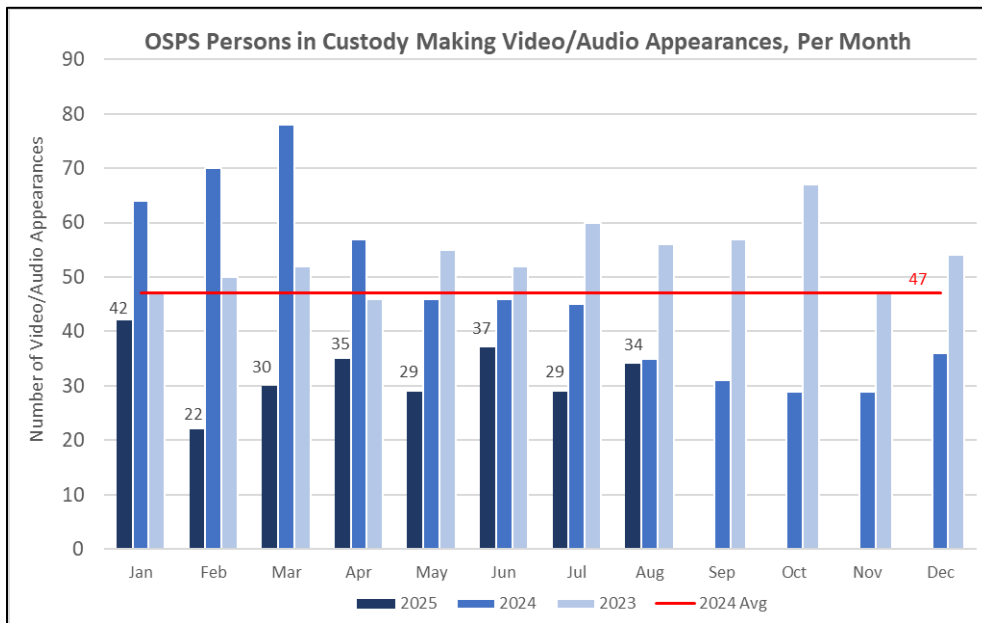
Based on the SCOPE of this new Record Check it has taken a lot of work from the LEARN (Law Enforcement and Records Managers Network) committee for the province to come up with best practices on how to complete these background checks as they are much more involved. Many police services including Owen Sound Police were accepting these background checks but not processing them until the LEARN Committee came out with best practices. In August the LEARN Committee did release a reference guide for these BROAD (exempted) Police Record Check and we are not processing these checks.

A board report has been completed regarding the fee for these background checks as provincially police services have increased their fee based on the depth and time involved with completing these checks.

Courts – June-July-August 2025:

	This Month AUGUST 2025	Previous Month		Same Month Previous Year August 2024	2025 Year-to-Date Jan.1-Aug.31, 2025	2024 Year-to-Date Jan.1-Aug.31, 2024	YTD % Change
		July 2025	% Change				
Court Services							
Total Custodies Transported	61	88	-30.7%	97	644	596	8.1%
OPP	19	40	-52.5%	46	291	240	21.3%
OSPS	42	48	-12.5%	51	353	356	-0.8%
Video/Appearances	34	29	17.2%	35	258	441	-41.5%
Special Constable Hours	1,235	1,368	-9.7%	1,274	11,296	10,151	11.3%





As a result of an incident that occurred in August in a northern community in Ontario where a shooting in a courtroom of an armed individual took place, the Ministry of the Solicitor General sent out some revisions to court security plans to be implemented immediately. Some were already in place locally, however some will result in increased costs and challenges to implement.

Based on this revision Owen Sound Police Service has provided an armed officer at both the Ontario/Superior Court of Justice Courthouse and the Provincial Offences Court while courts are in session. Individuals entering the Provincial Offences courtroom are now being security wanded by that officer which is in operation 2 days a week. This results in 7 armed officers scheduled per week to provide court security which commenced on August 8, 2025 totaling approximately 173 hours for those

officers. These hours are in addition to the 1235 hours worked by the Special Constables for the month of August.

This change has a significant impact on both front-line officer resources and the budget.

Bylaw – June-July-August 2025:

Application for new taxi business. Report submitted by Bylaw Clerk to the Board for review.

Financial/Risk Implication(s):

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

OPERATIONS PLAN:

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

ATTACHMENT(S):

Nil

SUBMITTED BY:

Krista Fluney, Director, Civilian Services

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Broad Criminal Record Check
TO: Chair and Members of the Owen Sound Police Service Board
DATE: September 24, 2025

RECOMMENDATION(S):

Request for Fee Increase – BROAD (Exempted) Police Record Check

REPORT:

Purpose:

The purpose of this report is to seek approval from the Owen Sound Police Services Board to establish a fee of **\$100** for the newly implemented **BROAD (Exempted) Police Record Check**.

Background:

In July of 2024, the Ministry of Children, Community, and Social Services (MCCSS) received an exemption to the *Police Record Checks Reform Act* (PRCRA), requiring record check providers to disclose further information under the *Child, Youth and Family Services Act* (CYFSA), the *Intercountry Adoption Act* (IAA) and the *Children's Law Reform Act* (CLRA).

The newly developed BROAD (Exempted) Police Record Check is only available to those who may care for or provide a service to a child or youth under the *Child, Youth and Family Services Act 2017* (CYFSA) or the *Intercountry Adoption Act 1998* (IAA).

Unlike other record checks, the BROAD (Exempted) Police Record Check includes all information released in existing checks, as well as additional records as they exist on the date of the search. See Scope below:

Scope of Disclosure

The BROAD (Exempted) Police Record Check will include:

- **Convictions** (unless granted a record suspension)
- **Record Suspensions** (if authorized under the *Criminal Records Act*)
- **Current discharges**
- **Youth findings of guilt** (within applicable disclosure periods)
- **Outstanding judicial orders** (e.g., probation, prohibition, warrant)
- **Outstanding restraining orders**
- **Outstanding criminal charges**

- **Criminal charges resulting in:**
 - Not criminally responsible on account of mental disorder
 - Stay of proceedings
 - Dismissed
 - Withdrawn
- **Police contact records**, unless disclosure is restricted due to:
 - Ongoing law enforcement matters
 - Lack of subject awareness of contact
 - Contact occurring when the person was a minor
 - Contact determined not relevant to caregiving or residence suitability where a child is involved
- **Mental Health Act contacts**, specifically where the individual was found to be suffering from a mental disorder likely to result in:
 - Serious bodily harm to self or others, or
 - Serious physical impairment of the person

This level of disclosure exceeds that of current CRC, CRJMC, or VSC checks, and reflects a broader public safety interest.

Rationale for Fee:

The BROAD (Exempted) Police Record Check requires:

- Expanded database queries across multiple systems
- Significant administrative review and documentation
- Careful vetting to ensure compliance with disclosure standards

These additional requirements result in higher resource and staffing costs than other checks.

Comparative research indicates that similar enhanced record checks at other Ontario police services are priced between **\$41–\$100** with many being at the \$100 fee.

To ensure cost recovery and sustainability, a fee of 100 dollars is recommended after studying local comparators and performing some early checks as well as analyzing the time required to complete those checks.

FINANCIAL/RISK IMPLICATION(S):

Approval of this fee will:

- Recover the costs associated with the time-intensive nature of the BROAD (Exempted) Check

- Prevent operating budget strain related to implementation of this new service
- Provide modest additional revenue for modernization of records management services

Conclusion

The BROAD (Exempted) Police Record Check provides the most comprehensive disclosure of police-held records permitted under law. Establishing the fee at \$100 ensures responsible cost recovery, aligns with provincial benchmarks, and supports the delivery of high-quality and compliant record check services.

OPERATIONS PLAN:

Nil

ATTACHMENT(S):

Broad Sector Check Consent form and response page

SUBMITTED BY:

Jocelyn Kazarian, Records
Krista Fluney, Director, Civilian Services



OWEN SOUND POLICE SERVICE

EXEMPTED (BROAD) CHECK

TO BE COMPLETED BY APPLICANT

Mailing Address (name, street, city, province, postal code)

****Please Print UNDER each heading****

Date of Request

____ / ____ / ____
yyyy / mm / dd

Last Name		First Name		Middle Name	
# and Street Name		Apt/Unit #		Maiden Name / Other Last Names Used	
Other First Names		City		Province	
Postal Code		Date of Birth		Gender	
Contact phone number		Email address		Other Names	

Address History – please fill out if resident address differs from mailing address and/or resided OUTSIDE of the Region in the past 5 years

Street name # (please state below)	Apt/Unit #	City	Province

Identification – **OSPS Staff to complete** one form MUST be Government issued and include the applicant’s name, date of birth, signature and photo of applicant

Type of Identification produced	ID number – do NOT record Health or SIN card or bank/credit card numbers	Viewed <input type="checkbox"/>
Type of Identification produced	ID number – do NOT record Health or SIN card or bank/credit card numbers	Viewed <input type="checkbox"/>

SELF DECLARATION (if applicable): Declaration of Criminal Record Attached

Name of Employer/Organization /Other requesting BROAD Record Check:

- The Broad (Exempted) Police Record Check will include all of the above and the following information as it exists on the date of this search:**
- ✓ Convictions (unless granted a record suspension)
 - ✓ Record Suspensions if authorized under the Criminal Records Act
 - ✓ Current discharges
 - ✓ Youth findings of guilt within disclosure period
 - ✓ Outstanding judicial orders (Probation, Prohibition, Warrant)
 - ✓ Outstanding restraining orders
 - ✓ Outstanding criminal charges
 - ✓ Criminal charges resulting in:
 - not criminally responsible on account of mental disorder, stay of proceedings, dismissed, withdrawn
 - ✓ Contact with police unless disclosure:
 - would interfere with law enforcement matter, person is not aware of contact, person was a minor at time of contact
 - information is not relevant to suitability to perform caregiving duties for a child or to reside in a place where a child is residing and receiving care
 - ✓ Contact under the Mental Health Act where the person was suffering from a mental disorder of a nature or quality that would likely result in serious bodily harm to the person or to another person or in serious physical impairment of the person.

CONSENT

- I hereby confirm that I have requested that the **Owen Sound Police Service** perform a Police Record Check on me. I understand that **Owen Sound Police Service** need to obtain personal information from me that is required to complete the Police Record Check.
- I hereby authorize **Owen Sound Police Service** to use the name(s), date of birth, and declared criminal record history I have provided to complete the Police Record Check and disclose such information to me.
- I understand this includes a search of **Owen Sound Police Service’s** Records Management Systems (“RMS”) and the Canadian Police Information Centre (“CPIC”) database, as maintained by the RCMP.
- I hereby authorize **Owen Sound Police Service** to search and release any information listed in section 119 of O. Reg. 155/18 under the *Child, Youth and Family Services Act* (“CYFSA”) and/or section 16 of O. Reg. 155/18 under the *Intercountry Adoption Act* (“IAA”), as lawfully required by those Acts.
- I hereby release and discharge the **Owen Sound Police Service Board** and all employees or agents of **Owen Sound Police Service** from any and all actions, claims, and demands for damages, loss, or injury howsoever arising which may hereafter be sustained by myself or anyone associated with me as a result of the disclosure of the information to me by **Owen Sound Police Service**.
- I hereby authorize **Owen Sound Police Service** to inquire into and disclose the results of any police records to me, including but not limited to: criminal convictions (summary and indictable), absolute and conditional discharges, findings of not criminally responsible on account of mental disorder, findings of guilt under the *Youth Criminal Justice Act* (“YCJA”) that are still within the access period listed under section 119(2) of that legislation, any outstanding entries such as charges, judicial orders, probation orders, and prohibition orders, and previous police contact, and to conduct a local police contact search with any other Police Service in Canada.
- For Broad Record Check applicants 18 years of age or older: if my application is for a role that qualifies for a Vulnerable Sector Check under the *Criminal Records Act* (“CRA”) (i.e. the application is for a paid or volunteer position, and the position is one of trust or authority towards a child or vulnerable person), I hereby consent to a search of the automated criminal records retrieval system maintained by the RCMP to find out if I have been convicted of, and subsequently been granted a record suspension (pardon) for, any sexual offences that are listed in Schedule 2 of the CRA. I understand that, as a result of giving this consent, if I am suspected of being the person named in a criminal record for one of these sexual offences in respect of which a record suspension was granted, I will be requested to provide fingerprints to confirm that record and that record may be provided by the Commissioner of the RCMP to the Minister of Public Safety, who may then disclose all or part of the information contained in that record to the local police service. The police service will then disclose that information to me. If I further consent in writing to disclosure of that information to the person or organization referred to above that requested I complete this Police Record Check, that information will be disclosed to that person or organization accordingly.
- I understand that the prescribed fee for the Police Record Check is non-refundable.
- I certify the information provided by me in this Application is true and correct to the best of my knowledge and belief. I have read this consent, understand it, and agree to it in its entirety.

Applicant’s Signature: _____

Date: ____ / ____ / ____
yyyy / mm / dd

POLICE USE ONLY – Request reviewed, and non-refundable fee(s) received by:		Page 1 of
Name	Receipt #	<input type="checkbox"/> FEE \$100.00



Owen Sound Police Service

EXEMPTED (BROAD) RECORD CHECK

Last Name XXXXX	First Name XXXXXX	Middle Name XXXXX	Date of Birth (yyyy/mm/dd) XXXX/XX/XX
Other Name(s) (if applicable) N/A			
Address XXXXXXXXXXXXXXXXXX			

This page(s) must accompany the results of a Police Record Check.

RCMP National Repository of Criminal Records

Non-Convictions

“Non-conviction information” means, subject to the PRCRA section 1.1, subsection (4), information concerning the fact that an individual was charged with a criminal offence if the charge was dismissed, withdrawn or stayed, or resulted in a stay of proceedings or an acquittal.”

Outstanding Charges / Judicial Orders

Local Criminal Record

See information listed under RCMP National Repository of Criminal Records

Police Contact Information

“Police contact information” means, subject to Ontario regulation 347/18 section 0.3, subsection (2), information concerning the fact that an individual was involved in an occurrence that indicates a public safety concern (raises clear public safety concerns, is recent or has occurred with enough frequency, is directly relevant to the position being screened for, and is based on reliable sources).”

Outstanding Restraining Orders

CLEAR.

Mental Health Contact Information

Date of Search XXXX/XX/XX	Clerk XXXXXX	Page <u> 2 </u> of <u> 2 </u>
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This search was conducted based upon information provided by the subject and is limited to information maintained by the Owen Sound Police Service Records Screening - Support Services Division and information available from the National Repository for Criminal Records in Canada, as these records existed on the date of search. The information provided does not necessarily reflect all information which relates to the subject in the possession of the Owen Sound Police Service or any other police agency. Other records and convictions may exist with other Police agencies in Canada. Information maintained under the Highway Traffic Act and the Compulsory Insurance Act is not included. The Owen Sound Police Service does not warrant nor guarantee that the information provided is accurate or complete.

PERSONAL INFORMATION ON THIS FORM IS COLLECTED AND DISCLOSED UNDER THE AUTHORITY OF THE COMMUNITY SAFETY AND POLICING ACT AND WILL BE USED TO DISCLOSE PERSONAL INFORMATION TO THE APPLICANT. ANY PERSON OR ORGANIZATION WHICH ACQUIRES INFORMATION RELATING TO AN APPLICATION FOR A POSITION SHALL NOT USE IT OR COMMUNICATE IT EXCEPT IN RELATION TO THE ASSESSMENT OF THE APPLICANT.

CONFIDENTIAL



VALID ONLY WHEN EMBOSSED
WITH ORIGINAL OWEN SOUND
POLICE SERVICE SEAL

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Owen Sound Emergency Communications Centre (OSECC) - June-July-August 2025

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

DATE: September 24, 2025

RECOMMENDATION(S):

For Information

Report:

The summer months of June, July, and August, as usual, generated record volumes in the OSECC as highlighted in this report. It is rewarding to share an appreciation letter for the extraordinary work being done by OSECC staff, even on the busiest of days. Below is an email message excerpt from Deputy Chief Andy Redmond of the Inter Township Fire Department (ITFD) received on September 2, 2025:

I just wanted to pass along a special thank you for the wonderful effort from fire dispatch—and especially Melissa Thompson—for the great job she did yesterday, September 1, 2025, managing multiple calls back-to-back, some of them occurring at the same time with different departments and mutual aid involved.

ITFD alone had five calls, making it an extraordinarily busy day for us. Through it all, Melissa’s professionalism and coordination were outstanding, especially in areas where we did not have good radio coverage. She went above and beyond by reaching out and updating me directly by cell phone, ensuring clear communication when it was needed most.

Sometimes we need to stop and give kudos to the people who go outside the box and deliver truly exceptional work. Melissa’s efforts during this multi-call day are a perfect example, and we want to express our sincere gratitude for a job extremely well done.

That being said, a tip of the hat to all the dispatchers for the great job they do each and every day. We thank you for your dedication, and for keeping us safe.

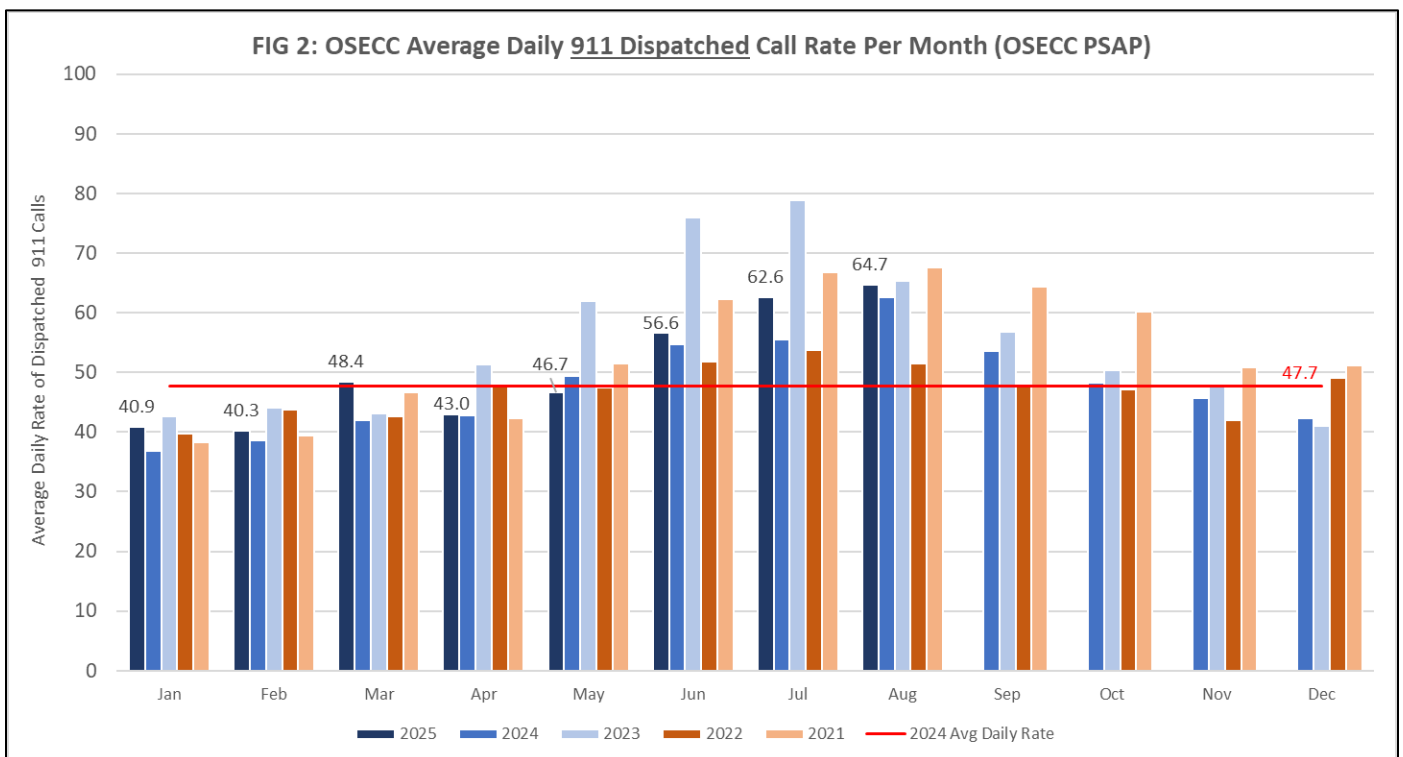
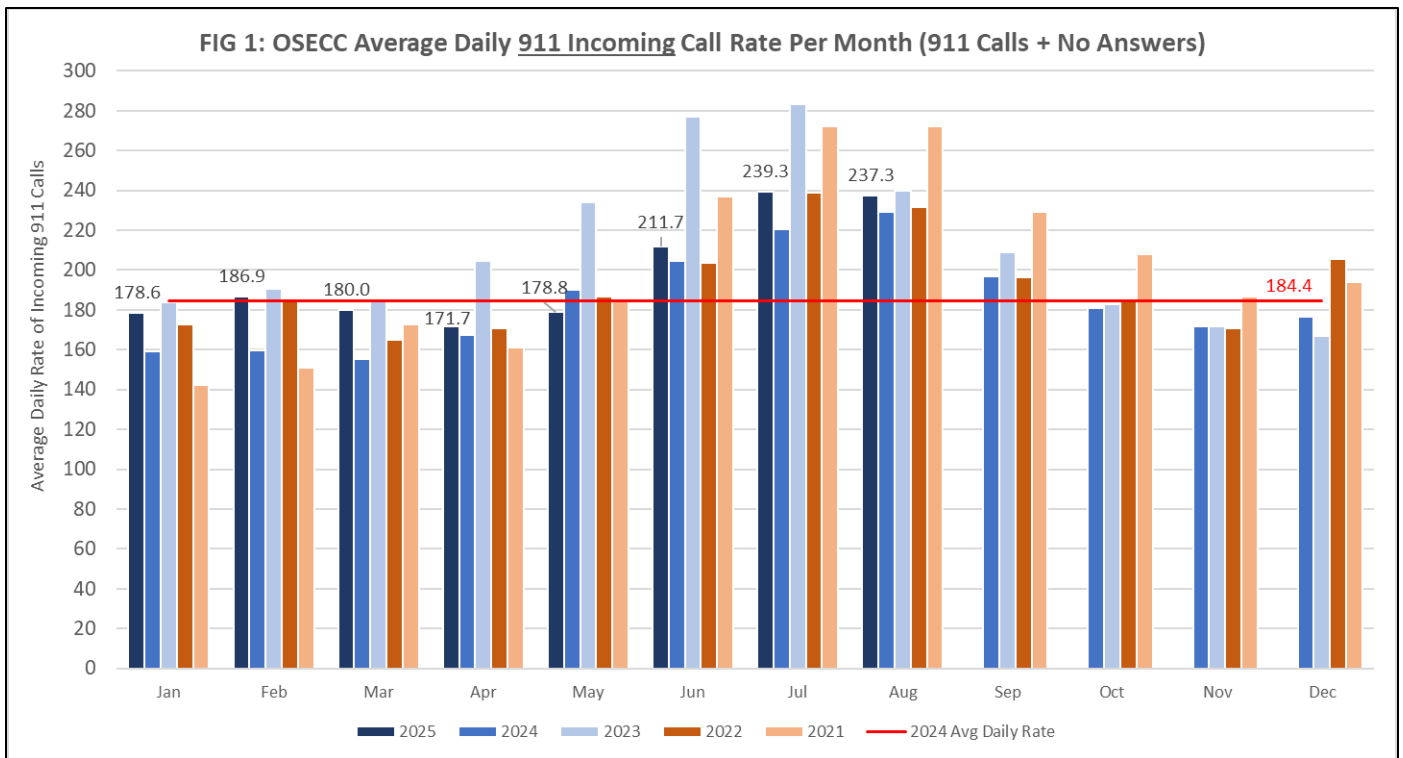
911 Calls – June-July-August 2025:

Source: Bell Flex reports	This Month AUGUST 2025	Previous Month		Same Month Previous Year August 2024	2025 Year-to-Date Jan.1-Aug.31, 2025	2024	
		July 2025	% Change			Year-to-Date Jan.1-Aug.31, 2024	YTD % Change
All Incoming 911 Calls (Number)	7,356	7,417	-0.8%	7,110	48,167	45,373	6.2%
Avg Daily Rate	237.3	239.3	-0.8%	229.4	198.2	186.0	6.6%
No Answer 911 Calls (Number)	551	677	-18.6%	655	4,111	4,045	1.6%
Answered 911 Calls (Number)	6,805	6,740	1.0%	6,455	44,056	41,328	6.6%
Avg Daily Rate	219.5	217.4	1.0%	208.2	181.3	169.4	7.0%
Transferred to Secondary PSAP (Number)	4,799	4,799	0.0%	4,515	31,776	29,652	7.2%
Dispatched by OSECC (Number)	2,006	1,941	3.3%	1,940	12,280	11,676	5.2%
Avg Daily Rate	64.7	62.6	3.4%	62.2	50.5	47.9	5.4%

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

According to the Bell 911 Flex portal data, there were 7356 incoming 911 calls to the OSECC in August; 7417 in July; and 6351 in June – representing the three highest volume months so far this year. The incoming 911 call volume in August was an average daily rate of 373 incoming 911 calls per day (Figure 1), with the average daily rate for all three past months well above last year’s average. The average daily rate of 911 calls dispatched by the OSECC (Figure 2) also reached peak levels in June, July, and August, with the average dispatch rate of 911 calls at 56.6/ day in June; 62.6/day in July; and 64.7 in August.

So far in 2025, compared to this same time in 2024, there are year-to-date increases in 911 call volume in all streams, including: rate of incoming 911 calls (6.6%), non-answerable calls (1.6%), rate of answered 911 calls (7%), transferred calls (7.2%) and rate of dispatched 911 calls (5.4%).



Computer Aided Dispatch (CAD) Events – June-July-August 2025:

Source: OPTIC's OnCallAnalytics	This Month AUGUST 2025	Previous Month July 2025	% Change	Same Month Previous Year August 2024	2025 Year-to-Date Jan.1-Aug.31, 2025	2024 Year-to-Date Jan.1-Aug.31, 2024	YTD % Change
All CAD Events in OSECC (Number)	6,490	6,849	-5.2%	6,640	48,188	44,323	8.7%
All Police (inc. OSPS)*	5,823	6,187	-5.9%	6,054	42,804	39,692	7.8%
All Fire	661	650	1.7%	579	4,334	3,939	10.0%
Grey County Transport	6	12	-50.0%	7	1,050	692	51.7%
OSPS	1,799	1,834	-1.9%	1,903	12,796	12,354	3.6%
All CAD Events in OSECC (Avg Daily Rate)	209.4	220.9	-5.2%	214.2	198.3	181.7	9.1%
All Police (inc. OSPS)*	187.8	199.6	-5.9%	195.3	176.0	162.7	8.2%
All Fire	21.3	21.0	1.4%	18.7	17.8	16.1	10.6%
Grey County Transport	0.2	0.4	-50.0%	0.2	4.3	2.8	53.6%
OSPS	58.0	59.2	-2.0%	61.4	52.6	50.6	4.0%

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

Over the past three month, according to CAD data captured in Optic's OnCallAnalytics platform, the average daily dispatch rate for all services in the OSECC surpassed 200 calls/day in June, July, and August (Figure 3). The July peak of 221 calls/day is the highest recorded dispatch volume in the OSECC over the past 5 years. Summer monthly high volumes were also recorded for Owen Sound Police Service over the past 3 months (Figure 4).

Year-to-date at the end of August 2025, compared to this same time in 2024, the OSECC is recording a 9% increase in the average daily dispatch rate. The year-to-date average daily OSECC dispatch rate in 2025 is now at 198 events/day compared to 181/day last year. Owen Sound Police Service's year-to-date average daily dispatch rate is up by 4%.

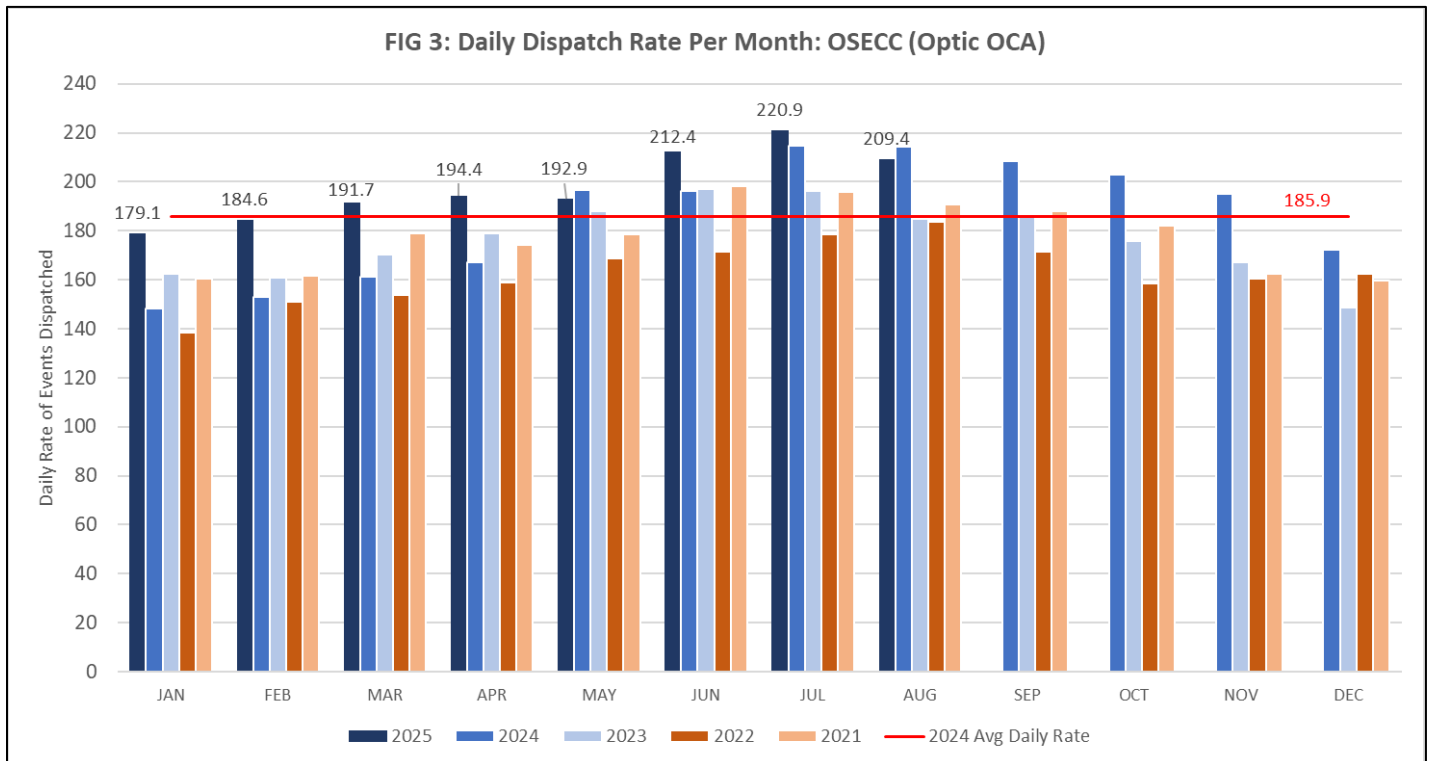
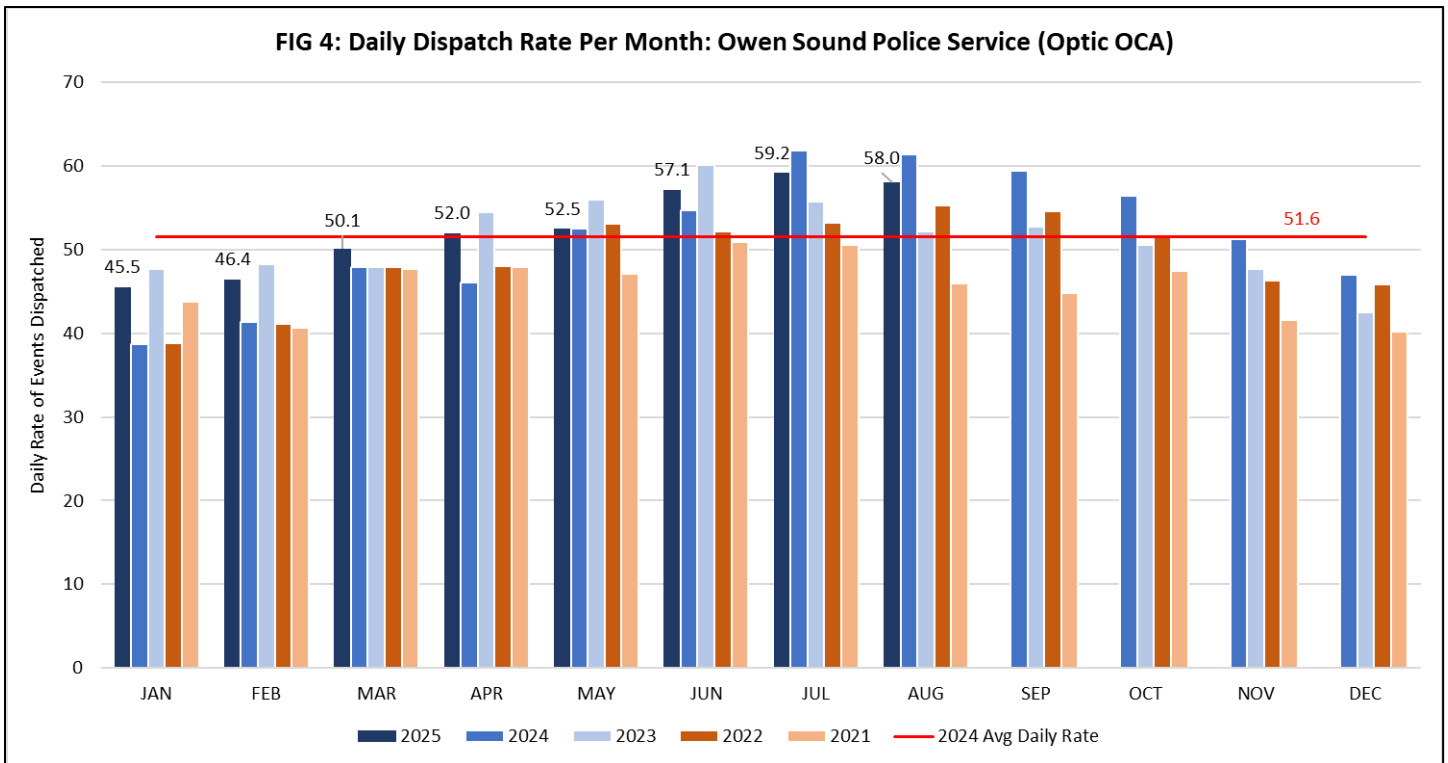


FIG 4: Daily Dispatch Rate Per Month: Owen Sound Police Service (Optic OCA)



Information Technology (IT) Infrastructure – June-July-August 2025:

Over the past three months, the IT team continued to move projects forward while managing approximately 6-7 weeks of combined vacation time. At the time of writing, OSPS is on track to complete its NG911 certification testing by the end of September for the primary OSECC site, with the backup site to follow directly after. Wireline testing was completed first week of September; wireless/carrier was completed during the second week. Following the completion of NG911 certification testing, and four-weeks designated for training all Communicators in October, the OSECC is in position for cutting over to NG911 by end of October. Other key project updates by month are summarized below:

June:

- working with Port Hope Police Service on possible radio coverage expansion to rural areas;
- on-going NG911 certification work for primary OSECC site;
- substantial completion of Smiths Falls Police Service modernization of hardware/software;
- addition of panic alarm alerting via OSPS IT for dispatch notifications via console for various alarms at station (also allows officers out of station to receive the alarms automatically).

July:

- began annual budget research and documentation for anticipated projects and feedback received;
- upgrades to fire dispatch for cross agency centralize incident dispatching to simplify dispatch procedures that required custom programming by IT staff;
- meetings with HyperAI for telephony integrations and procedures using Artificial Intelligence.

August:

- installation of hardware/software to facilitate training/meetings in Special Projects room and Barclay room;
- installation of Brockville Police telephony system that was contracted to OSPS IT (completion in September);
- ongoing NG911 certifications and mandatory software upgrades with our vendors.
- installation of hardware/software completed for North Bay Police and Fire for radio/telephony that was contracted to OSPS.

Financial/Risk Implication(s):

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

OPERATIONS PLAN:

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

SUBMITTED BY:

Suzanne Bell-Matheson, Director, Corporate Services

Chris Hill, Director, Information Technology

Marg Gloade, Strategic Analyst

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Human Resources – June - August 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: September 2, 2025

RECOMMENDATION(S):

For Information

REPORT:

Recruitment:

This period has been busy with recruitment. The Service continues to attend ‘nontraditional’ events in an effort to reach people in other careers who may not have considered a career in policing. Recruitment activities took place at the Hottest Street Sale, the Canada Day Celebrations and the Emancipation Festival.

The promotional selection process took place in June with several members taking part and selection for opportunities to transfer into BCWA, CORE and CIB were also conducted at the same time. Promotions to Sergeant took place during the summer with the other transfers scheduled to take place in September once members are back from vacation and we are no longer at minimum staffing.

The four Team Leads for the Communications Centre were posted; we had two internal applicants and one person was selected. We posted the remaining three positions as ‘acting’ opportunities and did not receive any applicants. Recruitment efforts will continue until the positions are filled.

We were in contact with two experienced officers who were considering a move to the area. Ride alongs were provided and some promising conversations took place but unfortunately neither decided to make the move.

The Service has filmed a new recruitment video which will be posted to an external training site where people prepare to write the exam for their OACP Certificate and experienced officers prepare for promotional exams. It will also be used on our website, on social media and at community events. The video features our members and speaks to the culture of the organization, the unique career opportunities provided and the benefit of having cottage country at your back door.

Staffing Overview:

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

- Hires
 - Meghan Souliere, Recruit Constable
 - Jordan Dlouhy, Recruit Constable
 - Dawson De Jeu, Recruit Constable

- Tony Doherty, Inspector
 - Amy Byers, Team Lead Communications Centre
 - Andrew Staples, Auxiliary
 - Trenten Both, Auxiliary
 - Dan Hillier, Auxiliary
 - Randy Ward, Auxiliary
 - Sam Standoloft, Auxiliary
 - Aidan Vigliotti, Auxiliary
 - Grace Henderson, Auxiliary
 - Taryn Wepler, YIPI Program
 - Morgan Saker, YIPI Program
 - Emily Rourke, YIPI Program
 - Tiana Morais, YIPI Program
 - Abby Rhodes, YIPI Program
 - Tess Linklater, YIPI Program
- Transfers/Promotions
 - Nick Houston from Detective to Sergeant
 - Glenn Tremblay from Acting Sergeant to Sergeant
 - Chris Mahy from Patrol to BCWA
- Retirements/Resignations
 - Brent Down, Acting Sergeant
 - Melani van den Berg PT Dispatcher
 - Jeff Fluney, Inspector
 - Joanne Wallace, PT Dispatcher
 - Taryn Wepler, YIPI Program
 - Morgan Saker, YIPI Program
 - Emily Rourke, YIPI Program
 - Tiana Morais, YIPI Program
 - Abby Rhodes, YIPI Program
 - Tess Linklater, YIPI Program

Note: The Board will send correspondence to members confirming acceptance of their resignations.

Wellness

Members participated in the survey to assess Occupational Stress in the Workplace offered through the Public Services Health and Safety Association. The survey results fall into one of three risk categories based on the scores: Challenge, Concern and Thriving. A higher score reflects stronger psychological health and safety conditions and lower vulnerability to stress related harm. The total score is based on four subscales which measure employee's perception of a supportive environment, supportive leadership, resiliency behaviours and support programs.

The survey had a very good participation rate of 46% with 20 Sworn members and 28 Civilian members taking part. At a high level we found that six percent of our members are Thriving, they find the work environment to be supportive, they have strong resiliency, they feel supported by leadership and they make use of Support Programs available. Ninety two percent of responding members scored at the Concern level where they are struggling with some of these areas and two percent were identified as Challenge, the lowest level on the scale and the one most at risk for organizational stress injury.

Scores on this survey are critical as they give us insight into how our team is doing and it illustrates our risk of presenteeism, absenteeism and prolonged leaves of absence. It is critical that the Service invest time and funds into preventive strategies to reduce organizational stress and keep our members as healthy as possible. The Service needs to be a place where people feel supported and they have resources to help them cope with the stresses of the job. The Senior Leadership Team will be evaluating the results of the survey and developing supportive strategies for our Members.

FINANCIAL/RISK IMPLICATION(S):

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

OPERATIONS PLAN:

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

SUBMITTED BY:

Wendy Pratt, Human Resources Manager

CITY OF OWEN SOUND
POLICE SERVICES BOARD
For the Twelve Months Ending December 31, 2025

	DEC	YTD	VARIANCE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
	BUDGET	FORECAST													
POL SERV BOARD GENERAL:															
11-3000-2410-59210 FROM PRIOR RESERVES	-32,500.00	(\$32,500.00)	\$0.00												-32,500.00
11-3000-2410-61101 REMUNERATION	11,124.00	\$4,404.00	(\$6,720.00)			1,101.00				1,101.00		1,101.00			1,101.00
11-3000-2410-61112 WAGES-PARTTIME	7,172.00	\$18,292.16	\$11,120.16	975.78	1,179.36	2,740.02	926.64	1,726.92	1,221.48	3,006.78	266.76	1,584.12	1,151.28	1,439.10	2,073.92
11-3000-2410-61210 PAYROLL BENEFIT OVERHEAD	1,577.84	\$2,916.40	\$1,338.56	234.57	283.50	254.82	222.76	374.64	293.63	318.94	64.13	178.88	243.54	304.43	142.56
11-3000-2410-61410 PAYROLL ACCRUAL EXPENSE		\$0.00	\$0.00	-126.63											126.63
11-3000-2410-63134 APPRECIATION FUNCTIONS		\$7,200.70	\$7,200.70			64.18	113.00	782.92					4,140.28	1,920.32	180.00
11-3000-2410-65810 EMP EARNINGS ALLOCATION	22,500.00	\$22,500.00	\$0.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00	1,875.00
Total POL SERV BOARD GENERAL	9,873.84	22,813.26	12,939.42	2,958.72	3,337.86	6,035.02	3,137.40	4,759.48	3,390.11	6,301.72	2,205.89	4,739.00	7,410.10	5,538.85	-27,000.89
POL SERV BOARD ADMIN:															
11-3000-2420-63120 PROFESSIONAL DEVELOPMENT	2,000.00	\$403.13	(\$1,596.87)						180.58						222.55
11-3000-2420-63128 MEMBERSHIPS	3,622.00	\$3,302.81	(\$319.19)	3,052.81	250.00										
11-3000-2420-63130 MEETING EXPENSES	500.00	\$0.00	(\$500.00)												
		\$191.70	\$191.70	127.64				64.06							
11-3000-2420-63240 ADVERTISING	2,000.00	\$1,500.00	(\$500.00)		1,000.00								500.00		
11-3000-2420-64110 LEGAL FEES	9,000.00	\$4,532.90	(\$4,467.10)			1,241.47							961.63		2,329.80
		\$400.00	\$400.00			400.00									
Total POL SERV BOARD ADMIN	17,122.00	10,330.54	-6,791.46	3,180.45	1,250.00	1,641.47	0.00	64.06	180.58	0.00	0.00	0.00	1,461.63	0.00	2,552.35
POLICE BOARD ACTIVITIES:															
11-3000-2430-53410 REVENUE	-2,200.00	(\$1,921.39)	\$278.61	-428.86	-1,290.05			-136.62			-65.86				
11-3000-2430-53616 POLICE REPORT REVENUE	-400,000.00	(\$345,221.50)	\$54,778.50	-25,517.50	-23,157.00	-32,553.00	-36,905.50	-31,724.50	-26,713.00	-28,950.00	-29,018.50	-29,493.00	-34,336.50	-24,000.00	-22,853.00
11-3000-2430-56110 INTEREST REVENUE	-40,000.00	(\$27,207.29)	\$12,792.71	-4,989.91	-4,802.08	-4,134.98	-4,439.06	-1,879.97	-831.00	-1,008.03	-1,090.14	-1,008.03	-1,008.03	-1,008.03	-1,008.03
11-3000-2430-64510 BANK SERVICES CHARGES	200.00	\$170.65	(\$29.35)	24.00	13.66	12.72	10.47	11.50	13.50	15.16	9.00	15.16	15.16	15.16	15.16
11-3000-2430-65610 TO POLICE BOARD RESERVES	442,000.00	\$374,179.53	(\$67,820.47)												374,179.53
Total POLICE BOARD ACTIVITIES	0.00	0.00	0.00	-30,912.27	-29,235.47	-36,675.26	-41,334.09	-33,729.59	-27,530.50	-29,942.87	-30,165.50	-30,485.87	-35,329.37	-24,992.87	350,333.66
	26,995.84	33,143.80	6,147.96	-24,773.10	-24,647.61	-28,998.77	-38,196.69	-28,906.05	-23,959.81	-23,641.15	-27,959.61	-25,746.87	-26,457.64	-19,454.02	325,885.12
	3100		-777,956.62												
	3200		246,450.93												
	3300		19,058.75												

- 506,298.98

CITY OF OWEN SOUND
POLICE OFFICERS
For the Twelve Months Ending December 31, 2025

	DEC BUDGET	YTD FORECAST	VARIANCE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
POLICE FORCE GENERAL:															
11-3100-2501-51220 OTHER ONTARIO GRANTS	-229,520.00	(\$229,520.00)	\$0.00		-34,427.98								-195,092.02		
11-3100-2501-63120 PROFESSIONAL DEVELOPMENT		\$1,351.74	\$1,351.74			40.68	61.06							1,250.00	
Total POLICE FORCE GENERAL	-229,520.00	-228,168.26	1,351.74	0.00	-34,427.98	40.68	61.06	0.00	0.00	0.00	0.00	0.00	-195,092.02	1,250.00	0.00
CSP CORE PROGRAM:															
11-3100-2505-51220 CSP CORE GRANT		(\$56,867.59)	(\$56,867.59)		-56,867.59										
11-3100-2505-61112 PART TIME WAGES		\$16,660.80	\$16,660.80	5,194.80	4,492.80	4,726.80	2,246.40								
11-3100-2505-61114 WAGES-OVERTIME		\$2,869.68	\$2,869.68	2,869.68											
11-3100-2505-61210 PAYROLL BENEFIT OVERHEAD		\$4,923.30	\$4,923.30	2,167.05	1,080.00	1,136.25	540.00								
11-3100-2505-61410 PAYROLL ACCRUAL EXPENSE		(\$2,421.42)	(\$2,421.42)	-3,015.00		-2,421.42									
11-3100-2505-63120 PROFESSIONAL DEVELOPMENT		\$4,541.15	\$4,541.15					925.00					864.43	2,751.72	3,015.00
11-3100-2505-63244 PROMOTIONAL EXPENSE - OUTREACH		\$2,028.42	\$2,028.42	533.45	388.60		44.19				806.99			185.84	69.35
11-3100-2505-63610 TELEPHONES & LINE LEASES		\$233.67	\$233.67	38.78	38.91	38.78							39.08	38.85	39.27
Total CSP CORE PROGRAM	0 -	28,031.99 -	28,031.99	7788.76	-50867.28	3480.41	2830.59	925	0	0	806.99	0	903.51	2976.41	3123.62
BAIL COMPLIANCE PROGRAM:															
11-3100-2507-51220 PROVINCIAL GRANT		(\$295,000.00)	(\$295,000.00)	-220,000.00		-75,000.00									
11-3100-2507-61114 OVERTIME		\$79,767.57	\$79,767.57	7,587.24	15,039.95	4,910.81	7,238.79	9,990.78				5,000.00	10,000.00	10,000.00	10,000.00
11-3100-2507-61210 PAYROLL BENEFIT OVERHEAD		\$14,601.00	\$14,601.00	2,503.79	4,963.18	1,620.57	2,316.41	3,197.05							
11-3100-2507-61410 PAYROLL ACCRUAL EXPENSE		\$0.00	\$0.00			-2,112.92									2,112.92
11-3100-2507-63610 TELEPHONES & LINE LEASES		\$146.47	\$146.47						20.24	21.18	20.33	21.18	21.18	21.18	21.18
11-3100-2507-63684 COMMUNICATION EQUIPMENT		\$177.66	\$177.66	19.84	19.82	19.85	19.80	19.63				19.61	19.71	19.72	19.68
11-3100-2507-69120 COMPUTER EQUIPMENT		\$1,180.42	\$1,180.42									1,180.42			
11-3100-2507-69132 BAIL COMPLI-AUTOMOBILES		\$0.00	\$0.00												
11-3100-2507-69154 USE OF FORCE EQUIPMENT		\$0.00	\$0.00												
Total BAIL COMPLIANCE PROGRAM	0	-199126.88	(\$199,126.88)	-209889.13	20022.95	-70561.69	9575	13207.46	20.24	21.18	20.33	6221.21	10040.89	10040.9	12153.78
POLICE FORCE PERSONELL:															
11-3100-2510-61110 WAGES-FULL TIME	5,173,627.00	\$4,656,082.04	(\$517,544.96)	343,348.53	333,190.92	334,720.32	332,897.05	489,238.16	687,084.15	349,765.77	315,917.45	326,648.82	489,973.23	326,648.82	326,648.82
11-3100-2510-61112 WAGES-PARTTIME	354,092.00	\$346,740.71	(\$7,351.30)	22,582.86	18,946.64	12,128.15	19,184.42	30,680.13	70,353.35	26,191.21	26,665.76	25,495.29	38,242.94	28,134.98	28,134.98
11-3100-2510-61114 WAGES-OVERTIME	110,000.00	\$135,186.49	\$25,186.49	13,246.27	3,752.50	10,895.84	3,407.82	29,114.78	8,930.54	4,064.52	8,625.81	14,114.93	21,172.40	8,930.54	8,930.54
11-3100-2510-61132 WSIB EARNINGS RECOVERY	-100,000.00	(\$109,759.26)	(\$9,759.26)	-5,498.40	-37,342.78	-8,611.60	-8,611.60	-7,869.04	-11,580.79	-5,641.36	-5,359.29	-5,498.40	-5,498.40	-5,498.40	-2,749.20
11-3100-2510-61140 SICK BANK PAYOUTS			(\$929.22)												-929.22
11-3100-2510-61190 CONTINGENCY	-110,227.00	\$0.00	\$110,227.00												
11-3100-2510-61210 PAYROLL BENEFIT OVERHEAD	1,698,188.24	\$1,576,590.77	(\$121,597.47)	113,146.13	110,408.66	108,917.41	109,191.54	174,761.97	204,834.63	118,655.72	107,865.01	110,125.88	165,188.82	126,747.50	126,747.50
11-3100-2510-61260 CLOTHING & C. ALLOWANCE	15,059.00	\$10,614.64	(\$4,444.36)			2,409.73			1,280.97			2,465.93			4,458.01
11-3100-2510-61262 UNIFORMS & EQUIPMENT	35,000.00	\$61,962.45	\$26,962.45	2,094.06	1,620.16	2,335.16	10,436.29	2,651.97	4,976.88	8,120.59	4,324.33	13,489.56	3,177.92	456.90	8,278.63
11-3100-2510-61282 PENSIONERS BENEFITS	209,207.00	\$207,762.21	(\$1,444.79)	9,897.94	14,940.46	15,805.69	15,555.69	15,555.90	23,017.47	18,831.51	18,831.51	18,831.51	18,831.51	18,831.51	18,831.51
11-3100-2510-61410 PAYROLL ACCRUAL EXPENSE		(\$144,180.00)	(\$144,180.00)	-10,328.91		-144,180.00									10,328.91
11-3100-2510-63110 CAR ALLOWANCES	12,000.00	\$12,000.00	\$0.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
11-3100-2510-63112 TRAVEL EXPENSES	1,500.00	\$485.28	(\$1,014.72)	8.44	152.14			17.79	95.28	144.71		51.34	5.30		10.28
11-3100-2510-63120 PROFESSIONAL DEVELOPMENT	75,000.00	\$73,568.92	(\$1,431.08)	3,007.58	14,793.49	4,867.02	10,617.10	12,429.70	2,640.23	1,857.95	9,636.09	4,137.97	6,237.78	1,488.06	1,488.06
11-3100-2510-63128 MEMBERSHIPS	8,297.00	\$10,401.16	\$2,104.16	20.34	1,608.66	20.34	563.73	586.82	70.04	30.51		124.44	30.51	10.17	7,335.60
11-3100-2510-64133 RECRUITMENT SUPPORT	5,000.00	\$20,400.68	\$15,400.68		4,997.34	552.40	900.27	8,242.68		905.56	2,742.42	966.72	1,093.29		
Total POLICE FORCE PERSONELL	7,486,743.24	6,871,826.86	-614,916.38	492,524.84	482,968.19	340,860.46	495,142.31	756,410.86	992,702.75	523,926.69	482,468.95	517,452.11	737,355.48	511,499.80	538,514.42
PAID DUTY:															
11-3100-2511-53410 REVENUE	-36,000.00	(\$31,487.00)	\$4,513.00			-9,103.84	-767.68	-2,566.32	-1,563.44	-1,962.48	-4,154.36	-5,404.16	-2,303.04	-2,906.88	-754.80
11-3100-2511-61114 WAGES-OVERTIME	16,000.00	\$12,906.72	(\$3,093.28)					664.62	2,792.79		3,879.99	3,010.22	2,287.36	310.57	-38.83
11-3100-2511-61410 -PAYROLL ACCRUAL		\$0.00	\$0.00			-314.62									314.62
Total PAID DUTY	-20,000.00	-18,580.28	1,419.72	0.00	0.00	-9,418.46	-767.68	-1,901.70	1,229.35	-1,962.48	-274.37	-2,393.94	-15.68	-2,596.31	-479.01
R.I.D.E. PROGRAM:															
11-3100-2512-51220 OTHER ONTARIO GRANTS	-12,800.00	\$0.00	\$12,800.00												
11-3100-2512-61114 WAGES-OVERTIME	12,800.00	\$14,980.53	\$2,180.53	3,250.89	4,204.31	1,292.75	427.04				526.52	1,323.89	543.50		3,411.63
11-3100-2512-61410 PAYROLL ACCRUAL EXPENSE		\$0.00	\$0.00	-2,791.80		-363.19									3,154.99
Total R.I.D.E. PROGRAM	0.00	14,980.53	14,980.53	459.09	4,204.31	929.56	0.00	427.04	0.00	0.00	526.52	1,323.89	543.50	0.00	6,566.62
AUXILIARY POLICE EXPENSE:															
11-3100-2513-61260 CLOTHING & C. ALLOWANCE	1,100.00	\$468.28	(\$631.72)			432.00		36.28							
11-3100-2513-61262 UNIFORMS & EQUIPMENT	1,600.00	\$1,408.76	(\$191.24)				654.82				753.94				
11-3100-2513-63120 PROFESSIONAL DEVELOPMENT	500.00	\$0.00	(\$500.00)												
11-3100-2513-63410 MISCELLANEOUS EXPENSE		\$158.89	\$158.89												158.89
Total AUXILIARY POLICE EXPENSE	3,200.00	2,035.93	-1,164.07	0.00	0.00	432.00	654.82	36.28	0.00	0.00	753.94	0.00	0.00	0.00	158.89
COM POLICE PARTNERSHP:															

	DEC	YTD	VARIANCE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
	BUDGET	FORECAST													
Total EQUIPMENT	452,834.00	463,894.76	11,060.76	43,995.11	84,979.29	48,053.11	38,587.35	20,242.96	93,294.07	27,108.45	28,604.94	16,793.10	20,212.00	15,729.77	26,294.61
	7,931,275.76	7,153,319.14	-777,956.62	384,025.02	524,907.83	294,150.78	581,354.07	811,899.76	1,112,820.96	585,021.32	541,277.62	572,315.84	603,530.45	549,679.57	592,335.92

CITY OF OWEN SOUND
POLICES CIVILIANS
For the Twelve Months Ending December 31, 2025

	DEC BUDGET	YTD FORECAST	VARIANCE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
POLICE CIVILIANS GENERAL:															
11-3200-2601-51220			OTHER ONTARIO GRANTS (\$361.73)												
11-3200-2601-52010			DISPATCH RECOVERY OIMUN. (\$1,128,723.90)												
11-3200-2601-52011			NG911 REVENUE (\$428,638.00)												
11-3200-2601-52012			NG911 REVENUE (\$220,078.00)												
11-3200-2601-52015			INTERNAL DISPATCH RECOVERY (\$133,541.54)												
11-3200-2601-52020			FIRE PAGING REVENUES (\$610,851.21)												
11-3200-2601-52040			COUNTY REVENUE E911 (\$130,824.00)												
11-3200-2601-56110			INTEREST REVENUE (\$126,364.32)												
Total POLICE CIVILIANS GENERAL	-2,675,662.00	-2,779,382.70	(\$103,720.70)	-822,089.54	-68,263.32	-275,407.21	-66,663.81	-65,344.97	-157,145.96	-179,759.43	-209,422.05	-155,567.73	-163,847.85	-63,396.59	-552,474.24
POLICE CIVILIANS PERSONNEL:															
11-3200-2610-52011			NG911 REVENUE (\$126,828.00)												
11-3200-2610-53642			EXTERNAL RECOVERY OF THIRD PARTY COSTS 16,766.00												
11-3200-2610-61110			WAGES-FULL TIME \$21,901.93												
11-3200-2610-61112			WAGES-PARTTIME \$619,156.34												
11-3200-2610-61114			WAGES-OVERTIME \$208,039.00												
11-3200-2610-61210			PAYROLL BENEFIT OVERHEAD \$461,710.32												
11-3200-2610-61260			CLOTHING ALLOWANCE \$605.61												
11-3200-2610-61262			POLICE CIV-UNIFORMS & EQUIPMENT \$4,603.21												
11-3200-2610-61282			PENSIONERS BENEFITS \$8,744.40												
11-3200-2610-61410			PAYROLL ACCRUAL EXPENSE (\$42,147.79)												
11-3200-2610-63112			TRAVEL EXPENSES \$2,253.98												
11-3200-2610-63120			PROFESSIONAL DEVELOPMENT \$27,408.22												
11-3200-2610-63702			POLICE-INSURANCE \$7,666.93												
11-3200-2610-64150			CONTRACT SERVICES \$19,316.21												
Total POLICE CIVILIANS PERSONNEL	1,997,165.68	2,196,599.80	199,434.12	138,075.40	215,793.18	103,219.48	147,218.91	227,489.15	358,231.75	194,341.31	103,870.10	185,383.76	270,513.73	178,735.84	73,727.19
RECORDS/DATA ENTRY:															
11-3200-2611-52070			RECORDS MGMT (\$75,750.00)												
11-3200-2611-53616			POLICE REPORTS (\$62,431.77)												
11-3200-2611-53617			EXTERNAL POLICE REPORTS (\$59,500.00)												
11-3200-2611-59210			FROM RESERVES \$0.00												
11-3200-2611-61110			WAGES-FULL TIME \$425,660.60												
11-3200-2611-61112			WAGES-PARTTIME \$150,777.47												
11-3200-2611-61114			WAGES-OVERTIME \$6,664.05												
11-3200-2611-61210			PAYROLL BENEFIT OVERHEAD \$170,395.39												
11-3200-2611-61260			CLOTHING ALLOWANCE \$320.59												
11-3200-2611-61410			PAYROLL ACCRUAL EXPENSE (\$13,073.78)												
11-3200-2611-63120			PROFESSIONAL DEVELOPMENT \$5,219.07												
Total RECORDS/DATA ENTRY	470,802.00	548,281.62	77,479.62	33,282.46	37,195.09	22,910.23	50,036.24	72,336.13	125,199.79	51,834.73	50,743.59	50,043.36	76,820.68	49,571.44	-71,692.12
ADMIN, FINANCE AND HR:															
11-3200-2612-61110			WAGES-FULL TIME \$184,891.20												
11-3200-2612-61112			WAGES-PARTTIME \$61,773.55												
11-3200-2612-61210			PAYROLL BENEFIT OVERHEAD \$74,015.08												
11-3200-2612-61410			PAYROLL ACCRUAL EXPENSE (\$5,145.36)												
11-3200-2612-63120			PROFESSIONAL DEVELOPMENT \$834.43												
11-3200-2612-63610			TELEPHONES & LINE LEASES \$467.54												
Total SECRETARIAL/FINANCIAL	333,793.40	316,836.44	(\$16,956.96)	22,274.78	24,353.56	18,550.94	24,930.69	39,163.35	24,353.88	24,642.63	24,353.81	24,353.81	36,510.85	24,642.09	28,706.05
IDENTIFICATION UNIT:															
11-3200-2613-61110			WAGES-FULL TIME \$95,992.00												
11-3200-2613-61210			PAYROLL BENEFIT OVERHEAD \$30,534.54												
11-3200-2613-61262			UNIFORMS & EQUIPMENT \$860.28												
11-3200-2613-61410			PAYROLL ACCRUAL (\$2,101.94)												
11-3200-2613-63120			IDENTIFICATION UNIT-PROFESSIONAL DEVELOPMENT \$7,437.65												
Total IDENTIFICATION UNIT	128,121.28	132,722.53	4,601.25	9,387.65	10,425.69	6,021.75	9,546.39	15,492.72	20,231.74	9,319.20	9,319.20	9,319.20	13,978.80	9,930.02	9,750.17
TAXI LICENCE:															
11-3200-2614-54210			PERMITS/BYLAWS (\$16,235.00)												
11-3200-2614-61110			WAGES-FULL TIME \$12,897.26												
11-3200-2614-61210			PAYROLL BENEFIT OVERHEAD \$4,051.35												
11-3200-2614-61410			PAYROLL ACCRUAL EXPENSE (\$53.98)												
Total TAXI LICENCE	-2,578.64	659.63	3,238.27	59.04	24.04	-1,432.04	784.04	1,198.56	509.41	774.78	315.28	1,070.28	1,249.62	1,047.20	-4,940.58
SWITCHBOARD:															
11-3200-2615-59210			FROM NG911 RESERVE (\$85,530.50)												
11-3200-2615-61110			WAGES - FULL TIME \$72,970.33												
11-3200-2615-61112			WAGES - PARTTIME \$215,954.75												
11-3200-2615-61114			WAGES - OVERTIME \$18,386.38												
11-3200-2615-61210			PAYROLL BENEFIT OVERHEAD \$77,394.01												
11-3200-2615-61410			PAYROLL ACCRUAL EXPENSE (\$8,524.94)												
Total SWITCHBOARD	140,420.00	\$215,954.75	\$130,954.75	4,993.44	4,993.44	4,993.44	4,993.44	5,742.46	11,212.19	5,439.68	5,667.68	5,439.68	8,159.52	5,667.68	-85,530.50

	DEC	YTD	VARIANCE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
	BUDGET	FORECAST													
Total SWITCHBOARD	289,054.40	290,650.03	1,595.63	9,359.96	17,116.40	14,037.95	20,719.68	60,347.13	62,882.06	28,019.24	28,489.41	28,204.35	47,329.59	28,489.41	-54,345.15
CELL BLOCK MONITORING/TPRC:															
11-3200-2617-53617 EXTERNAL POLICE REPORTS	-232,424.00	(\$210,477.26)	\$21,946.74				-275.00								-210,202.26
11-3200-2617-59210 FROM POLICE BOARD RESERVE (REVENUE)		\$0.00	\$0.00												
11-3200-2617-61112 WAGES - PART TIME	190,511.00	\$172,266.96	(\$18,244.04)	12,329.07	10,437.27	10,253.63	9,527.19	15,430.11	27,151.92	12,753.82	12,358.26	14,607.22	21,910.83	12,753.82	12,753.82
11-3200-2617-61114 WAGES - OVERTIME		\$7,935.31	\$7,935.31	705.05		630.04	172.51			476.34	732.82	989.30	1,483.95	476.34	476.34
11-3200-2617-61210 PAYROLL BENEFIT OVERHEAD	41,912.42	\$40,211.98	(\$1,700.44)	2,964.05	2,509.20	2,465.05	2,290.40	3,709.54	5,325.67	3,066.05	2,970.94	3,511.59	5,267.39	3,066.05	3,066.05
11-3200-2617-61262 UNIFORMS & EQUIPMENT		\$1,028.79	\$1,028.79								1,028.79	0.00			
11-3200-2617-61410 PAYROLL ACCRUAL		(\$3,345.53)	(\$3,345.53)	-5,755.54		-3,345.53									5,755.54
Total CELL BLOCK MONITORING/TPRC	-0.58	7,620.25	7,620.83	10,242.63	12,946.47	10,003.19	11,715.10	20,932.27	32,477.59	16,296.21	17,090.81	19,108.11	28,662.17	16,296.21	-188,150.51
POLICE INFORMATION TECHNOLOGY:															
11-3200-2618-51220 NG911 GRANT TO IT SUPPORT		(\$160,000.00)	(\$160,000.00)												-160,000.00
11-3200-2618-52000 NG1911 REVENUE (STAFF RECOVERY)	-115,846.00	\$0.00	\$115,846.00												
11-3200-2618-52070 IT REVENUE	-240,000.00	(\$163,437.82)	\$76,562.18	-88,960.79	-6,118.69	-8,600.00	-11,581.40	-5,141.29	-5,798.53	-5,808.37	-5,327.43	-7,379.26	-521.66	-11,955.40	-6,245.00
11-3200-2618-61110 WAGES - FULL TIME	335,078.00	\$319,912.80	(\$15,165.20)	22,576.32	22,576.32	22,576.32	22,576.32	33,864.48	40,922.40	23,818.56	23,818.56	23,818.56	35,727.84	23,818.56	23,818.56
11-3200-2618-61112 WAGES - PART TIME	94,955.00	\$97,213.24	\$2,258.24	6,430.76	6,471.20	6,481.31	6,511.65	9,595.60	13,052.78	7,897.41	5,510.96	7,786.70	11,680.05	7,897.41	7,897.41
11-3200-2618-61114 WAGES - OVERTIME	3,000.00	\$2,830.31	(\$169.69)	521.18		325.73		260.59	364.02		283.88		1,074.91		
11-3200-2618-61210 PAYROLL BENEFIT OVERHEAD	128,115.06	\$119,090.74	(\$9,024.32)	8,770.28	8,780.00	8,782.43	8,789.72	13,637.56	14,509.70	9,520.43	8,946.74	9,493.82	8,819.20	9,520.43	9,520.43
11-3200-2618-61410 PAYROLL ACCRUAL		(\$9,495.68)	(\$9,495.68)	-2,918.31		-10,997.00									4,419.63
Total POLICE INFORMATION TECHNOLOGY	205,302.06	206,113.59	811.53	-53,580.56	31,708.83	18,568.79	26,296.29	52,216.94	63,050.37	35,428.03	33,232.71	33,719.82	56,780.34	29,281.00	-120,588.97
POLICE CIVILIANS ADMIN:															
11-3200-2620-63610 TELEPHONES & LINE LEASES	61,140.00	\$120,744.98	\$59,604.98	9,440.41	11,050.24	9,302.30	10,326.24	11,185.84	10,049.31	10,790.35	9,797.37	9,700.73	9,700.73	9,700.73	9,700.73
11-3200-2620-63612 TEL COST RECOVERY	-36,000.00	(\$26,929.76)	\$9,070.24	-2,201.73	-2,204.43	-2,180.89	-2,255.00	-2,241.21	-2,293.90	-2,343.69	-2,391.19	-2,204.43	-2,204.43	-2,204.43	-2,204.43
Total POLICE CIVILIANS ADMIN	25,140.00	93,815.22	68,675.22	7,238.68	8,845.81	7,121.41	8,071.24	8,944.63	7,755.41	8,446.66	7,406.18	7,496.30	7,496.30	7,496.30	7,496.30
EQUIPMENT:															
11-3200-2680-63632 REPAIRS	10,000.00	\$8,440.73	(\$1,559.27)	-3,299.84	888.24	1,269.31	213.87	3,508.01	238.42	1,526.80	1,039.48	1,000.00	56.44	1,000.00	1,000.00
11-3200-2680-64560 EQUIPMENT LEASE		\$5,231.40	\$5,231.40	435.95	435.95	435.95	435.95	435.95	435.95	435.95	435.95	435.95	435.95	435.95	435.95
Total EQUIPMENT	10,000.00	13,672.13	3,672.13	-2,863.89	1,324.19	1,705.26	649.82	3,943.96	674.37	1,962.75	1,475.43	1,435.95	492.39	1,435.95	1,435.95
	781,137.60	1,027,588.53	246,450.93	-648,613.39	291,469.94	-74,700.25	233,304.59	436,719.87	538,220.41	191,306.11	66,874.47	204,567.21	375,986.61	283,528.87	-871,075.91

CITY OF OWEN SOUND
COURT SECURITY
For the Twelve Months Ending December 31, 2025

	DEC	YTD	VARIANCE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
	BUDGET	FORECAST													
COURT SECURITY PERSONNEL:															
11-3300-2710-61110 WAGES-FULL TIME	202,326.00	\$197,449.68	(\$4,876.32)	14,389.60	14,389.60	14,389.60	14,389.60	21,584.40	21,455.84	14,900.16	14,900.16	14,900.16	22,350.24	14,900.16	14,900.16
11-3300-2710-61112 WAGES-PARTTIME		\$2,207.33	\$2,207.33			1,520.63	343.35		343.35				0.00		
11-3300-2710-61114 WAGES-OVERTIME		\$1,611.57	\$1,611.57	107.08	214.17	53.54	374.80	200.78	53.54	145.82	116.66		53.54	145.82	145.82
11-3300-2710-61210 PAYROLL BENEFIT OVERHEAD	64,744.32	\$63,351.30	(\$1,393.02)	4,604.66	4,604.66	4,988.27	4,680.20	7,037.68	6,443.57	4,768.04	4,768.04	4,768.04	7,152.06	4,768.04	4,768.04
11-3300-2710-61260 CLOTHING & C. ALLOWANCE	400.00	\$308.44	(\$91.56)									308.44			
11-3300-2710-61410 PAYROLL ACCRUAL EXPENSE		(\$4,296.17)	(\$4,296.17)			-5,605.21	355.14	495.45							1,309.04
		\$850.59	\$850.59												
Total COURT SECURITY PERSONNEL	267,470.32	261,482.74	-5,987.58	19,101.34	19,208.43	15,701.97	19,787.95	29,318.31	28,296.30	19,814.02	19,784.86	19,976.64	29,555.84	19,814.02	21,123.06
SPECIAL CONSTABLES:															
11-3300-2711-51220 OTHER ONTARIO GRANTS	-450,000.00	(\$410,293.00)	\$39,707.00							-210,293.00			-100,000.00		-100,000.00
11-3300-2711-53510 OTHER REVENUE	-261,778.00	(\$370,000.00)	(\$108,222.00)											-370000	
11-3300-2711-61110 WAGES-FULL TIME	69,851.00	\$45,239.94	(\$24,611.06)	5,295.20	5,295.20	5,295.20	5,295.20	1,792.22	3,373.72				5,295.20	7,942.80	5,655.20
11-3300-2711-61112 WAGES-PARTTIME	494,994.00	\$579,452.83	\$84,458.83	42,858.00	39,329.67	38,218.48	40,123.77	66,936.04	85,153.26	48,491.20	38,417.20	41,894.57	30,390.19	60,108.37	47,532.08
11-3300-2711-61114 WAGES-OVERTIME	2,000.00	\$12,935.32	\$10,935.32	136.00	216.27	922.16	1,100.49	1,221.00	317.97	1,175.39	909.97	1,153.97	638.97	2,891.76	2,251.37
11-3300-2711-61210 PAYROLL BENEFIT OVERHEAD	131,251.00	\$146,226.38	\$14,975.38	11,931.19	11,091.52	10,807.52	11,249.14	16,581.30	18,575.30	11,561.27	9,174.00	10,015.42	8,111.90	14,996.79	12,131.03
11-3300-2711-61260 CLOTHING & C. ALLOWANCE	1,558.00	\$1,053.39	(\$504.61)			351.13			378.14						324.12
11-3300-2711-61262 UNIFORMS & EQUIPMENT	4,000.00	\$21,249.96	\$17,249.96	1,500.22			6,002.72	2,671.28		130.55	7,570.91			817.07	2,557.21
11-3300-2711-61282 PENSIONERS BENEFITS	3,925.00	\$3,802.83	(\$122.17)	297.48	299.40	299.40	299.40	299.40	440.70	322.95	322.95	322.95	299.40	299.40	299.40
11-3300-2711-61410 PAYROLL ACCRUAL EXPENSE		(\$16,065.09)	(\$16,065.09)	-18,014.04		-16,065.09									18,014.04
11-3300-2711-63123 JOB TRAINING COURSES	3,500.00	\$0.00	(\$3,500.00)												
Total SPECIAL CONSTABLES	-699.00	13,602.56	14,301.56	44,004.05	56,232.06	39,828.80	64,070.72	89,501.24	108,239.09	-148,611.64	56,395.03	53,386.91	-55,264.34	-282,943.81	-11,235.55
COURT SECURITY ADMIN:															
11-3300-2720-63150 PRISONER & ESCORT EXP	6,500.00	\$9,482.25	\$2,982.25	409.80	894.00	160.00	1,383.52	955.00	925.00	900.00	573.32	402.28	492.07	1,047.26	1,340.00
11-3300-2720-63152 PRIS ESCORT EXP RECOVERY	-5,300.00	(\$2,701.01)	\$2,598.99	-209.27			-229.40		-1,246.60			-229.74			-786.00
11-3300-2720-63410 MISCELLANEOUS EXPENSE	500.00	\$3,613.21	\$3,113.21			1,542.56	279.84		1,132.59	123.98	534.24				
11-3300-2720-63610 TELEPHONES & LINE LEASES	232.00	\$2,282.32	\$2,050.32	209.78	209.63	209.64	183.48	209.66	209.76	225.17	218.25	102.50	178.45	116.28	209.72
Total COURT SECURITY ADMIN	1,932.00	12,676.77	10,744.77	410.31	1,103.63	1,912.20	1,617.44	1,164.66	1,020.75	1,249.15	1,325.81	275.04	670.52	1,163.54	763.72
	268,703.32	287,762.07	19,058.75	63,515.70	76,544.12	57,442.97	85,476.11	119,984.21	137,556.14	-127,548.47	77,505.70	73,638.59	-25,037.98	-261,966.25	10,651.23



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – June 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: September 19, 2025

- Days Off/Annual Leave – 6 days
- OACP Small & Mids Meeting –1 day
- Special Olympics Torch Run – 1 day
- Meeting with United Way – 2 hours
- Indigenous Perspectives & Cultural Practices Webinar – 1 hour
- In Service Training – 3 hours
- Hiring/Interview – 9 hours
- CSNBP – Crime Prevention Action Table – 1 hour
- Communications Meeting NG911 Dispatch – 6 hours
- Violence Prevention Grey Bruce Meeting – 2 hours
- Meeting with Alexis Cook Community Safety and Wellbeing - 2 hours
- OPC Graduation and March Past – 1 day
- OACP Annual Conference – 3 days
- Small Cities Initiative and Municipal Leaders Table – Webinar – 1 hour
- Retirement Gathering Chief Martin WGPS – 2 hours
- Presentation to Owen Sound Council Closed Sessions – 2 hours

SUBMITTED BY:

Craig Ambrose, Chief of Police



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – July 2025

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

DATE: September 19, 2025

-
- Days Off/Annual Leave – 5 days
 - Swearing In Chief White WGPS – 4 hours
 - Communications Meeting NG911 Dispatch – 11 hours
 - OACP Meeting Zone 5/Community Safety & Crime Prevention – 2 hours
 - Budget Preparation 2026 – 11 hours
 - OACP MAG Disclosure Protocol Agreement Meeting – 1 hour
 - Grey Bruce Police Leaders Meeting – 1 hour
 - Grant Preparation – 7 hours
 - Ministry of SOLGEN Kings Commission Meeting – 1 hour
 - Hiring/Interviews – 12 hours
 - Violence Prevention Grey Bruce – 1 hour
 - Sydenham Sportsman Salmon Spectacular Planning – 1 hour
 - Keystone Local Stake Holders Meeting – 1.5 hours
 - Meeting with Public Prosecutions of Canada Re: Public Drug Use – 2 hours
 - Meeting with Ministry Attorney General Pro Change Consultation – 1 hour
 - Coffee with a Cop/Emergency Services Legion – 1.5 hours

SUBMITTED BY:

Craig Ambrose, Chief of Police



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – August 2025

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

DATE: September 19, 2025

-
- Days Off/Annual Leave – 7 days
 - Communications Meeting NG911 Dispatch – 3 hours
 - OACP Meeting Zone 5 – 1 hours
 - Grey Bruce Police Leaders Call – 1 hour
 - Hiring Interviews – 1 hour
 - CACP Annual Meeting & Information Communication and Technology Meetings – 5 days
 - Meeting with Brightshores Re: Hospital Turnover Delays
 - Budget Presentation 2026 – 4 hours

SUBMITTED BY:

Craig Ambrose, Chief of Police

John H. Thomson
CHAIRMAN OF THE BOARD



Executive Fax: (519) 376-2456
Operations Fax: (519) 376-6131

April 25, 2025

Mayor Boddy &
Owen Sound City Council Members
808 2nd Avenue East
Owen Sound, Ontario
N4K 2H4

Via Email

Mr. Mayor and Council,

The purpose of this letter is to bring to your attention some major issues the Owen Police Service (Service) is experiencing with your facility. These issues were recently highlighted in a March 2025 Health and Safety Report prepared for the board by Inspector Fluney.

Background

In June 2023, at the request of the Service, McIntosh Perry were contracted by the City to perform a building audit on 922 2nd Avenue West, Owen Sound. This audit was to address and identify maintenance issues and concerns associated with the facility and highlight corrective actions necessary. Their audit identified a number of issues with the facility ranging from good to fair to poor. It also identified timelines for which deficiencies were to be corrected.

Attached find a table listing those areas McIntosh Perry listed as poor, recommended remedies, excerpts from Inspector Fluney and the City of Owen Sound's approved capital budget 2025 to 2029, and timelines for expenditures.

Present

There a number of items that were identified in the building audit and recommended to be corrected in the years 2023 and 2024. These items are still outstanding. In the capital budget some of these items are now being identified, but no action has been reported as to their project status and timeline for completion in 2025.

Additional items.

While not part of the building audit, there are areas in Inspector Fluney's report that should be noted as areas needing attention. They include:

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

Parking

Our Service has outgrown its available parking for its service vehicles and staff members. The parking lot also serves as a parking/service area for the Collision Reporting Centre and provides regular and accessible parking stalls for the public. The service had been receiving three additional city parking passes for staff during the winter months when the lot would lose two to six parking stalls due to snow accumulation. It was found that due to the number of staff, additional city parking passes are required year-round. It is a daily occurrence that five to ten employees are required to park off site. The availability of parking has not improved in 2024 and continues to be problematic, especially during the winter months.

Electrical Transformer Unit

This issue was identified in the building audit in 2023 but has no capital funds associated with it in the recent 2025 to 2029 capital budget. In November 2019 the Service was notified by the city that its replacement would take place in 2021. In the interim, a piece of plywood has been secured to the front of the transformer. In a facility that contains a 24/7 operation any failure of this transformer could have a significant impact on the operations of our Service and its service to the community.

Interior Light replacement

A number of City facilities have seen their outdated lighting systems replaced with more cost-efficient LED lighting. Chief Ambrose has long said that while he agrees replacement does come with a cost, if you consider this facility operates 24/7, the cost recovery would take one-third of the time a normal 9 to 5 facility in the city would take.

Elevator and Lobby Security

The elevator replacement was noted in the building audit report as being in poor condition. Staff have found this device unpredictable and avoid using it whenever possible. In the 2025 - 2029 capital budget it is scheduled for replacement in 2028 which is three years after the January 2025 date for A.O.D.A. compliance.

The elevator has also been identified as a security issue as the current design does not allow access to the second floor to be disabled during non-business hours. Recently an unauthorized person accessed the secure area of the second floor in the station, stole an item and left undetected. This person was later arrested and the property recovered. Discussions will be required to determine other options available as the present situation is causing additional security risks and complications for staff. As a result, the Service is rethinking the use of the lobby as a 24/7 warming station until this risk is addressed.

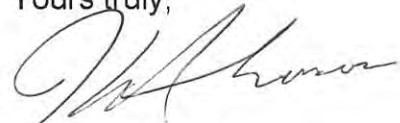
Front Desk Security

Improvement to the front counter security in the lobby needs to be evaluated. Currently there is a thin plexiglass barrier separating staff and the public. This barrier would not stand up to any type of force being applied against it. There was an incident where a person forcibly hit the barrier with their hand causing the civilian staff member serving them to fear for their safety. In the short term, a new tempered glass partition has been priced and needs to be ordered and installed to meet the needs in the interim. Long term a renovation of the lobby area and counters are required for adequate staff security and to be A.O.D.A compliant.

The Owen Sound Police Service Board, as a tenant of the city, is requesting clarification and a timeline on when these items will be addressed

Thank you for your time.


Yours truly,

A handwritten signature in black ink, appearing to read 'John Thomson', written in a cursive style.

John Thomson
Chair

c/c: Tim Simmonds, City Manager
Kate Allan, Director of Corporate Services
Bradey Carbert, Manager of Corporate Services

Facilities Report

<p style="text-align: center;">McIntosh Perry Report Items Identified as POOR June 2023</p>	<p style="text-align: center;">J, Fluney: Police Facility Status and Health and Safety Issues March 2025</p>	<p style="text-align: center;">City Capital Budget Year and Amounts 2025 - 2029</p>
<div style="text-align: center;">  </div> <p>Brickwork Fair - The brick is in fair-to-good condition overall but is suffering from notable spalling, cracking, and mortar loss at both stairwells and upper parapet sections (approximately 12 upper courses). Poorly executed repairs have been conducted in previous years but deterioration is continuing. Further deterioration was noted along some sections at grade, and at the quarry tile window sill feature tie-in's.</p> <p>Extensive brick repair/replacement is required in the short term. Matching brick and mortar will be difficult. Alternatively, the upper sections could be clad in decorative metal siding or EIFS. Removing loose sections of brick and mortar is required to mitigate damages and potential liability from falling materials until a comprehensive repair is made. Thermography is carried under Section H. RR 2024</p>	<p>Brickwork In March 2019, it was identified by police staff that pieces of brick were falling from the top of the building beside the public entrance. A site inspection determined that there was also brick deterioration on the south side of the building as well. Repairs were made to the front brick work in July of 2019. The brick work on the south side of the building was to be completed in 2020. In 2020, it was determined that other areas of the brick work were showing signs of stress and that brick work would be an ongoing repair project as it deteriorated. It was decided to put siding on the building over the existing brickwork. The project was tentatively set for 2021 however has now been pushed to 2023 due to other priority projects on the facility. A site assessment was completed in October 2022 and April of 2023. The brickwork at the top of the building was found to be worse than originally thought and Diemert has identified the</p>	<p>2025 - OSPS Exterior Masonry Repairs or Solution</p> <p>Project number – 233.4 Priority Score – 37.0</p> <p>Funds allocated \$50,000</p>

<p align="center">McIntosh Perry Report Items Identified as POOR June 2023</p>	<p align="center">J, Fluney: Police Facility Status and Health and Safety Issues March 2025</p>	<p align="center">City Capital Budget Year and Amounts 2025 - 2029</p>
	<p>issue as a priority for the building. A further building assessment was conducted by McIntosh Perry in April 2023 which also identified the brickwork as a priority. No work was done on this issue in 2024 and the bricks continue to deteriorate.</p>	
<p>POOR - The roof system (Sections 4, 5, 6) are a combination of copper, EPDM, and ballasted EPDM. The roof sections could not be directly accessed for inspection. The roof systems are in poor condition. Replace roof systems in the short term. RR 2023</p>		<p>2027 - OSPS Window and Door Replacement Project number – 273.3 Priority Score – 21.40 Funds allocated \$65,000</p>
<p>Elevator POOR - The elevator is in poor condition and abandoned. Remove under O&M. Not AODA compliant. RR 2023</p>	<p>Elevator The elevator in the building has had ongoing problems in previous years requiring service technicians to attend for repairs. This was suggested to facilities for replacement/upgrade for the 10-year capital forecast in August 2021. No further changes in 2022 or 2023 The elevator remains unpredictable as to when it will work properly so staff avoid using it. No change in 2024.</p>	<p>2028 - Elevator Upgrade or Replacement Project number – 283.1 Priority Score – 23.470 \$225,000</p>

<p>Heating/Cooling</p> <p>POOR - Carrier air handling unit located in Penthouse Mechanical Room. The unit is original to the building and was modified in 2008 from a dual duct unit (hot and cold air streams) to a variable air volume (VAV) type system with reheat, distributing air at single temperature. No data plate located. Includes Sheldon Engineering Limited 940 Vane, 1010 Speed, s# 693800-1, 15-HP, 575-V, 1800-RPM return air fan. Reports indicate that the deck system was left in place affecting the dehumidification capability. The unit has a hydronic heating coil, DX cooling coil, duct mounted humidifiers, and 3 refrigeration circuits.</p> <p>The AHU is the only source of air movement for the building. It requires replacement to improve efficiencies and air quality. The isolation springs have collapsed. One refrigeration circuit has failed, while the other two circuits have been rebuilt with new compressors in the Mechanical Room and condensers on the roof. The Nortec humidifier system has been decommissioned. Replace unit in the short term with two separate air handlers; one for the perimeter duct system, and one for the interior duct system. RR 2024</p>	<p>Heating/Cooling</p> <p>There continues to be ongoing issues with the heating and cooling system in the station. When there are major fluctuations in the outside temperature, there are problems with the internal temperature adjusting often resulting in auxiliary heaters being used in offices in the winter and fans with doors being propped open in the summer time. The heating/cooling contractor was at the police building numerous times to deal with issues. On August 8, 2022, several "leaks" were observed on the ceiling tiles of several rooms on the second floor. This stained several ceiling tiles which had to be replaced by facilities staff. It was determined that the dripping water was from sweating pipes as part of the improperly functioning heating/cooling system during high temperatures. The HVAC contractor was again required to attend and repair the system and the ceiling tiles replaced. The "leaks" occurred again in August-September 2023 and again stained the ceiling tiles and required the HVAC contractor to attend. A site assessment/facility audit occurred on October 31, 2023 and April 23, 2023 and identified issues with the aging system. The service continues to experience ongoing issues with the heating/cooling of the station. In late March – early April</p>	<p>2027 - AHU Replacement (Penthouse) Project number – 273.4 Priority Score – 40.30 \$80,000</p> <p>2028 - Project number – 273.4 Priority Score – 40.30 \$750,000</p> <p>2029 - Project number – 273.4 Priority Score – 40.30 \$790,000</p>
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<p align="center">McIntosh Perry Report Items Identified as POOR June 2023</p>	<p align="center">J, Fluney: Police Facility Status and Health and Safety Issues March 2025</p>	<p align="center">City Capital Budget Year and Amounts 2025 - 2029</p>
	<p>there were leaks in the ceiling from the heating/cooling system into two closed rooms in the station. In both cases, water damaged paperwork etc. that was on desks. The HVAC contractor had to be called in to repair the leaks.</p>	
<p>POOR - The building is equipped with roof top-down blast exhaust fans. EF-1 is by Greenheck (m# GB-161-3-X, s# 10753177 0701). Serves the Sally Port c/w intake air louver. The fan is in fair condition. Allow to replace fan in the long term. RR 2024</p> <p>POOR - No balancing/commissioning report provided. Original (2008) design drawings are not available for review. Previous reports indicate that the air distribution system is not in balance based on performance and physical inspection of ducting within the ceiling plenum. Allow for future review of air quality and balancing. RR 2024</p>		<p>2027 - Re-balance Air System (HVAC) Project number – 278.1 Priority Score – 40.30 \$40,000</p>

<p align="center">McIntosh Perry Report Items Identified as POOR June 2023</p>	<p align="center">J, Fluney: Police Facility Status and Health and Safety Issues March 2025</p>	<p align="center">City Capital Budget Year and Amounts 2025 - 2029</p>
<p>POOR - Building has a 5-section Canadian General Electric motor control centre assembly rated at 600-A, 600-V, 3-P, 4-W located at Penthouse Mechanical Room. The switchgear is in poor condition and beyond useful service life. Allow to update the MCC in the short term. RR 2024</p>		<p>Nothing allocated</p>
<p>POOR - Splitter, starter switches, timers, etc. at Penthouse Mechanical Room. The distribution devices are in poor condition. Replace devices in immediate term. RR 2023</p>		<p>Nothing allocated</p>
<p>Electric Transformer Unit</p> <p>POOR - Building service is fed from overhead utility wires, underground to the 500-kVA site pad mount transformer located at the west side of the building. The service is older but functional but at end of service life. The pad is in poor condition. Service replacement is required. Transformer is presumed to be responsibility of owner. RR 2024</p>	<p>Electric Transformer Unit</p> <p>A transformer unit at the rear of the station has rusted to the point of having holes in it and has been identified by staff on several occasions as requiring repair/replacement. In November 2019 we were notified that this will take place with Hydro One in 2021 following the 10th Street bridge replacement. In the interim, a piece of plywood has been secured to the front of the transformer. An update was requested in January</p>	<p>Nothing allocated</p>

McIntosh Perry Report Items Identified as POOR June 2023	J, Fluney: Police Facility Status and Health and Safety Issues March 2025	City Capital Budget Year and Amounts 2025 - 2029
	2021 which stated that it will be up to Hydro One when this replacement will occur. This unit has still not been replaced and no change in 2024.	
POOR- Quarry tiled slop sinks and faucets at Penthouse Mechanical Room and Main Floor Mechanical Room. The sinks are in poor condition and the faucet is in good condition. Allow to update fixtures in the short term. RR 2025		Nothing allocated

Additional 2025 to 2029 Capital Items

Project	City's Capital Budget 2025 to 2029
Over Head Doors	2025 - \$10,000 and 2026 \$10,000
Unit Heater Replacement	2025 - \$7,000
Boiler System Replacement	2026 - \$90,000
Boiler System	2027 - \$150,000
Fire Alarm System Replacement	2028 - \$30,000



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: 2023-2026 Operations Plan – Progress Update #5 August 2025

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

DATE: September 24, 2025

RECOMMENDATION(S):

For Information

REPORT:

In March 2023 the Owen Sound Police Services Board approved the 2023-2026 OSPS Operations Plan. The Plan includes 14 goals and 50 specific actions within the Board's priorities of:

- Community Safety (CS);
- Community Wellbeing (CW);
- Our Members (OM); and
- Sustainability (S).

As part of our commitment to achieving these goals, each action has a designated Position and Person Accountable who has been selected to lead, coordinate, and take ownership of moving the action forward. Each Person Accountable is responsible for identifying and updating timelines and measurements of success in the working copy of the Operations Plan, as well as providing brief progress updates every six months. These progress reports are important to ensure goals and actions stay on track, and to discuss/assist with any challenges or roadblocks.

Attached is the fifth, six-month progress update for the goals and actions of the OSPS 2023-2026 Operations Plan, representing midway progress in year three of the four year plan. At this point in time, four actions have been completed; one action has not yet started; and the other 45 actions (90%) are all in progress.

This mid-year report reflects some organizational transitions in key positions (e.g. MHCRT, CORE, Detectives, Training), and some significant staffing vacancies that have impacted focus on some actions (e.g. Front-line Patrol, Inspector). Even with these challenges, as shown in the attachment, tremendous efforts continue across the Service. In some cases, significant steps have been completed while additional actions continue; and in other cases, the efforts in the past two and a half years are part of ongoing work to solidify the actions into long term, standard business practice.

A few highlights:

- Media releases continue to be posted regularly and are aligned with emerging safety trends and seasonal concerns. Visually engaging and informative social media posts are improving public engagement and link back to the OSPS website (CS1a).

- Owen Sound Emergency Communications Centre (OSECC) representatives met with Inspectorate of Policing (IOP) as part of their consultation on response times. OSECC provided insight on response time variability, type and number of priority levels assigned to emergency and non-emergency calls for service; and use of various metrics to report response time information (CS1d).
- Part-Time officers have consistently been assigned to foot and vehicle patrol during peak times in the River District and during community events. Due to a recent directive from the Ministry of the Solicitor General mandating increased armed security at courthouses, the availability of alternative OSPS members to conduct high visibility patrols will be significantly reduced for the foreseeable future (CS2b).
- OSPS leaders continue to educate community on controlled substances policies and authorities of police, with a public announcement in March 2025, a community impact statement to assist officers in articulating community concerns, and meetings with PPSC and community leaders (CS3c).
- CORE members continue to provide Crime Prevention Through Environmental Design (CPTED) guidance to local business owners and community partners. Several site assessments were conducted at commercial properties in response to concerns raised during River District meetings. Recommendations were documented and shared with stakeholders for implementation (CW3d)
- Results from the Occupational Stress Injury Resilience Survey have identified some areas for improvement. Areas where members were satisfied included quality of leadership, working well with teammates and having the training required to do their job. Key areas requiring attention included a program to help monitor stress, stronger debriefing tools for critical incidents, fully engaging with the programs and supports provided to members and concerns with bullying/harassment. Follow-up actions are in development. (OM1a).
- In March 2025, OSPS hosted Violent Threat Risk Assessment (VTRA) Level 1 training. Ten police officers from OSPS attended as well as members from surrounding police agencies, local school boards, and community partner groups such as our local hospital, Victims' Services and Community Living. Level 2 VTRA is scheduled for Fall 2025 (OM2e).
- Four new Team Lead positions were developed and posted for each platoon in the OSECC, providing 24/7 supervisor and mentoring responsibilities. These positions will be filled in Fall 2025 (S1b).

OSPS recognizes some challenges associated with fully moving the Operational Plan's goals and actions forward due to staffing vacancies, workload demands, and budgetary limitations. However, progress continues with existing resources and work will continue with the ongoing cooperation and support from the Board.

FINANCIAL/RISK IMPLICATION(S):

Financial and human resources may be required to significantly move some actions forward over the four-year cycle of this Operations Plan.

OPERATIONS PLAN:

Monitoring progress on the goals and actions of the OSPS 2023-2026 Operations Plan will help maintain focus on priorities and initiatives set by the Board, and raise awareness of any issues or challenges that may arise and prevent success.

ATTACHMENT(S):

- OSPS 2023-2026 Operations Plan – Progress Report #5 – August 2025

SUBMITTED BY:

Margaret Gloade, Strategic Analyst

Goals	Actions	Accountable		Progress Report #5 – August 2025
		OSPS Position	OSPS Member	Brief update on work done to-date to move actions forward. 1. Include status: Not Started ; In Progress ; or Completed 2. Include key steps/tasks undertaken over last 6 months to move action forward and any challenges/issues 3. Include measurements/performance indicators, where possible

Community Safety (CS)

CS 1 - To address safety concerns identified by the community	a. by improving external OSPS messaging regarding current crime trends and crime prevention tips	CIB Sergeant	J.Gurney	<ul style="list-style-type: none"> In Progress – The CSWP Crime Prevention Action Table conducted Community Forums for drug prevention information in May 2025. Continued social media and website messaging: ongoing efforts to improve public engagement through visually engaging and informative social media posts that link back to the OSPS website. Recent posts included back-to-school safety reminders, pedestrian safety awareness, and theft-prevention tips for vehicles and homes. Media releases continue to be posted regularly and are aligned with emerging safety trends and seasonal concerns (e.g., Labour Day weekend traffic, fraud alerts related to charity scams).
	b. by gathering feedback and safety concerns from the community	Strategic Analyst	M.Gloade	<ul style="list-style-type: none"> In Progress - Reporting a Road Safety or Community Concern on the external website remains under construction. Awaiting full rollout of Microsoft365 forms and to connect with the new Sergeant recently identified to lead Road Safety.
	c. by deploying flexible proactive community-oriented response based on feedback from the community and OSPS priorities	CIB Sergeant	J.Gurney	<ul style="list-style-type: none"> In Progress – CORE team continued to respond to community-initiated requests for “extra checks” with targeted enforcement and follow-up engagement, including for example: conducting enhanced patrols near schools during peak hours to address traffic safety and student crossing concerns; supporting housing partners with wellness checks and safety planning for vulnerable residents in transitional housing locations; increasing presence in public parks in response to seasonal concerns related to loitering, substance use, and disruptive behaviour. CORE members collaborated with Youth Services and M’Wikwedong to deliver a joint outreach session focusing on community safety, youth engagement, and awareness of police services. Information gathered from the River District surveys continued to guide targeted patrol zones, with CORE officers adjusting schedules to ensure coverage during business operating hours and peak traffic times. Community Crime Prevention Through Environmental Design (CPTED) strategies were shared with multiple downtown business owners to improve lighting, signage, and sightlines in alleys and behind storefronts. Challenges this period included balancing CORE’s deployment in ongoing special events and backfilling frontline demands during staff shortages. Despite this, CORE maintained a visible presence through strategic patrol planning.
	d. by monitoring and publishing emergency response times to priority calls	Director of Corporate Services	S.Bell-Matheson	<ul style="list-style-type: none"> In progress – Met with Inspectorate of Policing (IOP) in May 2025 re: consultation on their response time research. Provided insight on response time variability on how individual services define and calculate; diversity in the type and number of priority levels assigned to emergency and non-emergency calls for service; use of various metrics to report response time information. Consultation provided opportunity to collaborate, advance understanding and guide direction of IOP’s research; and help IOP’s future thematic inspection on response time. Multiple meetings with OPTIC Board to gain access to CAD and RMS raw data continues. Discussions with several providers of police analytical platforms to provide actionable tools to conduct analysis using CAD/RMS raw data including response times. Ongoing cost-benefit-feasibility analysis.
CS 2 - To improve police visibility in the River District and at other priority areas	a. by increasing visibility, foot, and bicycle patrol in the River District and other priority areas	CIB Sergeant	J.Gurney	<ul style="list-style-type: none"> In progress – CORE continues to maintain a strong visible presence in the River District through scheduled foot and bicycle patrols. Officers continue to wear high-visibility clothing to enhance community recognition and approachability. New – Deployment strategy is being informed by preliminary data from RMS/Power BI crime trend analysis. This has helped identify specific timeframes and locations within the River District that benefit most from proactive foot patrol. CORE continues to attend community events to improve visibility and engagement, for example: M’Wikwedong Summer Bash and The Hottest Yard Sale. Continued collaboration with community partners and businesses to gather feedback on perceived police visibility and presence in key areas. Challenge – although progress has been made, ongoing demands on CORE personnel due to special investigations and unplanned call volume continue to impact the team's ability to meet all visibility targets consistently.
	b. by scheduling alternative OSPS members to increase visibility at peak periods	P2 Sergeant	C.Matheson	<ul style="list-style-type: none"> In progress – Part- Time officers have consistently been assigned to conduct foot and vehicle patrols during the daytime and early evenings in the River District as well as during a number of community events. Due to a recent directive from the Ministry of the Solicitor General mandating increased armed security at courthouses, the availability of alternative OSPS members to conduct high visibility patrols and engagement will be significantly reduced for the foreseeable future.

Goals	Actions	Accountable		Progress Report #5 – August 2025
		OSPS Position	OSPS Member	Brief update on work done to-date to move actions forward. 1. Include status: Not Started ; In Progress ; or Completed 2. Include key steps/tasks undertaken over last 6 months to move action forward and any challenges/issues 3. Include measurements/performance indicators, where possible
	c. by attending and/or hosting community events	CSO	J.Cranny	<ul style="list-style-type: none"> In Progress – The Community Service Officer has participated in the following events: River Districts Hottest Yard Sale, Canada Day Celebration, Wheel & Ride Event & Farmers Market Drop In. The CSO in partnership with the CORE Officer has taken part in bike rides/patrols through the River District, along the harbour wall and through Harrison Park and through the local trail system from May-Aug 2025. In May the CSO in partnership with the CORE Officer presented CamSAFE to the River District Executive Committee. A community-based initiative with citizens, the business community and police.
CS 3 - To address controlled substances, firearms, and violent crime	a. by targeting drug and weapon traffickers, and working with other law enforcement partners to investigate and prosecute offenders	Drug Investigator	G.Bridgeman	<ul style="list-style-type: none"> In progress – OSPS designates for CISO are now appointed: Primary D/Sgt Gurney and Drugs/Intel D/C Bridgeman. Designates attended education sessions on CIMS onboarding and criminal informants through CISO. April 2025 - approx. \$100,000 drug seizure including fentanyl, methamphetamine and cocaine and a loaded handgun. Pending final policy edits and approval for Niche Template or Intelligence Notes – ready to go live. Developing pool of active criminal informants to support intelligence operations.
	b. by focusing investigative efforts on repeat offenders of violent and property crime	CIB Sergeant	J.Gurney	<ul style="list-style-type: none"> In Progress – Bail Compliance and Warrant Apprehension (BCWA) teams continue proactive enforcement activities targeting repeat and violent offenders. CORE & BCWA continues regular collaboration with Probation & Parole, supporting monthly meetings and integrated efforts in locating and arresting wanted individuals, as well as conducting compliance checks on those subject to release conditions and the Sex Offender Registry. Challenge – staffing pressures and resource allocation continue to pose challenges in fully scaling surveillance and enforcement capacity. Efforts are ongoing to balance investigative work with frontline enforcement priorities.
	c. by educating the community regarding Canadian governmental changes in controlled substances policies and authorities of police	Insp.P3&4 CIB CORE	D.Bishop	<ul style="list-style-type: none"> In progress – Public Announcement in March 2025 re: public drug use and several public and business community meetings. Chief’s Directive in April 2025 on CDSA possession charges and public drug use: “officers observing open, public drug use during times and in areas where it is likely to be freely observed by members of the public (parks, playgrounds, River District, near schools etc.) shall consider arresting the individuals, conducting searches subsequent to arrest, seizing any illegal substances found, and in cases where the circumstances fit the "serious manifestation" criteria, consider laying charges.” A Community Impact Statement prepared to assist officers articulating community concerns. OSPS supplemented this Directive with a call for public support and victim impact statements. Meeting with Public Prosecution Services Canada (PPSC) re: charge policy.
CS 4 - To promote road safety	a. by addressing areas of road safety concerns based on feedback from the community	P3 Sergeant	N.Houston	<ul style="list-style-type: none"> In progress – With several Sergeant vacancies, this Sergeant position has been unfilled for much of the first half of 2025. A new OSPS member has recently been identified to lead Road Safety. Once the roll out and training of Microsoft 365 is completed, the forms on the OSPS external website can then be readily utilized by the Sergeant overseeing Road Safety concerns and initiatives.
	b. by promoting road-user safety information, targeted traffic enforcement activities, and sharing results with the community	P3 Sergeant	N.Houston	<ul style="list-style-type: none"> In progress – With several Sergeant vacancies, this Sergeant position has been unfilled for much of the first half of 2025. A new OSPS member has recently been identified to lead Road Safety. Develop a portal within OSPS external website – to focus as a forum for the community’s reference and education for road safety and to communicate OSPS enforcement initiatives. The continuation of the monthly Special Traffic Enforcement Program (STEP) – to focus on traffic enforcement in areas that have been identified as problematic for the time period.
	c. by collaborating with the City of Owen Sound on road safety initiatives	Insp.P1&2 PT CS Training	Vacant	<ul style="list-style-type: none"> In progress – Ongoing part of business practice and communication with City, however, current vacancies due to retirements will be filled. This collaboration is expected to continue.

Goals	Actions	Accountable		Progress Report #5 – August 2025
		OSPS Position	OSPS Member	Brief update on work done to-date to move actions forward. 1. Include status: Not Started ; In Progress ; or Completed 2. Include key steps/tasks undertaken over last 6 months to move action forward and any challenges/issues 3. Include measurements/performance indicators, where possible

Community Wellbeing (CW)

CW 1 - To improve collaboration with social service providers	a. by defining and educating on roles, responsibilities, and authorities of police and social service providers involved with mental health, addictions, and homelessness	MHCRT	Vacant	<ul style="list-style-type: none"> In progress – The part-time officer position assigned to MHCRT has been vacant for much of 2025. A new OSPS member has been identified and will assume this responsibility in Fall 2025. With the expansion of a second Crisis Worker to the MHCRT team in 2024, the overall deployment model was modified. CMHA Crisis Workers now ride along with patrol officers. This new approach has greatly leveraged the knowledge, skills and abilities of the Crisis Workers, their relationships with all the patrol officers, and offers more immediate response to mental health/crisis calls. With the change in deployment method of the two CMHA Crisis Workers, the percentage of their time attending live calls had changed from 20% to 75%. The number of contacts made by the CMHA teams collectively rose to 374 in 2024, and they have recorded 192 already in the first three months of 2025.
	b. by supporting the Community Safety and Well-being Planning efforts of the municipalities of Bruce and Grey, including referrals to the Situation Table	CIB Sergeant	J.Gurney	<ul style="list-style-type: none"> In Progress – OSPS continues active participation in the Grey Bruce Crime Prevention Table. Recent discussions have focused on enhancing information sharing protocols among agencies and increasing collaborative responses to cases involving human trafficking and problematic substance use. Referrals to the Grey Bruce STAR (Situation Table for Acute Risk) continue. Efforts are being made to track outcomes and feedback from partner agencies to assess the long-term effectiveness of STAR interventions. Not Started – MMHART member attendance at each platoon for STAR success story sharing is still pending. This remains a priority for the next quarter to reinforce front-line awareness and build confidence in the referral process. Ongoing Challenge – Competing operational demands, including recent major case investigations, continue to limit the capacity of MMHART and CIB personnel to support CSWB initiatives fully.
	c. by examining opportunities to include crisis workers into the Owen Sound Emergency Communications Centre (OSECC)	Chief	C.Ambrose	<ul style="list-style-type: none"> In Progress – Specific funding for Crisis Workers embedded in communications centre or applicable long-term grant(s) to expand the service into communication centre not yet available. With the expansion of a second Crisis Worker to the MHCRT team in 2024, the overall deployment model was modified leveraging the skills of the CMHA Crisis Workers now riding along with patrol officers.

Goals	Actions	Accountable		Progress Report #5 – August 2025
		OSPS Position	OSPS Member	Brief update on work done to-date to move actions forward. 1. Include status: Not Started ; In Progress ; or Completed 2. Include key steps/tasks undertaken over last 6 months to move action forward and any challenges/issues 3. Include measurements/performance indicators, where possible
CW 2 - To leverage available social services/resources	a. by reviewing OSPS follow-up with victims of crime	P1 Sergeant	E.Cranny	<ul style="list-style-type: none"> In Progress – Victim Log Entries: Entries can be made by officers through RMS to document victim notification of offender release and/or outcome of Court, as well as any unsuccessful attempts made to contact victim. Entry can further be made by Court Case Manager or Sergeant if released from bail/WASH court. Request for approval to move forward with RMS access is pending.
	b. by providing ongoing education to OSPS members on social services and resources available to the community	Training Officer	C.Obillos	<ul style="list-style-type: none"> In Progress – Victims Services presented to sworn members January 2025 regarding the scope of their services offered and new methods of contact.
	c. by advocating with social service providers to address identified service gaps in the community	Chief	C.Ambrose	<ul style="list-style-type: none"> In progress – Police Service Board and City have collaborated to bring social service providers and stakeholders together to identify solutions to community safety issues in the downtown. Met with local service providers re: direction of OSPS and downtown issues.
CW 3 - To build and foster relationships with community groups	a. by educating OSPS members and the community on OSPS partnerships	CSO	J.Cranny	<ul style="list-style-type: none"> In Progress – Local Schools Boards and OSPS have partnered to deliver Violent Threat Risk Assessment (VTRA) training to law enforcement, community educators and community partners working with vulnerable youth populations. The first Tree of Hope project was launched in January. This was a partnership between OSPS and the urban Indigenous community at M'Wikwedong. Annual Wheel and Ride Event- education for youth and families on street and bike safety. The event is for all citizens but priority for newcomer families and youth at risk. In addition to education, refurbished bikes are available for children and youth in need. All bikes are free of charge. A partnership with the River District, Kiwanis and the Sydenham Optimist Club.
	b. by focusing on preventative youth programming in cooperation with school boards and community groups	CSO	J.Cranny	<ul style="list-style-type: none"> In Progress – Ongoing partnership with all 3 public school boards in Owen Sound. Community safety, crime prevention, online security, social media safety, VTRA intervention and lockdown drills are the main focus of in-school, in-class work. Regular presentations and partnership with Georgian College students more specifically ECE, EA and CICE students. Topics include online safety, crime prevention and social media awareness.
	c. by fostering and building relationships with diverse groups within the community	CSO	J.Cranny	<ul style="list-style-type: none"> In Progress –March break programming at Bayfield Landing. Interactive education focusing on community, in home and online safety. Member of GBLIP (Grey Bruce Local Immigration Partnership). Attend meetings when able. Planning with M'Wikwedong staff for 2025 End of Summer Bash. Assist in the planning and execution of Special Olympic Events in Owen Sound and Grey Bruce - Torch Run.
	d. by promoting crime prevention with business owners, victims, and the community	CIB Sergeant	J.Gurney	<ul style="list-style-type: none"> In Progress – CORE members continue to provide CPTED (Crime Prevention Through Environmental Design) guidance to local business owners and community partners. Several site assessments were conducted at commercial properties in response to concerns raised during River District meetings. Recommendations were documented and shared with stakeholders for implementation. CORE is collaborating with the City of Owen Sound's by-law and planning departments to integrate CPTED principles into future downtown development plans. These ongoing partnerships are fostering a stronger relationship between police, city officials, and local businesses. CORE partnered with Grey County and CMHA to conduct a joint safety walk-through of temporary housing locations, focusing on improving safety and reducing calls for service. Immediate environmental improvements were identified and addressed. Victim Services, now located within the OSPS building, has improved efficiency in referrals and communication. Several victims of property crime and intimate partner violence were successfully connected to support services through direct referrals from officers. CORE officers participated in a public education event focused on fraud prevention for seniors, hosted at a local community center. Feedback was positive, and future sessions are being scheduled as part of a broader effort to increase fraud awareness. Development of a formal education package for seniors on theft and fraud prevention is pending. CORE is currently identifying community partners and resources to support this initiative. A grant application for Victim Support in partnership with Victim Services has been submitted to help support this initiative.

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Our Members (OM)

OM 1 - To promote OSPS members' mental and physical wellbeing	a. by raising awareness among OSPS members of available physical and mental health programs/resources	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – Results from the Occupational Stress Injury Resilience Survey have come in and have identified some areas for improvement. The participation rate for the survey was very good and areas where members were satisfied included quality of leadership, working well with teammates and having the training required to do their job. Key areas requiring attention included a surveillance program to help monitor stress, stronger debriefing tools for critical incidents, fully engaging with the programs and supports provided to members and concerns with bullying/harassment. Follow-up actions are in development.
	b. by evaluating the shift schedule rotation pattern to maximize OSPS member wellness	Strategic Analyst	M.Gloade	<ul style="list-style-type: none"> Completed – In partnership with the Owen Sound Police Association (OSPA), an evaluation was conducted in June/July 2023 of the new "5-4" shift schedule rotation pattern being piloted. OSPA and OSPA have agreed to continue the 12-hour shift schedule rotation.
	c. by hosting and supporting social events for OSPS members and their families, and area-specific team building events	Executive Assistant	A.Gaviller	<ul style="list-style-type: none"> In progress – Heartwood Staff Appreciation is schedule for end of October 2025. Will be looking into hosting another Wellness event in the winter at the Bayshore in conjunction with other first responders. Workplace wellness group internally created to collaborate on different initiatives.
OM 2- To promote professional development and training opportunities for all OSPS members	a. by identifying internal and external education and career planning resources available to all OSPS members	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – Will be mapping out the internal courses required for each position at the service this fall. External courses to follow.
	b. by implementing annual block training for OSPS civilian members	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – Civilian block training has been pushed to the new year given limited manpower and other required training this fall.
	c. by documenting recommended training courses and maintaining updated training records for all OSPS members	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – Responsibility for training has now been transitioned to HR. Recommended training for uniform and civilian members in their first few years on the job will be documented and shared with members so they have an accurate picture of how their development will take place. The new Training Officer will review existing training records and update them as needed.
	d. by conducting annual performance appraisals and discussions of professional development planning	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – Some changes have been made to the performance review process and the new reviews will be rolled out soon. There are difficulties with some Supervisors having a large number of direct reports and part of this will be addressed by having the member complete a self evaluation. Attention will also be given to making this more than a regular annual conversation.
	e. by providing ongoing training for all OSPS members on persons requiring mental health/crisis intervention	Insp.P1&2 PT CS Training	Vacant	<ul style="list-style-type: none"> In progress – In March 2025, OSPS hosted Violent Threat Risk Assessment (VTRA) Level 1 training. Ten police officers from OSPS attended as well as members from surrounding police agencies, local school boards, and community partner groups such as our local hospital, Victims' Services and Community Living. Level 2 VTRA is scheduled for Fall 2025. Applied Suicide Intervention Skills Training (ASIST) continues to be offered several times per year (5 OSPS members attended in March 2025). One OSPS member attended OPC's 2-week Crisis Negotiation course. CSPA has mandated new Mental Health training for all members; it will begin in Fall 2025 and will be completed by April 2026. Annual recertification will be required.
OM 3 - To improve the flow of internal communication	a. by maintaining and providing access to common information resources e.g. network drive, bulletin boards, email	Training Officer	C.Obillos	<ul style="list-style-type: none"> In progress – new communication platform to be developed pending implementation of Microsoft 365 capabilities.
	b. by identifying best practices and methods for distributing different types of internal communications	Strategic Analyst	M.Gloade	<ul style="list-style-type: none"> In progress - Communication and documentation of consistent business practices now using Directives, with 9 Directives prepared and posted to-date. Rollout of Microsoft365 continues throughout 2025. Internal Sharepoint anticipated to be developed in Fall, offering improved internal communication platform and information management. Inaugural edition of internal quarterly newsletter, The Brief, produced in March 2025. Second edition published in June with upcoming calendar dates, Chief's update, departmental and committee news, examples of positive policing at OSPS, and more. Communication Committee is meeting regularly and developed mandate. Ongoing ideas to improve internal communication such as: photos of all new staff shared with e-introductions; MHCRT Crisis Workers logging into CAD with new designated call signs, ensuring members know when they are on duty and who they are riding with.

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Sustainability (S)

S 1 - To promote and plan for long term succession	a. by developing a long-term staffing recruitment and retention plan within a competitive labour market	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – New promotional video has been completed and is ready for roll out. New promotional material has been created to better communicate the process to become a Recruit Constable. We are running our second Pathways to Policing information session for people interested in becoming officers. The session is at capacity with many strong candidates. Rolled out the new OACP ‘Answer the Call’ videos and material through our social media. Attending several post secondary schools, speaking to their Police Foundations and Community Justice classes to promote our service as a preferred place to work.
	b. by providing increased opportunities for OSPS members to gain leadership experience in different areas and roles	Chief	C.Ambrose	<ul style="list-style-type: none"> In progress – Four new Team Lead positions developed and posted for each platoon in the OSECC, providing 24/7 supervisor and mentoring responsibilities. These positions will be filled in Fall 2025. Limited opportunities for leadership experience with significant vacancies across the organization so far in 2025. Sergeants and Actors continue to be involved in regular senior management meetings.
	c. by developing a long-term facility plan that anticipates future growth and upgrades	Insp.P1&2 PT CS Training	Vacant	<ul style="list-style-type: none"> Completed – City Facilities Assessment completed in June 2023 which identified short- and long-term facility needs up to next 10 years; presented to PSB in July 2023 Will be revisited annually.
	d. by developing a long-term information technology (IT) plan that anticipates future IT priorities and demands	Director of Information Technology	C.Hill	<ul style="list-style-type: none"> In progress – Reserve fund built into NG911 and service contract billing model to finance replacement equipment when end of life. Analytics options being researched and budgeted for after discussions with all departments. Parallel to NG911 needs. Livescan units being replaced as end of life and budgeted for in 2025 and 2026.
S 2 - To foster a sustainable emergency communication centre	a. by reviewing, documenting and tracking standard training for Communicators	Communications Trainer	A.Byers	<ul style="list-style-type: none"> In Progress – conducted two in-service training sessions in 2025, created excel spreadsheet for each member to document training until an HR system in place. A.Byers participated and successfully completed APCO Instructor Course and can facilitate Fire Certification training in January 2026.
	b. by developing a robust Communication Centre recruitment and retention strategy	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – The most recent block of PT Dispatchers are completing their training and will soon be working independently. Candidates are completing training and staying on with the service. Next round of recruitment will not take place until around December. The group has collaborated to develop a new team charter which is being finalized and which will serve as a guide for how the team works together.
	c. by reviewing and maintaining standard operational procedures for all agencies dispatched to manage expectations	Director of Corporate Services	S.Bell-Matheson	<ul style="list-style-type: none"> In Progress – SOPs have been developed, currently reviewing the templates designed by the software provider. Expect to be testing in late Summer/early Fall of 2025, with completion goal of late Fall 2025. Completed review of priority definitions and event types by Committee of the Police Partners Executive Group – all changes have been implemented and first quarter of 2025 shows significant improvement in understanding of priority designations, dispatch expectations and proper use of event types.
	d. by routinely testing and operating from the OSECC’s back-up communication centre	Communications Trainer	A.Byers	<ul style="list-style-type: none"> In Progress – Fall of 2024 held block training session where reviewed contingency plan, outlined process and all OSECC member attended the back-up site to familiarize themselves with location and operation. Training was being completed in the back-up site until Spring of 2025 that assisted with routinely testing and operating from the OSECC back-up Communication Site. Back-up site will be staffed during transition of NG911.
	e. by regularly reviewing the contract structure fees and costs for services for agencies dispatched by the OSECC	Chief	C.Ambrose	<ul style="list-style-type: none"> In progress – A new billing model has been developed to capture complexities and expenses of the communications centre and ongoing technological advances. Some contracts have been renewed with new billing model; other will be as their renewal becomes due.
	f. by relocating the OSECC to a modern, functional workspace that better supports emergency dispatch needs	Insp.P3&4 CIB CORE	D.Bishop	<ul style="list-style-type: none"> Completed – The OSECC achieved a significant milestone in 2024, with the grand opening of the newly renovated Owen Sound Emergency Communications Centre celebrated on October 25th. Following a detailed plan, the centre transitioned to full operations in the new location on October 29, 2024.

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S 3 - To undertake a comprehensive service delivery model review	a. by reviewing call type response methods to police calls for service	Inspectors	D.Bishop	<ul style="list-style-type: none"> In progress – Review of call type responses was initiated but limited due to staffing vacancies, including one Inspector position.
	b. by reviewing alternative response methods to non-police calls for service	Inspectors	D.Bishop	<ul style="list-style-type: none"> In progress – New Online Reporting platform is being investigated that will offer broader scope and ease of use. HyperAI onboarding for improved efficiency of handling non-emergency police and administrative calls.
	c. by finding efficiencies in ways of doing business throughout the organization	Inspectors	D.Bishop	<ul style="list-style-type: none"> In progress – Efficiency Committee continues to meet regularly. Some examples of efficiency successes include: CEW/Taser key management; firearm and ammunition key storage and access; set up of fingerprinting equipment. With introduction of M365, efficiency committee working on improvements to daily equipment log and roster; several electronic calendars using M365 (court dates, fingerprint dates, annual leave, training). With MORA program scheduled for implementation and training in Fall 2025, anticipate improved data entry and more efficient paperless brief process. Directives have streamlined consistent business practice.
	d. by educating the community on changes or new police delivery models	Inspectors	D.Bishop	<ul style="list-style-type: none"> Not Started – Will be initiated if needed, as changes are implemented.
S 4 - To advocate for a sustainable police funding model	a. by examining equitable policing costs amongst local municipalities	Chief	C.Ambrose	<ul style="list-style-type: none"> In progress – Discussions with West Grey Police Service have been terminated. Further efficiencies are being examined. Ongoing lobbying with stakeholders re: equitable supports and costs of policing. Available grant funds continue to be applied for, however, results of these applications remain outstanding for months after submission.
	b. by forecasting long term OSPS budgeting requirements	Financial Coordinator	J.Hawke	<ul style="list-style-type: none"> In progress – Reserve fund built into NG911 and service contract billing model in order to finance replacement equipment when end of life.
	c. by reviewing and assessing OSPS court security costs	Director of Civilian Services	K.Fluney	<ul style="list-style-type: none"> Completed – City of Owen Sound and Grey County formalized an agreement to provide equitable funding to assist with court security costs annually. Due to variability in demands, review of court security needs and costs form part of ongoing business practices.



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: COURT SECURITY UPDATE AND CHANGES 2025

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

DATE: Sept 11th, 2025

REPORT:

On July 31, 2025, an individual armed with a knife was tragically shot and killed by a police officer on Wapekaka First Nation in Northern Ontario. The matter is currently under investigation by the Provinces Special Investigations Unit and only limited information about the incident has been made available. The incident took place within a makeshift courtroom inside a community centre in the remote Northern Ontario community.

In August 2025, information was received by the service, from the provincial government, requesting all police services responsible for court security review the court security requirements and best practices as well as review staffing levels. The direction provided some suggested court security levels. The direction specifically spoke to the presence of armed officers within the courts to respond to potential threats to safety. Prior to this direction, armed officers within all courts had been consistently reduced across the province and replaced with Special Constables responsible for court security. This was an effective method of mitigating cost and risk but does not address specific threats related to firearms and edged weapons within court facilities and thus the requirement to reexamine the efficiencies of current deployment models. Other suggested practices have also been or were previously adopted locally.

The provision of court security within a community is outlined in the Community Safety and Policing Act 2019 in section 243:

Court security

Police service boards

243 (1) A police service board that has policing responsibility for an area has the following responsibilities with respect to premises where court proceedings are conducted:

1. Ensuring the security of judges and other judicial officers and of persons taking part in or attending proceedings.
2. During the hours when judges, other judicial officers and members of the public are normally present, ensuring the security of the premises.
3. Ensuring the secure custody of persons in custody who are on or about the premises, including persons taken into custody at proceedings.
4. Determining appropriate levels of security for the purposes of paragraphs 1, 2 and 3 in accordance with the regulations, if any

The legislation supersedes the direction provided by the province, yet there would be a requirement of the Board to adapt the current court security plan to reflect the new direction and meet those requirements. The new requirements will have a significant impact on both staffing and budget. These impacts could vary depending on the final decision on staffing requirements moving forward.

Starting in August 2025, redeployment of current resources, has met the needs on an interim basis, however, this is not sustainable in the long term. This redeployment draws already required resources from duties on the front-line call response and proactive patrol in locations throughout the city. Currently, Part time officers have been deployed to the courts to meet those requirements, and they are unable to assist with the call demands as a result, thus increasing workload to an already overburdened front line. The officers in Owen Sound are already handling a significantly higher workload than comparators in calls per officer and criminal charges per officer compared to both Ontario and Canada.

A plan is being developed to increase staffing for 2026 to meet this increased demand for uniformed armed court security officers and the demands for service on the front line. This plan will be presented to the Board as part of the draft budget for 2026. This report is for information purposes and to advise of the recent changes and need to augment court security with uniformed armed officers moving forward.

SUBMITTED BY:

Chief C. Ambrose



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

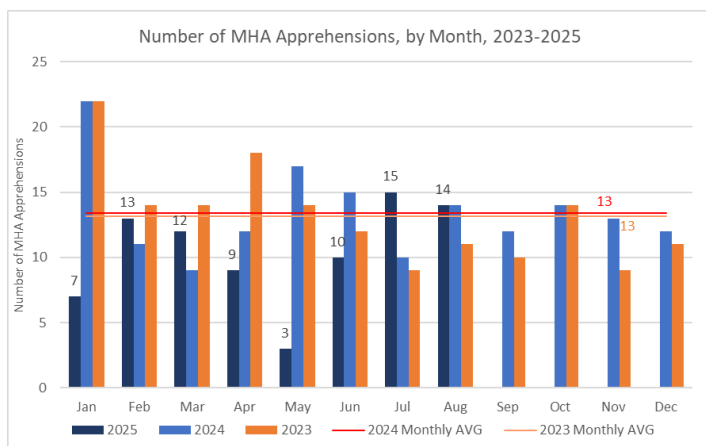
SUBJECT: MHA Wait Times Summer 2025

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

DATE: Sept 11th, 2025

REPORT:

The information below offers a quick update on MHA Wait Times for July and August: both months recording the highest number of Mental Health related incidents so far this year with 15 in July and 14 in August:



In July, total time spent waiting at Brightshores was over 29 hours – the highest of any month in 2025. There were two significant incidents where wait times reached 5.5 and one 4 hour delay in turnover. Brightshores staff have been very receptive to meeting and discussing challenges whenever lengthy delays occur. These specific incidents have been debriefed with Brightshores staff to avoid similar delays in the future.

In August, there were two incidents with increased delays of 4 and 3 hours that were also looked into further.

SUBMITTED BY:

Chief C. Ambrose

Information provided by: M. Gloade

REPORT TO THE OWEN SOUND POLICE SERVICE BOARD



SUBJECT: Data Quality and Information Management
TO: Chair and Members of the Owen Sound Police Service Board
DATE: September 24, 2025

RECOMMENDATION(S):

For Information

REPORT:

Purpose:

The purpose of this report is to advise the Owen Sound Police Service Board of the implementation of a new web-based reporting application for Police Officers (MORA Application), within the context of data collection, processing, quality, records management, evolving analytics, and the associated costs.

Background:

Policing is intensely data-driven. From the moment a phone call is picked up in the Communications Centre, someone walks into the station, or a police officer proactively initiates an event while on patrol, data is being collected. Data is initially captured in the Computer Aided Dispatch (CAD) system. When an occurrence is closed in CAD, data flows into the Records Management System (RMS) where all information is updated and maintained (reports, court documents, property, photographs, person and location details, etc.).

OSPS is a member of the Ontario Police Technology Information Cooperative (OPTIC), a group of police organizations, the largest being the Ontario Provincial Police (OPP), that collaborate on technology and share costs primarily for the two foundational systems: Hexagon CAD and Niche RMS.

Traditionally, police officers have relied on a manual dictation system to complete their reports, and then Records Data Clerks enter data from their verbal dictation into RMS. The dictation system is still currently used, but some officers now type their reports while some officers walk to the Records counter and give details to the Records Data Clerk who may be doing several other things at the same time. These inconsistent practices all occur without any standards (other than a dated Dictation Manual that isn't followed), often have many gaps in mandatory data, and require the officer to be in the station. While the dictation method has served its purpose, it has significant limitations in terms of efficiency, accuracy, and consistency.

As policing evolves, the need for more data, improved data quality, standardized reporting, workflow support, and analytics has become a driving priority. The ability to produce timely, accurate, and relevant information is essential for meeting public expectations, complying with growing legislative requirements in the new Community Safety and Policing Act (CSPA), and supporting evidence-based policing strategies.

Niche RMS – Universal Application (UA):

Niche RMS is a complex system that holds an extensive scope of information police collect and is constantly being updated and maintained. RMS data is a foundational source of information for innumerable purposes such as investigative queries, evidence management, court documentation, identification of persons, photographs, property etc. As part of OPTIC, OSPS has access to RMS data from all OPTIC agencies across the province, facilitating integrated community safety across jurisdictional boundaries.

This year, Niche RMS is transitioning to a new and modern platform, the Universal Application (UA). This is the most significant update to Niche RMS in 20 years and requires mandatory training to all members before the end of 2025. Conducting this level of training is a huge opportunity for OSPS to provide overdue updated and comprehensive RMS training. It is also an opportunity to update business practises, implement updated workflows, templates, property barcoding, and paperless crown brief processes. Niche UA's significant visual upgrade will facilitate an update to all user manuals for civilians and sworn members and support improved data quality and roadmaps for best practises.

Data Collection and Data Quality:

With the change to Niche UA, OSPS reviewed our approach on how best to get data into RMS. Niche UA experts outlined three general options:

- 1) Police Officers have full data entry capabilities. This approach requires extensive and ongoing training for all police officers to maintain in-depth knowledge of the RMS system and time to complete. Many police services that went with this approach have since reverted back.
- 2) Hybrid approach with Police Officers having some limited access to RMS (e.g. adding reports directly to RMS) and Records Data Clerks responsible for other aspects such as linking entities.
- 3) Police Officers have no data entry capabilities and Records Data Clerks enter the data on their behalf. This approach leaves the in-depth knowledge of the RMS system with a small group of specialized civilians. Across the province many police services are returning to using centralized data entry units. This approach ensures the highest consistency and data quality.

In preparation for the transition to Niche UA, OSPS Records specialists investigated options and best practices with other police services moving to either a Hybrid or all Data Entry Clerk approach. Of utmost importance however, a new method of transferring data from Police Officers to Data Entry Clerks is required to address the current issues of data quality relating to missing information, incorrect entries, and inefficiencies with inconsistent workflows and business practices.

Lack of data quality in RMS is a significant concern in terms of community and officer safety. If a wrong address is entered, a person's date of birth is missing and not linked to an extensive criminal record, or key descriptors of a crime are omitted, the organization is vulnerable to significant risk and liability. RMS data is accessible to police across Ontario, and it is our responsibility to ensure the most complete data with the highest accuracy.

MORA Application:

The MORA application, (Maria's Officer Reporting App), was developed by a Records and IT programming expert at the Barrie Police Service (BPS). MORA operates on Microsoft's Power App platform and has been designed to mirror Niche RMS. It was developed to streamline the data entry process and provide Police Officers with an efficient and fail-safe method to submit reports. It is an interface for officers, that outlines and captures essential data specific to call types, promotes quality data, while leaving direct access to Niche RMS to the specialized team of Records Data Clerks. BPS is leading in police data analytics and will be looking for a future direct Application Programming Interface (API) integration from MORA to Niche RMS. Due to its ease of operation and custom functionality, BPS is offering the MORA App to other police services.

OSPS will be moving forward with MORA due to its many advantages and close match with our existing business practices and Microsoft365 platform. It enables supervisor approval for specific report types and supports rework workflows if an officer has an incomplete template (this assists a Records Data Clerk so they are not having to follow up with officers on the road for missing details). MORA is built using Microsoft Power Apps and Dataverse software to provide web-based access and compatibility for mobile devices, which allows and encourages officers to do reports from their vehicles, increasing visibility of police in the community. At OSPS, there are many persons with whom we have frequent recontact and MORA can autopopulate information already stored in the App.

MORA is customizable – it can be designed to collect data not available in RMS and to integrate additional workflows through Power Automate e.g. probation and parole notifications, CAS and VWAP notifications, potential hate motivation or mental health factors involved. There is a growing list of new data requirements for grant reporting, Uniform Crime Reports (UCR), and CSPA legislation that is continually being added without a consistent method to do so. Additional fields can be made available for service specific data requirements, and these new data elements can be tracked and monitored through MORA. BPS uses MORA to capture key information for MHA apprehensions, such as dispositions and time spent at the hospital. MORA's report narrative section comes with prefilled templates the officers can use and fill in specific fields based on their occurrence type. MORA also has a section that includes Statistics Canada's UCR classification criteria which is mandatory and with a growing scope over the past 2 years.

MORA is a "roadmap". OSPS has hired approximately 12 new officers in the past two years. With its built-in workflows, this application will aid both our newest and seasoned Police Officers. MORA will assist with consistent report writing requirements, time savings, and support a paperless workflow for crown briefs. MORA will ensure the Records team is provided with the most accurate information applicable to the occurrence type with mandatory fields.

OSPS has invested in Microsoft365 and Power BI. MORA will build upon and leverage this existing platform with support from our in-house IT team already skilled in M365. OSPS will be moving forward with the MORA application and will maintain limited Police Officer data entry with Niche UA.

Information and Analytics:

Analysing data and turning it into relevant and strategic business information relies on a solid foundation of quality data. OSPS continues to research various analytical tools and options to best integrate our CAD and RMS data into near-live analytical dashboards. These investments rely on high quality data. With the growing demands for police data, OSPS is working towards increased ability to produce timely, accurate, and consistent information and analytics essential for meeting public expectations, complying with legislative requirements, and supporting evidence-based policing strategies. The adoption of the MORA application and our transition to Niche UA reflects our commitment to modernizing operations and strengthening our service delivery.

FINANCIAL/RISK IMPLICATION(S):

Technology is ever-changing, and there are costs involved in modernizing and integrating systems. Many IT costs are transitioning from one-time purchase to annual subscriptions with budgetary implications (changing from capital to operational budgets).

The cost for purchasing MORA from BPS is \$10,000 plus HST which includes all BPS training material and an extract of all the files required to import the program into the PowerApps environment. OSPS is already investing in Microsoft365 and some Power BI. MORA is a Microsoft PowerApp which requires an upgraded licensing version of M365. Additional licenses per user and some specialized licenses for IT are required for approximately \$28,000 per year.

In terms of risk, based on our current practice of data entry, OSPS is vulnerable to significant risk and liability. For improved community safety and officer safety, OSPS must improve data quality and ensure that the data in RMS accessible to police across Ontario is the most complete and accurate.

OPERATIONS PLAN:

Within the 2023-2026 OSPS Operations Plan, several goals and actions are tied to the improvement of data quality, information management, and internal efficiencies under the priorities of "Sustainability" and "Community Safety", such as: finding efficiencies in ways of doing business throughout the organization; developing a long-term IT plan that anticipates future IT priorities and demands; improving police visibility in the River District and at other priority areas; and addressing safety concerns identified by the community.

ATTACHMENT(S):

Nil

SUBMITTED BY:

Jocelyn Kazarian, Records
Marg Gloade, Strategic Analyst
Krista Fluney, Director, Civilian Services



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: POLICE-REPORTED CRIME IN CANADA AND OWEN SOUND, 2024

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

DATE: September 24, 2025

RECOMMENDATION(S):

For Information

REPORT:

Police-reported Crime in Canada, 2024

Statistics Canada released the 2024 police-reported crime statistics on July 22, 2025, with key trends across Canada presented in the attached Infographic. This annual publication draws from the Uniform Crime Reporting (UCR) Survey, a census of all crime known to police services. The UCR statistics reflect police response to criminal incidents and laying of appropriate charges after investigating, and conforms to a nationally approved set of common crime categories and definitions.

The Crime Severity Index (CSI) measures changes in crime by tracking both the volume and the seriousness of the crimes committed. Police-reported crime in Canada, as measured by the Total CSI, decreased for the first time in four years, down by 4% in 2024 following three consecutive years of increases. According to Statistic Canada's *The Daily* (July 22, 2025):

Non-violent crime had a significant impact on the decline in the overall CSI in 2024. The Non-violent CSI—which includes, for example, property offences and drug offences—declined 6% in 2024, following a 9% increase from 2021 to 2023. The five violations that contributed the most to the decline in the overall CSI in 2024 were non-violent in nature, accounting for three-quarters (75%) of the overall decrease. In order of impact on the CSI, police-reported rates of breaking and entering (-11% of the rate per 100,000 population), child pornography (-15%), motor vehicle theft (-17%), theft of \$5,000 or under (-9%) and mischief (-6%) were all down from 2023.

The Violent CSI decreased 1% in 2024, having a comparatively smaller impact on the overall CSI. Prior to this, the Violent CSI had risen for three consecutive years, increasing 15% over that period. Compared with 2023, the Violent CSI recorded lower rates for many violations in 2024, such as level 1 sexual assault (-3%), extortion (-10%), robbery (-2%), attempted murder (-12%) and level 3 or aggravated assault (-8%).

Police-reported crime statistics can be influenced by different police priorities and targeted police enforcement, as well as the community's level of trust and confidence reporting crimes to police. It is important to note that Criminal Code violations generally account for less than a third of all police calls for service, which may be influenced by other non-criminal community safety and wellbeing issues such as mental health, addictions, homelessness, and does not include any proactive community policing initiatives.

Police-reported Crime in Owen Sound, 2024

For context, most figures attached to this report include information for Owen Sound Police Service, alongside 27 other Ontario municipal police agencies serving a population (2023) of under 120,000 people (ordered by highest to lowest population) and the 2024 average of these 28 municipal police services. Ontario and Canada are also included in the graphs when applicable.

Total CSI includes both Violent and Non-Violent offences. Similar to the national trends, Owen Sound's Total CSI decreased in 2024, following two consecutive years of increases. Based on crime-reported to OSPS, the Total CSI declined by 19% in 2024 to 102 from 126 in 2023. As shown in **Figure 1**, even with a decrease, Owen Sound was with seven other of the 28 municipal police services in Ontario serving <120,000 people with Total CSIs above 100. Timmins (116), Thunder Bay (114), and Hanover (111) were the top three highest of this group in 2024. Port Hope, Kawartha Lakes, and Hanover recorded the greatest percentage increases in Total CSI this past year.

The Violent CSI in Owen Sound, like the national trend, also declined in 2024 – down by 37% to 128 in 2024 from a significantly high index of 205 in 2023 (**Figure 2**). Of the 28 police services included, Owen Sound was one of ten with Violent CSIs above 100, with Thunder Bay (219), Timmins (146), and Brockville (143) recording the three highest. The greatest percentage increases from 2023 to 2024 were in Port Hope, Stratford, South Simcoe, and Kawartha Lakes.

The Non-violent CSI includes both Property Crimes and Other Criminal Code (CC) offences. Similar to the national trend, Owen Sound's Non-violent CSI also declined by 3%, down to 92 in 2024 from 95 in 2023 (**Figure 3**). Of the 28 municipal police services serving under 120,000 people in Ontario, Owen Sound's Total, Violent, and Non-violent CSIs continue to be well above their collective 2024 average.

Owen Sound's CSIs over the past ten years (back to 2014) are shown in **Figure 4**. Similar to the national trends, the Total CSI (black dotted line) was on an upward trend prior to the pandemic, with consecutive increases from 2014 to a high of 110 in 2020. Since a drop in 2021, the Total CSI reached a new peak of 123 in 2023, dropping to 102 this past year. Owen Sound's Violent CSI (blue line) surpassed, and has remained above, the Total CSI and Non-Violent CSI since 2017, with the most significant peak in 2023. The Non-violent CSI (orange line) in Owen Sound has remained below the Total CSI since 2017 and has remained relatively stable for the past couple years.

Clearance rates represent the portion of criminal incidents cleared by charge or cleared otherwise by police. Like the CSI, the Total Weighted Clearance Rate takes into account both Violent and Non-violent offences and weights by severity. As shown in **Figure 5**, in 2024 Owen Sound's Total Weighted Clearance rose to 65% from 58% in 2023. Of note, both the Violent and Non-Violent Weighted Clearance Rates also rose in 2024: Violent to 90% in 2024 from 74% in 2023; Non-Violent to 51% from 44% in 2023. OSPS' clearance rate is the second highest of the other 27 municipal police services included in the graph, well above the average and significantly higher than Ontario and Canada.

Figure 6 highlights OSPS' Total, Violent, and Non-Violent weighted clearance rates over the past ten years. As shown in the graph, the Total Weighted Clearance Rate of 65% (black dotted line) is at the highest rate recorded over the past 10 years. All three weighted clearance rates rose in 2024 again, for the second consecutive year. All three weighted clearance rates are at the past 10-year peak levels.

In terms of actual counts of crime, based on the most serious violation within the incident, there were 2,671 Criminal Code violations (excluding traffic) reported to OSPS in 2024. This was a 4% increase in volume from 2023 (**Figure 7**). In 2024, there was more than twice as much reported crime as in 2014. Of note, between 2014 and 2024, the authorized police officer strength for OSPS remained at 41.

The last three consecutive years in Owen Sound have recorded peak volumes of crime counts. In 2024, total increases were driven by a 5% increase in Violent Crime and a 31% increase in Other Criminal Code offences, while Property Crime declined by -12% in volume.

Actual incidents of Violent Crime reported to OSPS in 2024 are captured in **Figure 8**. In 2024 there was a total of 651 reported violent crimes or crimes against persons in Owen Sound, compared to 620 in 2023.

Most numerous violent offence types:

- Assault, level one (192 in 2024, 185 in 2023, up 4%);
- Uttering threats (138 in 2024, 125 in 2023, up 10%); and
- Criminal harassment (123 in 2024, 90 in 2023, up 37%).

Other notable violent offence increases reported in:

- Robbery (9 in 2024, 4 in 2023, up 125%);
- Assault against peace officer (19 in 2024, 12 in 2023, up 58%);
- Assault, level 2, weapons or bodily harm (72 in 2024, 52 in 2023, up 39%);

Notable violent offence decreases reported in:

- Sexual violations against children (4 in 2024, 20 in 2023, down -80%);
- Violations causing death (1 in 2024, 4 in 2023, down -75%);
- Sexual assault with weapon, level two (1 in 2024, 3 in 2023, down -67%); and
- Sexual assault, level one (32 in 2024, 58 in 2023, down -45%).

Actual incidents of Non-violent crimes reported to OSPS in 2023 are shown in **Figure 9**. In 2024 there were 1087 property crimes and 933 other Criminal Code offences.

Most numerous non-violent offence types:

- Total Administration of justice violations (738 in 2024, 532 in 2023, up 39%), includes fail to comply with order (382), fail to appear (187), and breach of probation (162);
- Total Thefts under \$5000 (603 in 2024, 710 in 2023, down -15%);
- Fraud (218 in 2024, 229 in 2023, down -5%), and
- Mischief (171 in 2024, 187 in 2023, down -9%).

Other notable non-violent offence increases reported in:

- Trespass at night (10 in 2024, 5 in 2023, up 100%);
- Indecent acts (12 in 2024, 7 in 2023, up 71%);
- Obstruct peace officer (5 in 2024, 3 in 2023, up 67%);
- Total Thefts over \$5000 (12 in 2024, 9 in 2023, up 33%); and
- Disturb the peace (121 in 2024, 116 in 2023, up 4%).

Other notable non-violent decreases reported in:

- Arson (2 in 2024, 5 in 2023, down -60%);
- Theft of motor vehicle (13 in 2024, 22 in 2023, down -41%);
- Total weapons violations (30 in 2024, 33 in 2023, down -9%);
- Shoplifting \$5000 or under (217 in 2024, 234 in 2023, down -7%); and
- Breaking and entering (57 in 2024, 59 in 2023, down -3%).

The Total Crime Rate is another way of looking comparatively at crime. A crime rate is measured by the actual count of crime divided by population per 100,000. This measure considers only the volume of crime. **Figure 10** includes the Total Crime Rate for the 28 municipal police services in Ontario serving under 120,000 people. For another consecutive year, Owen Sound recorded the highest Total Crime Rate of these other police services in 2024, at 11,449/100,000 persons, well above their average as well as the provincial and national rates. Similar to the actual counts of crime, the 2014 total crime rate for Owen Sound is more than double the crime rate of ten years ago (5,646/100,000 persons in 2014).

Dividing the actual count of criminal code violations (excluding traffic) by the total authorized sworn officers in a police service is an indicator of the volume of criminal workload per officer. As shown in **Figure 11**, on average, police officers at OSPS handled 65 criminal offences each during 2024, compared to 26 in Ontario or 31 in Canada. (Note: this is based on 2023 authorized sworn complement.) This 2024 OSPS workload indicator is up from 63 in 2023, 59 in 2022, and the second highest in 2024 of the other 27 police services in Ontario serving under 120,000 people. Ten years ago in 2014, the average number of criminal code violations per sworn police officer at OSPS was 30.

It is important to emphasize that these reported crime statistics do not include the many non-criminal matters that place demands on police such as mental health calls, check wellbeing, disputes, missing persons, or sudden deaths, and does not include any community policing or proactive activities.

OSPS continue to work with community partners and are committed to community policing efforts that will address long term solutions to issues influencing the safety and wellbeing of Owen Sound.

FINANCIAL/RISK IMPLICATION(S):

There may be financial and risk implications as a result of increased volume, severity, and complexity of crime in terms of the demands on police resources required to investigate and lay charges.

OPERATIONS PLAN:

Measuring and monitoring police-reported crime in Owen Sound helps to better understand the community safety challenges in the community. Addressing safety concerns identified by the community, and addressing controlled substances, firearms, and violent crimes are two goals within the strategic priority of Community Safety.

ATTACHMENT(S):

- Police-Reported Crime in Canada, 2024, Infographic. July 22, 2025. Statistics Canada.
- Owen Sound Police Service, Police-Reported Crime, 2024, Figures 1 - 11.

SUBMITTED BY:

Marg Gloade, Strategic Analyst

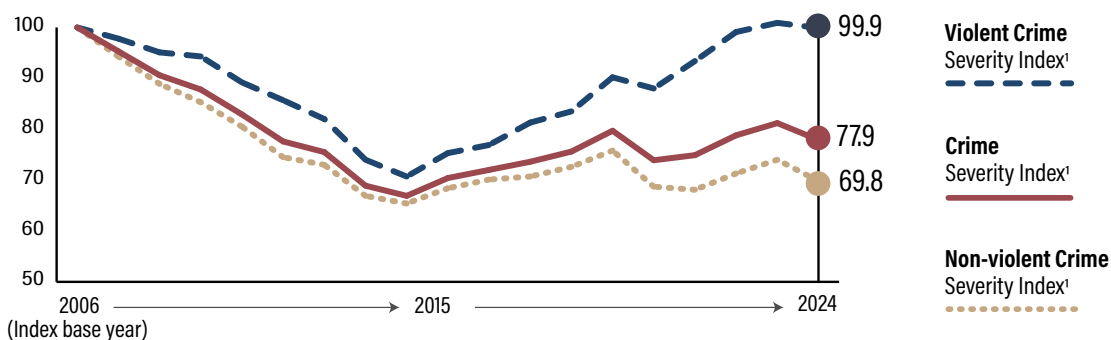
POLICE-REPORTED CRIME

IN CANADA, 2024



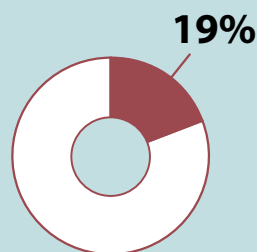
The volume and severity of crime, as measured by the Crime Severity Index (CSI),¹ decreased for the first time in four years, down 4% in 2024.

The Non-violent CSI (-6%) and the Violent CSI (-1%) both decreased, with non-violent crime having the largest impact on the overall CSI. Annual changes in the crime rate, or the volume of crime, have been similar to the CSI over time.

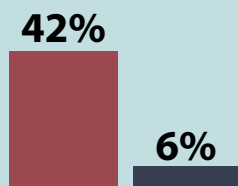


In 2024, there were 788 victims of homicide, 8 fewer than in 2023.

Gang-related homicides accounted for about **one-fifth (19%)** of all homicides; **79%** of these were committed with a firearm, most often a handgun.



The proportion of women who were killed by their spouse or intimate partner was approximately **7 times higher** than the proportion of men (42% versus 6%).³



4,882
HATE CRIME
INCIDENTS

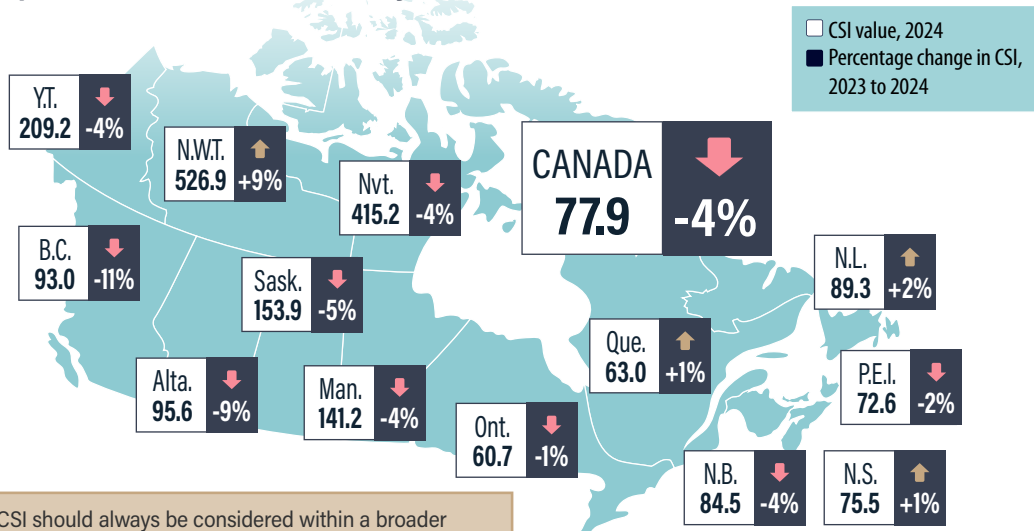


The number of police-reported hate crimes rose 1%. Hate crimes targeting a religion were stable, while those targeting a sexual orientation **decreased 26%** and those targeting a race or an ethnicity **increased 8%**.

Important shifts in certain violent and non-violent crimes impacted the CSI across Canada

Rate	Violent offences	Rate	Non-violent offences
-3%	Sexual assault (level 1)	-11%	Breaking and entering
-10%	Extortion	-15%	Child pornography ²
-2%	Robbery	-17%	Motor vehicle theft
-12%	Attempted murder	-9%	Theft \$5,000 or under
+6%	Sexual violations against children	-6%	Mischief
		+14%	Shoplifting \$5,000 or under

In 2024, changes in the CSI varied across the country, with decreases noted in seven provinces and two territories, and increases noted in three provinces and one territory.



The CSI should always be considered within a broader community context. See the infosheet *Understanding and using the Crime Severity Index* for more information.

Largest increases and decreases in the CSI, by census metropolitan area

Increases	Decreases
+10% Saint John, N.B.	-21% Kamloops, B.C.
+8% Thunder Bay, Ont.	-20% Red Deer, Alta.
+6% St. Catharines-Niagara, Ont.	-19% Lethbridge, Alta.
+5% Saguenay, Que.	-18% Kingston, Ont.
+3% Halifax, N.S.; Québec, Que.; and Sherbrooke, Que.	-16% Nanaimo, B.C.

1. While the crime rate measures the volume of crime, the CSI measures the volume and severity of crime. To determine severity, all crimes are assigned a weight based on sentences handed down by Canadian courts. More serious crimes are assigned higher weights, while less serious crimes are assigned lower weights. As a result, more serious offences have a greater impact on changes in the index. The CSI is an area-based measure that summarizes police-reported crime as an index value. The CSI is not an indicator of overall safety and should be interpreted in a broader community context. See the infosheet *Understanding and using the Crime Severity Index* for more information.

2. Like all types of crime, the number of police-reported incidents of child pornography can vary because of several factors, including changes in the actual occurrence of crimes, as well as public awareness and policing practices. In 2023, a larger number of cases—current and historical—were forwarded to local police services as a result of continued partnerships and coordination with specialized provincial Internet child exploitation police units and the National Child Exploitation Crime Centre. These additional cases contributed in part to increased reporting of child pornography. In 2024, fewer such cases were brought forward, though the national rate of police-reported child pornography remained above 2022 levels.

3. Excludes homicides where the relationship with the accused was unknown or the accused was not identified (32% of homicides).

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Uniform Crime Reporting Survey, 2024.

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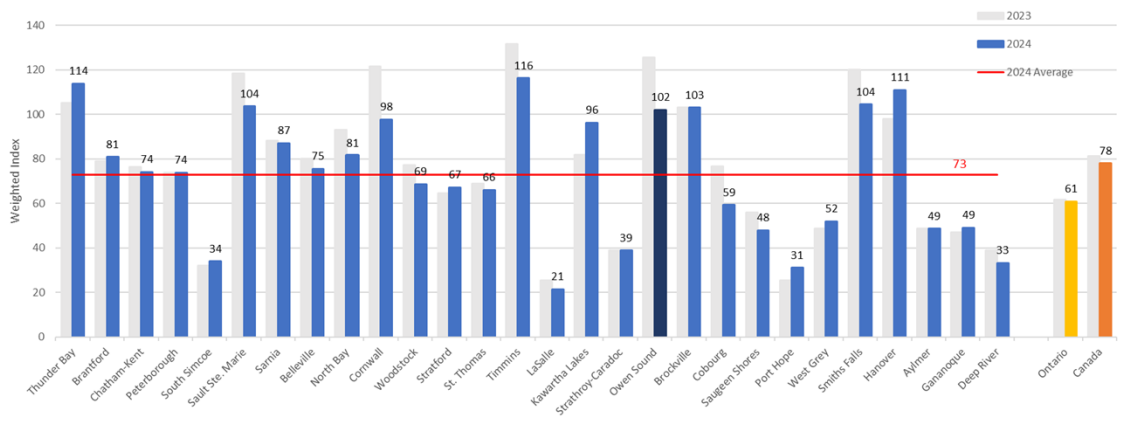
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Owen Sound Police Service Police-Reported Crime, 2024

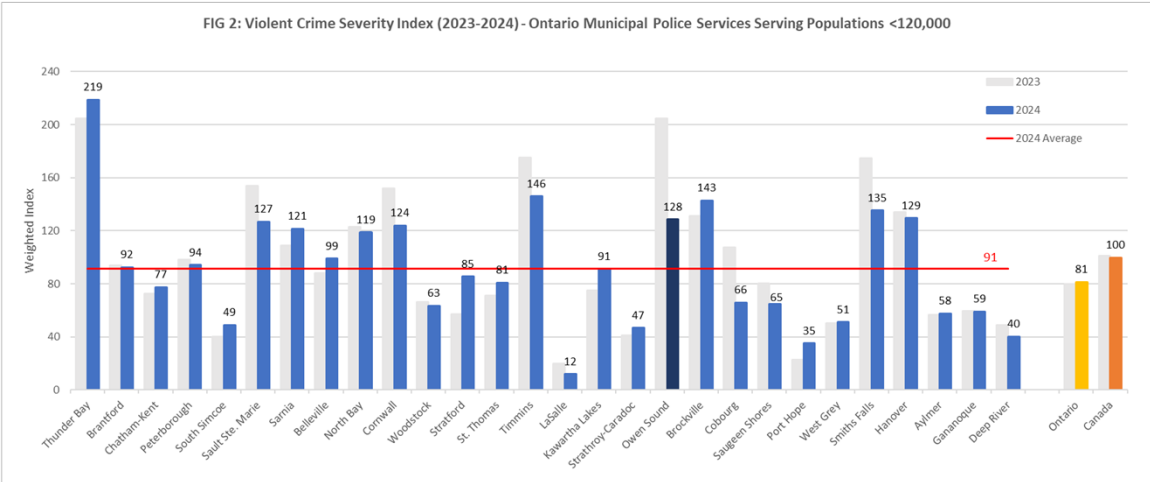
September 24, 2025



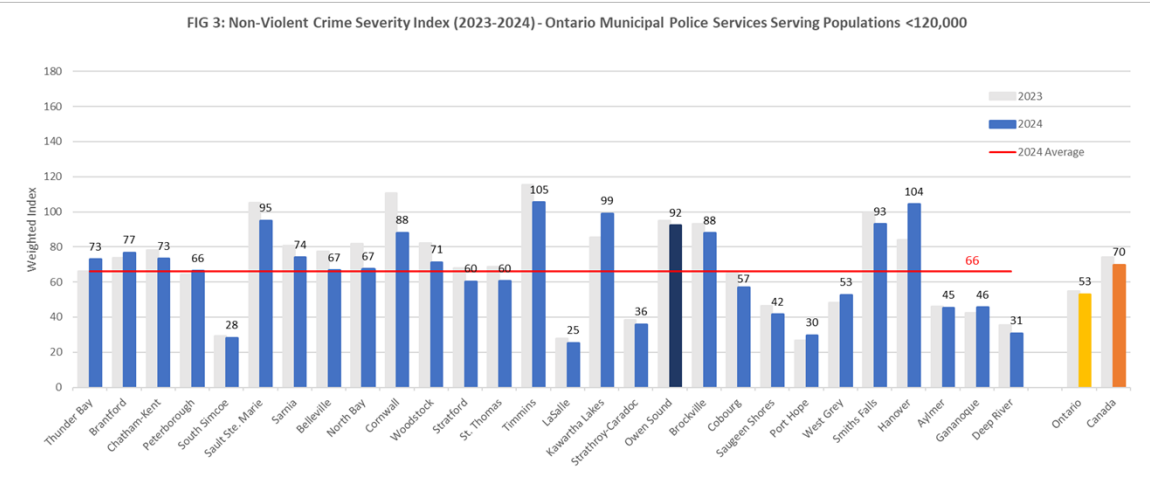
FIG 1: Total Crime Severity Index (2023-2024) - Ontario Municipal Police Services Serving Populations <120,000



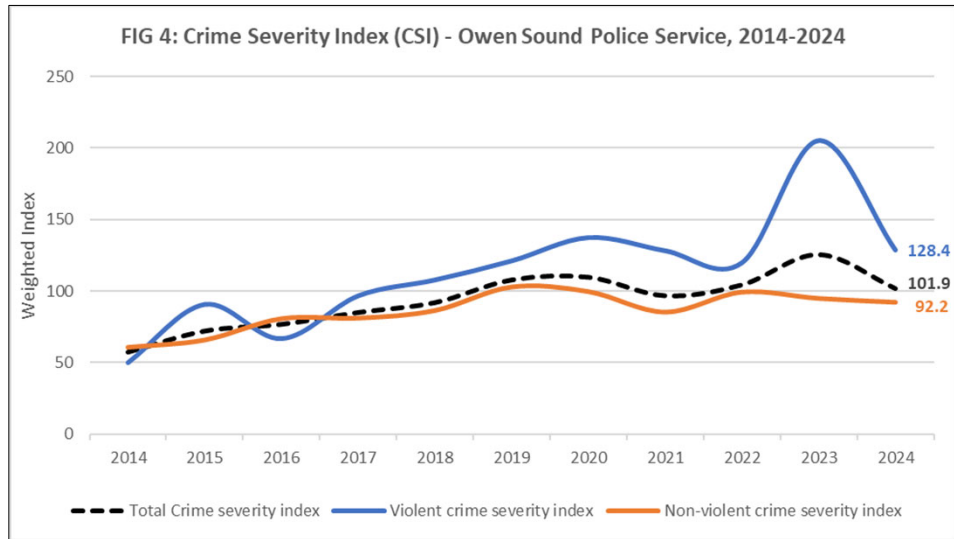
Source: Statistics Canada, Data Tables: 35-10-0188-01 and 35-10-0026-01.



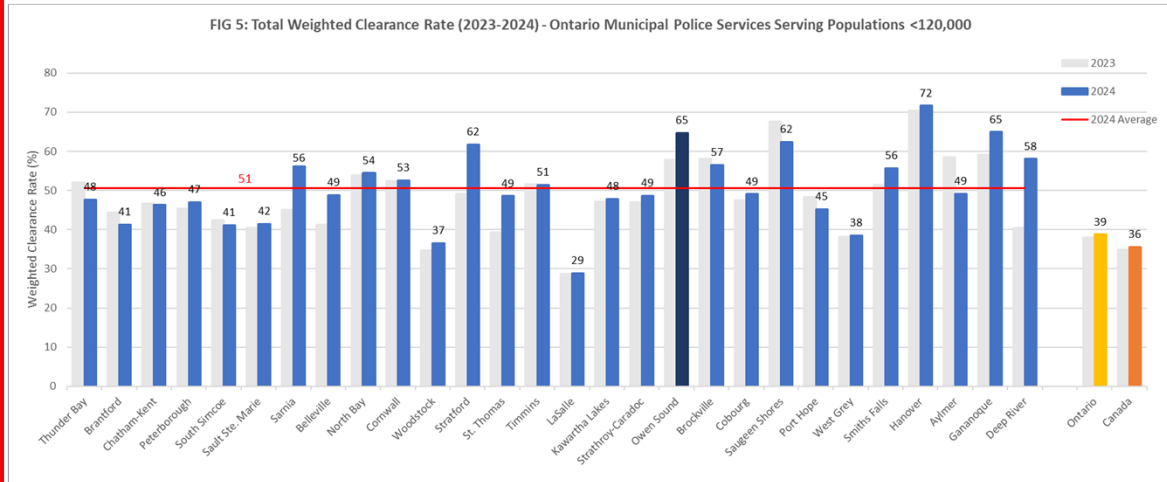
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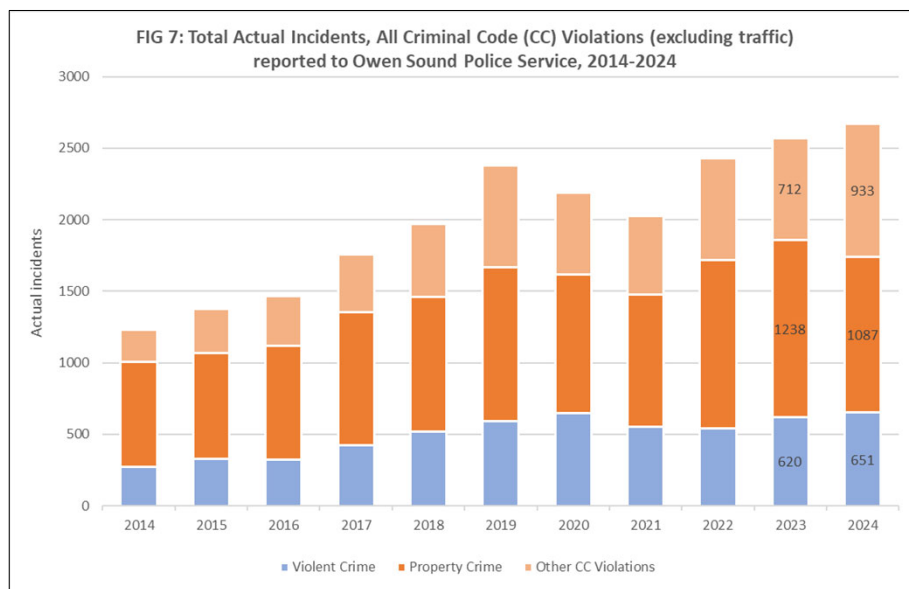
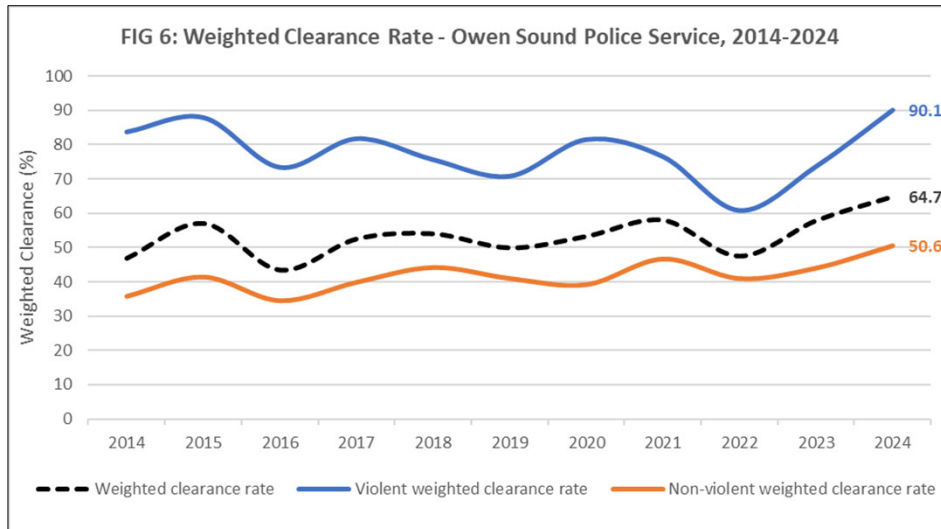
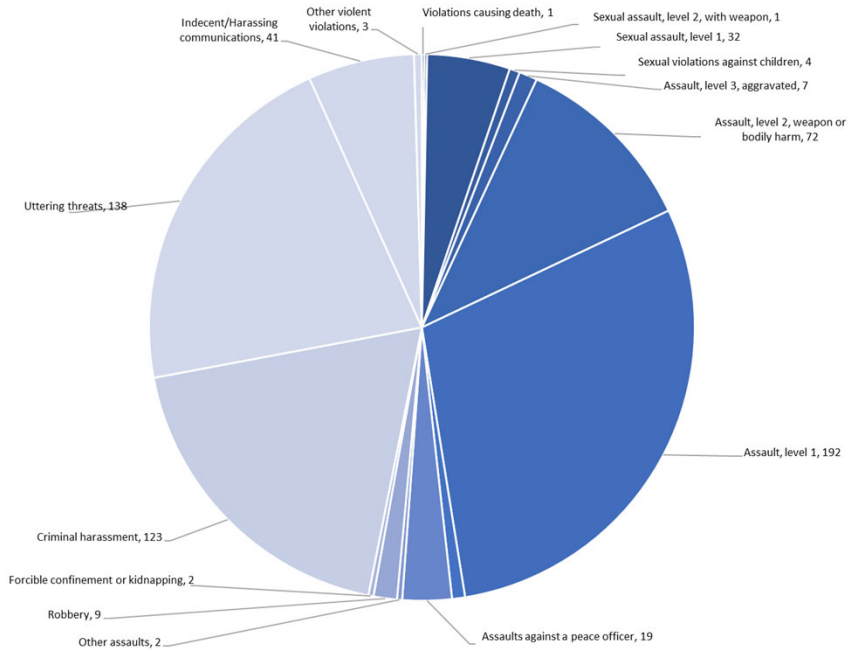
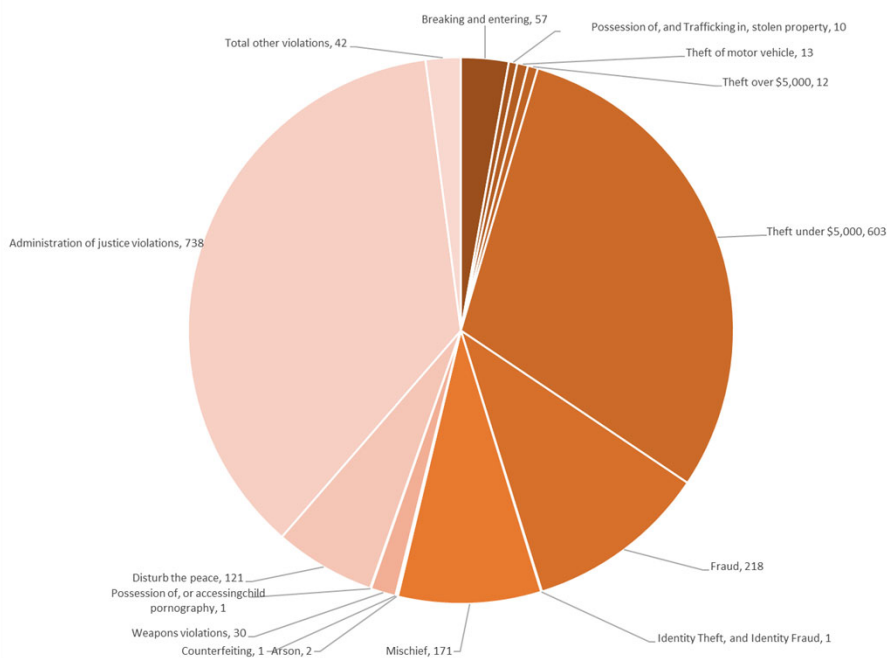


FIG 8: Actual Incidents of Violent Crime reported to Owen Sound Police Service, 2024

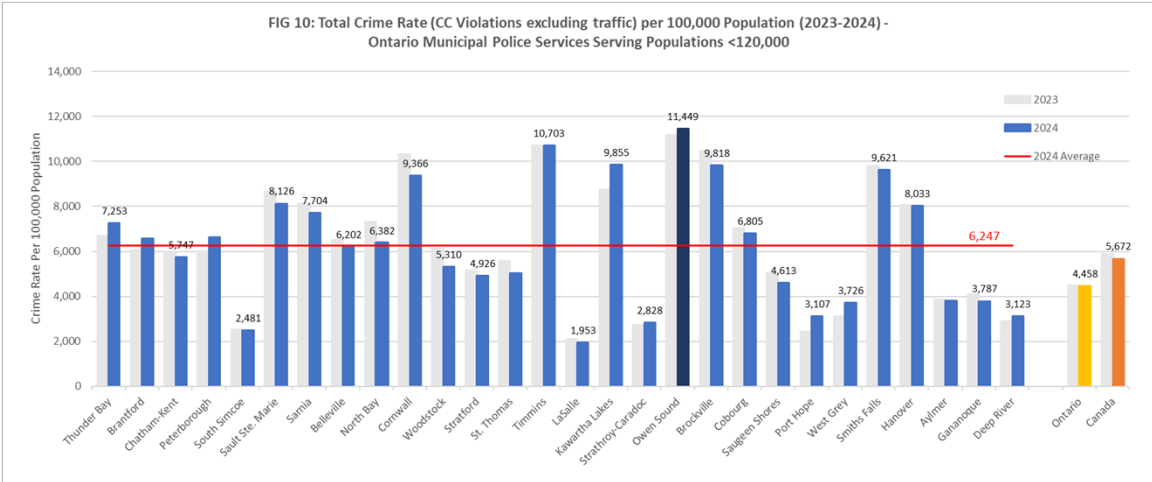


Source: Statistics Canada, Data Tables: 35-10-0180-01.

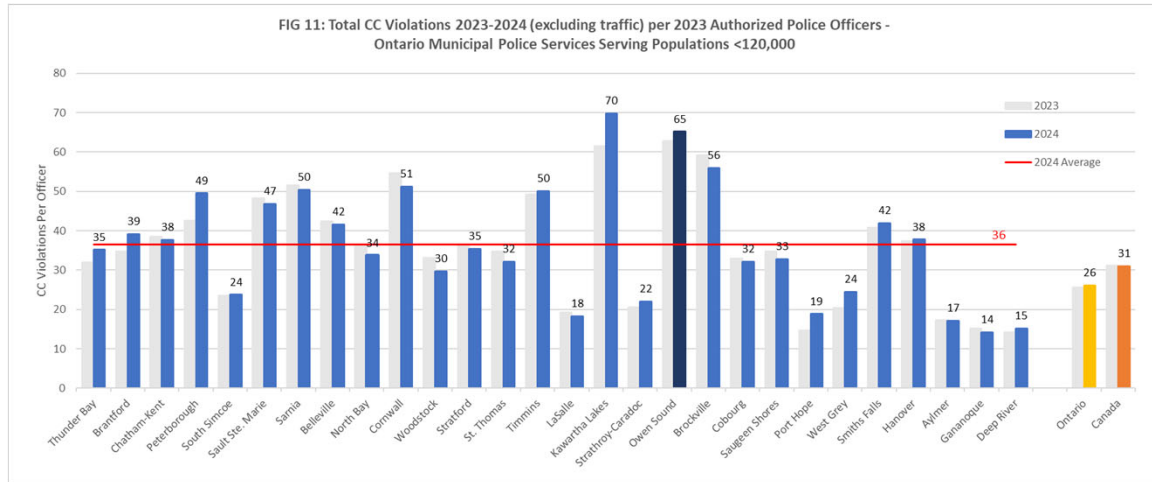
FIG 9: Actual Incidents of Non-Violent Crime reported to Owen Sound Police Service, 2024



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



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



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



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Re-appointment of Special Constable Jason Helm
TO: Chair and Members of the Owen Sound Police Service Board
DATE: September 24th, 2025

RECOMMENDATION(S):

That the Owen Sound Police Services Board move to reappointment Special Constable Jason Helm as a Special Constable for the Owen Sound Police Service.

REPORT:

Special Constable Jason Helm is a long-serving Special Constable with the Service whose current appointment as a Special Constable was previously approved by the Ministry under the former Police Services Act. Special Constable Helm's Ministry appointment is set to expire on October 7th, 2025.

As of April 1st, 2024, the process by which Special Constable appointments occur transitioned from a Ministry responsibility to a Board responsibility pursuant to Section 92 of the new Community Safety and Policing Act. Section 92(12) of the CSPA provided for a transition window which allowed for previous Ministry appointments to continue to be in effect until their expiry, or for a period of three years from the in-force date of the Act.

Ontario Regulation 87/24 to the new CSPA under Section 10(5) allows that a Special Constable whose appointment is continued under Section 92(12) of the Act is exempt from the requirement to complete the new multi-week training regime specified under the Act which applies to newly appointed Special Constables.

Finally, Section 10(8) of the same Regulation further allows for the Board to reappoint a Special Constable previously appointed under the PSA, one of more times, provided their purposes and powers are substantially the same, with a continued exemption from the mandated training, as long as the reappointment occurs no later than one year following the date on which their most recent appointment ceased.

Based on this information, it is recommended that the Board move to reappoint Special Constable Helm and issue a Certificate of Appointment in compliance with the new requirements under the CSPA.

SUBMITTED BY:

D. Bishop Deputy Chief



REPORT TO THE OWEN SOUND POLICE SERVICE BOARD

SUBJECT: Re-appointment of Special Constable Peter Hogenbirk
TO: Chair and Members of the Owen Sound Police Service Board
DATE: September 24th, 2025

RECOMMENDATION(S):

That the Owen Sound Police Services Board move to reappointment Special Constable Peter Hogenbirk as a Special Constable for the Owen Sound Police Service.

REPORT:

Special Constable Peter Hogenbirk is a long-serving Special Constable with the Service whose current appointment as a Special Constable was previously approved by the Ministry under the former Police Services Act. Special Constable Hogenbirk's Ministry appointment is set to expire on October 7th, 2025.

As of April 1st, 2024, the process by which Special Constable appointments occur transitioned from a Ministry responsibility to a Board responsibility pursuant to Section 92 of the new Community Safety and Policing Act. Section 92(12) of the CSPA provided for a transition window which allowed for previous Ministry appointments to continue to be in effect until their expiry, or for a period of three years from the in-force date of the Act.

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Finally, Section 10(8) of the same Regulation further allows for the Board to reappoint a Special Constable previously appointed under the PSA, one of more times, provided their purposes and powers are substantially the same, with a continued exemption from the mandated training, as long as the reappointment occurs no later than one year following the date on which their most recent appointment ceased.

Based on this information, it is recommended that the Board move to reappoint Special Constable Hogenbirk and issue a Certificate of Appointment in compliance with the new requirements under the CSPA.

SUBMITTED BY:

D. Bishop Deputy Chief

