



Owen Sound Police Service Board

2nd Floor Meeting Room

Wednesday February 26th, 2025 at 10:00 a.m.

PUBLIC SESSION MINUTES

Members Present:	J. Thomson (Chair), B. O’Leary (Vice-Chair), C. Merton
Absent with Regrets:	I. Boddy
Via Zoom:	B. Wilkins
Guests Attending:	H. Zehr - Police Services Advisor/Inspector
Management Present:	Chief C. Ambrose, Inspector J. Fluney, Inspector D. Bishop
Minutes:	K. Wardell

1. Call to Order

Chair Thomson called the meeting to order at 10:04 a.m.

2. Land Acknowledgment

Chair Thomson read the land acknowledgment:

I would like to respectfully acknowledge that we are meeting on the traditional lands of the First Nations and has been inhabited by Indigenous peoples from the beginning. In particular, I acknowledge the history, spirituality, and culture of the Territory of the An-ish-inabek Nation; the People of the Three Fires known as Ojibway, Odawa, and Pottawatomi Nation and further give thanks to the Chippewas of Saugeen, and the Chippewas of Nawash, known collectively as the Saugeen Ojibway Nation, as the traditional keepers of this land. We recognize and deeply appreciate their historic connection to this area as well as the contributions of the Métis, Inuit, and other Indigenous peoples whose ancestors shared these lands and waters. May we live with respect for each other on this land and live in peace and friendship with all its diverse peoples.

Miigwetch

“Prior to today’s meeting, the Board met in closed session to review and discuss matters that in their opinion fell under Section 44 of the Community Safety and Police Act and Section 25 item b) of the OSPSB General Policy- 003 - Board Governance.

Chair Thomson welcomed Carol Merton as the newest board member appointed by the City of Owen Sound council. He also welcomed Hank Zehr Police Services Advisor/Inspector from the Inspectorate of Policing.

3. Approval of the Agenda

Chair Thomson requested to add an additional item under new business item J) April OSPSB Meeting Date Change.

Moved by B. Wilkins, seconded by B. O’Leary

“That the agenda with the above addition, dated February 26, 2025 be approved.”
CARRIED

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

5. Presentations, Deputations, and Public question period.

There were no presentations, Deputations or Public questions

6. Confirmation of the Minutes of the Public Session held January 22, 2025.

Moved by B. O’Leary, seconded by B. Wilkins

“That the minutes dated January 22, 2025 be approved.” **CARRIED**

7. Business arising out of the Public Session Minutes of January 22, 2025. HEARING NONE

8. Correspondence received

- a) Letter from True North

Chair Thomson asked Chief Ambrose to relay a conversation he had with the author of the letter. Chief Ambrose updated the board on his discussions with the author and coming out of those discussions the author provided the police service with the authority to remove people who were trespassing at this business on his behalf.

Chief Ambrose also confirmed this option was available to other businesses if they contacted the police service and provided them with the same type of authority.

9. Chairman's Report

Chair Thomson updated the board on upcoming meetings he is planning to attend.

- February 26, 2025, an Ontario Association of Police Service Board of Directors meeting via zoom from 6:00 p.m. to 8:00 p.m. A report from that meeting will be provided at the OSPSB meeting in March.
- Tuesday, March 11, 2025 an OAPSB Zone 5 meeting via Zoom. Board members were encouraged to attend. If they wished to attend, they should let him know and arrangements for attendance can be made. Members could participate in the zoom call by attending the station or from any other location they would prefer.
- June 3-5, 2025 the OAPSB is hosting their 2025 AGM and Spring Conference in London. If other board members would like to attend, they should contact K. Wardell to make arrangements.

10. Governance

Chair Thomson reported that there has been some misinformation circulating regarding the Owen Sound Transportation Bylaw.

Some of that misinformation included:

- The bylaw doesn't provide for ride share licensing such as Uber or Lyft. The Bylaw was updated in May 2020 to incorporate the licensing of ride share options.
- The City of Owen Sound was not willing to hear from the Chamber of Commerce or Taxi operators about changes they would like to see to the Bylaw. The Owen Sound Transportation Bylaw which covers taxi operators is administered by the Owen Police Service Board and any discussions should be directed to the police board, which the City quite rightly did.
- The police board met with the Chamber and a taxi operator at a meeting in November 2023. Coming out of that meeting changes were made to increase

the rates for taxi operators and a reduction was made in the licensing fees in February 2024.

- Chair Thomson clarified as to why the police board administers the Owen Sound Transportation Bylaw which covers taxis. Recitals in the bylaw, available on the board's public website articulates that Section 151 and Section 156 of the Municipal Act, authorizes a municipality to pass bylaws for licensing, regulating and governing the owners and drivers of taxicabs and other vehicles used for hire including rates and fares to be charged.
- Under Section 23.1 and section 23.2 a municipality may delegate its powers and duties. As such, the Corporation of the City of Owen Sound passed bylaw No. 1996-153 that delegates such licensing power of taxis to the Owen Sound Police Service Board.

11. Reports from Inspector D. Bishop

- 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

12. Reports from Inspector J. Fluney

- a) Front Line Patrol and Collision Statistics
- b) Lost Hours and Training
- c) Community Services Office

Chair Thomson recessed the meeting for brief break for the Reach baked goods trolley.

13. Reports from Director of Civilian Services K. Fluney

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

15. Report from Manager of Human Resources W. Pratt

Chief Ambrose announced Inspector Fluney's retirement and expressed gratitude for his years of dedicated service. He acknowledged Inspector Fluney's significant contributions to the organization.

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

16. Financial Update from the Chief of Police

Chief Ambrose reported that he dedicated considerable time to finalizing the 2024 budget with City Financial Coordinator K. Allen and OSPS Financial Coordinator J. Hawke. The final budget of \$8.564 million came in \$14,000 under budget. Key budget variances include increased part-time wages due to prolonged contract negotiations, lower full-time and part-time wages in Department 3000 due to vacancies, unexpected departures, and associated benefits. Overtime costs rose slightly to address staffing gaps. Civilian staffing variances included the mid-year hiring of an HR position that was not budgeted, along with challenges in filling all vacancies. Police Information Technologies experienced lower-than-expected recovery on the records management side due to Bell delays. Court security costs were significantly impacted by special constables covering additional court sessions. The 2024 budget was shared with the board prior to the meeting and will be included in the meeting minutes.

17. Operating Reports from the Chief of Police

a) Chief's Activity Reports

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

18. Other Items and New Business

a) OAPSB - 2025 AGM Sponsorship

Chair Thomson reported that last year the board agreed to participate as a Silver Sponsor for \$1,000 to the OAPSB 2024 Spring Conference. As a Silver Sponsor the service received recognition for their donation during the conference and on different posters and bill boards as well as on the OAPSB website.

Moved by B. O'Leary, seconded by B. Wilkins

"That the OSPSB participate as a Silver Sponsor for \$1,000 at the OAPSB 2025 Spring Conference be approved." **CARRIED**

- b) Annual Reports
 - i. Missing Persons
 - ii. Board Equipment Disposed Items
 - iii. Firearms
 - iv. Use of Force
 - v. JFO (Joint Forces Operation)
 - vi. Court Security

c) 2025 Budget

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

“That the board approve the posting of the 2025 Approved budget on the organization’s website, in compliance with the requirements under the Community Safety and Policing Act (CSPA), as the budget has been previously approved by both the board and city council.” **CARRIED**

d) Electronic Board Book

Chair Thomson reported that K. Wardell has been developing an electronic board book for board members. The initial content will include:

- 2025 OSPSB meeting dates
- A link to the most current version of the Community Safety and Policing Act (CSPA), updated on December 4, 2024
- OAPSB website and login instructions, including the mobile app and database access for full member contact information
- Ontario Regulation 392/23 (Adequate and Effective Policing)
- Ontario Regulation 408/23 (Code of Conduct for Police Service Board Members)
- OSPA organizational chart
- A direct link to OSPSB bylaws and policies

K. Wardell provided an update on potential options for member access to the board book, with further details to be shared at the March 2025 meeting.

e) Update on Policies

Chair Thomson reported he had met with D. Preston on February 4, 2025 to finalize the updated policies the board approved at their December 2024 meeting. D. Preston has now finalized areas that reflected administrative changes as a result of the CSPA and additions specifically to General Policy 003 Board Governance. These policies will be uploaded to our public website as required under the CSPA.

- f) I. Sweeting – Renew Application for Taxi Driver License

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

*“That the OSPSB approve the renewal application for a taxi driver license for I. Sweeting.” **CARRIED***

- g) Private Transportation Company Application – P. Duggirala – Tripsy Ad-Hoc Technologies

Moved by C. Merton, seconded by B. Wilkins

*“That the OSPSB approve the private transportation company application to P. Duggirala- Tripsy Ad-Hoc Technologies.” **CARRIED***

- h) Taxi Broker Application B Cab 5 – B. Casselman

Moved by B. Wilkins, seconded by B. O’Leary

*“That the OSPSB approve the taxi broker application for B Cab 5 – B. Casselman.” **CARRIED***

- i) 2023-2026 Operations Plan – Progress Update #4 January 2025

Chief Ambrose provide and update on behalf of M. Gloade. The Owen Sound Police Services (OSPS) Board approved the 2023-2026 Operations Plan in March 2023, outlining 14 goals and 50 specific actions under four priorities: Community Safety, Community Wellbeing, Our Members, and Sustainability. Each action is led by a designated accountable person responsible for timelines, success measurements, and biannual progress updates. The fourth six-month progress report marks the plan's halfway point, showing that four actions are completed, one is set to begin later this year, and 45 actions (90%) are in progress. The report highlights significant ongoing efforts, with some initiatives nearing completion and others integrating into long-term practices.

- j) April OSPSB Meeting Date Change

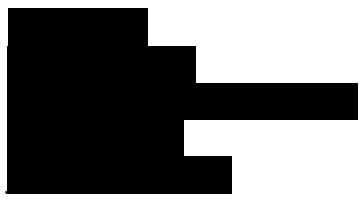
Chair Thomson proposed the board’s schedule April 30, 2025 meeting date be changed to April 23, 2025. All members present agreed to this change.

19. Termination of the Public Meeting

Having completed all of the business items listed on the agenda Chair Thomson terminated the closed meeting at 11:21 a.m.

Next Meeting: March 26th, 2025

DRAFT



February 12, 2025

Rick Byers

Member of Provincial Parliament
345 8th St E
Owen Sound, N4K 1L3

Alex Ruff

Member of Parliament
1101 2nd Ave E #208
Owen Sound, N4K 1T8

Crown Attorney

Owen Sound Courthouse
611 9th Ave E
Owen Sound, N4K 6Z4



Chief of Police Craig Ambrose



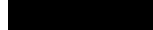
Owen Sound Police Service
922 2nd Ave W
Owen Sound, N4K 4M7

Mayor Ian Boddy

808 2nd Ave E
Owen Sound, N4K 2H4

Dear Rick Byers, Alex Ruff, Crown Attorney, Chief of Police Craig Ambrose, and Mayor Ian Boddy,

I am writing to you with growing concern regarding a serious issue occurring at my place of business located   in Owen Sound. Over the past several months, there has been an alarming increase in illegal drug use within and around the premises. Despite repeated reports to local authorities, i.e. the Owen Sound Police Service, there has been an ongoing lack of enforcement, and the situation continues to deteriorate.

On February 4, 2025, I called the Owen Sound Police service because of three individuals openly smoking crack in . I witnessed this in person as I was in my car in the public parking lot. Two members of the service attended shortly after my call. As the officers pulled into the parking lot, the three individuals in question started to leave the premises. One officer entered the laundromat, as the three left the building, they did not say anything to the offenders. The other officer who witnessed the three leaving as well said nothing to them. I asked why they wouldn't stop these people, they told me "We can not do anything other than charge them, but the case against them will not be prosecuted. Until the mandate changes from the Crown, we can not do anything". This leaves me asking why when there is illegal drug use in public, the police can not do anything to the offending parties? I am in Owen Sound on a bi-weekly basis, and I run into these individuals every time I am there. The smoking of crack   is a regular occurrence, yet nothing is done.

This has had a direct and negative impact on my business, as well as the safety and well-being of my employees and customers.

The illegal drug use, public intoxication, and the resulting disturbances have created an unsafe and unwelcoming environment in what should be a professional and secure space. We are seeing a steady increase in incidents involving discarded drug paraphernalia, public disruptions, and significant distress among customers and staff. As a result, I have witnessed a noticeable decline in foot traffic and sales, which is threatening the viability of my business.

While I have made multiple attempts to report these issues to law enforcement, the lack of effective action has been deeply frustrating. There is an urgent need for more robust enforcement of existing laws to ensure that public spaces, including those where businesses operate, are free from the impacts of illegal drug use and related criminal behaviour.

As representatives of the law, I kindly ask for your intervention and support in addressing this matter. I request that more resources be directed toward the enforcement of laws prohibiting illegal drug use in public spaces and that clear steps be taken to address the growing safety concerns within our community. Additionally, I would appreciate any guidance you can provide on how I can work more effectively with local authorities to bring an end to this troubling situation.

The continued inaction on this matter is not only putting my business at risk but also harming the overall safety and reputation of our community. I trust that you understand the gravity of the situation, and I sincerely hope that together we can find a solution that restores safety and order to this area.

Thank you for your time and attention. I look forward to your prompt response and hope for swift action on this pressing issue.

Sincerely,

[REDACTED]

DRAFT



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

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

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

DATE: February 26th, 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. Tentative trial dates have been set for homicide one from May through September. A preliminary hearing for one of the three charged in the second 2023 homicide has also commenced, and extradition dates have been set in March for all three of the accused parties in the third homicide.

Sexual Assault (January 28th, 2025) – CIB interviewed a 28-year-old female alleging she was sexually assaulted by a 32-year-old male between January 3rd and January 15th, 2025. The sexual assault investigation is continuing.

DC Martin conducted interviews of 3 children at the request of London Police Service in relation to a child pornography investigation they are conducting.

DC Reid has continued to support a drug investigation from December 19th 2024 and has subsequently written a section 11 CDSA search warrant for a cell phone connected to the investigation.

Uniform Assistance

Unwanted Person (January 2nd, 2025) – Members of CIB assisted uniform patrol in the eviction of a 27-year-old male from the Grey County Housing Emergency Shelter program whom they believed had barricaded him inside the room and was no longer responding. Contact was made with the male who agreed to present himself to CIB members and arrangements were made for him to vacate within a few hours.

Sudden Death (January 3rd, 2025) – Members of CIB assisted uniform patrol with the sudden death of a 17-year-old male in a local motel room who was discovered by housing workers conducting routine checks. The postmortem revealed that the death was the result of a brain aneurysm, and no foul play was suspected.

Assault – Cause Bodily Harm (January 30th, 2025) – Members of CIB and MMHART assisted uniform patrol with a 71-year-old female victim who'd been previously assaulted by her boarder. The female was transported to hospital for unrelated matters. The accused, a 54-year-old male, was arrested and held for a bail hearing. Due to the uninhabitable condition of the residence, MMHART was requested to complete an assessment with the accused. Victim Services and hospital staff have engaged with the victim. CIB will continue to follow up with the victim.

MMHART Statistics

Officer Referrals/ Consultations = 18
Follow Ups = 5
Community Support Consultations/Referrals = 5
Incident Response/Support = 45
Proactive in Community Engagement (hours completed) = 8
STAR cases = 2

Training

Members of CIB provided training at the service's annual block training sessions
Confidential Informer Conference – DC Bridgeman and D/Sgt Gurney
Intoxilyzer Training Course – PC Beaney

Meetings

Situation Table (STAR) Weekly Meetings – DC Bridgeman, DC Martin, and DC Reid
Anti-Human Trafficking Meeting – DC Bridgeman & DC Martin
Powercase User Meeting – DC Martin
River District Board Meeting – D/Sgt Gurney
Missing Person's Meeting with SSPS & OPP – D/Sgt Gurney

Other

R v. PODGER – Trial - DC Houston
Recruit Constable Local Focus Interview - DC Houston

Drug Overdose Information

In January 2025 the city had (0) suspected drug related death.

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

Active: There are no outstanding missing persons being investigated.

SUBMITTED BY:

D. Bishop, Inspector



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Auxiliary Board Report – January 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 26th 2025

REPORT:

In January 2025, the Auxiliary Unit was busy assisting the Uniform Branch with ride-along hours. The volunteer hours accumulated by the Auxiliary Unit totalled 126.5. This number was greatly affected by multiple days of heavy snowfall, resulting in several closed roads around Owen Sound.

The Auxiliary Unit did not have any community events to partake in for the month of January. However, the unit looks forward to upcoming events such as the Coldest Night of the Year fundraiser.

Auxiliary member Amber WILSON submitted her resignation for the unit effective February 7th. Amber was thankful for the opportunity to serve the community but cited that her personal, family, and work responsibilities have made it difficult for her to meet the commitment required for the role. This brings our total number of auxiliary members to 13.

The Owen Sound Police Service intends to host an Auxiliary recruitment intake in the coming months to restore the units staffing levels to approximately 18 members.

SUBMITTED BY:

Inspector D. Bishop



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Community Oriented Response & Enforcement Unit – January 2025

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

DATE: February 26th 2025

RECOMMENDATION(S):

For Information

REPORT:

FOOT PATROL (Hours)	49
BICYCLE PATROL (Hours)	
CRIMINAL CHARGES	
WARRANT ARRESTS	1
PROVINCIAL OFFENCES	1
MOTOR VEHICLE COLLISIONS	2
COMPLIANCE CHECKS	
BY-LAW OFFENCES	

- **COMMUNITY PARTNERS**

- Core attended Gwen Lamont's memoir, *The View from Coffin Ridge: A Childhood Exhumed* tells the story of being a child bride and her close brush with death at the hands of her partner.

- **FOOT & BIKE PATROL LOCATIONS**

- The River District – including a focus on specific concerns identified by the community
- Safe n Sound overnight warming program/shelter
- Grey County Housing locations
- Non-Profit Housing locations
- Various School locations
- 1400 block of 2nd Avenue West
- Owen Sound Transit Terminal
- Church properties and parking lots
- Encampments
- Licensed Establishments
- Heritage Place Mall
- The Women's Centre

- **ASSIST UNIFORM PLATOONS**

- CORE assisted uniform patrol and CIB on a sudden death investigation.
- **INVESTIGATIONS**
 - CORE completed a search warrant for a cell phone involved in an investigation.
- **TRAINING / MEETINGS / OTHER DETAILS**
 - CORE attended annual block training.

FINANCIAL/RISK IMPLICATION(S):

N/A

OPERATIONS PLAN:

CORE focused on proactive and high-visibility foot patrol relating to goal CS2 in the River District during impactful times to increase public safety.

CORE also attended community events to improve visibility and address concerns identified in the community pertaining to goal CS2(c).

CORE also engaged in Bail Compliance and Warrant Apprehension duties.

SUBMITTED BY:

D. Bishop Inspector



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Bail Compliance and Warrant Apprehension – January 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 26, 2025

RECOMMENDATION(S):

For Information

REPORT:

FOOT PATROL (Hours)	6
BICYCLE PATROL (Hours)	0
CRIMINAL CHARGES	28
WARRANT ARRESTS	4
PROVINCIAL OFFENCES	1
MOTOR VEHICLE COLLISIONS	1
COMPLIANCE CHECKS	4

- **COMMUNITY PARTNERS**

- BCWA completed foot patrols in the river district to engage with the community.
- BCWA attended the Special Olympics Donut day, to assist with raising money for Owen Sound Special Olympics.

- **FOOT & BIKE PATROL LOCATIONS**

- The River District – including a focus on specific concerns identified by the community.
- Safe n Sound overnight warming program/shelter.
- Grey County Housing locations.

- **ASSIST UNIFORM PLATOONS**

- BCWA was assigned to general uniform patrol to accommodate for resources.

- **INVESTIGATIONS**

- BCWA completed more than 100 investigations which led to 28 criminal charges being laid such as Fail to Comply with Release Order/Undertaking/Probation/Recognizance, Domestic Assault, Theft Under \$5000, Fail to Attend Court and Fingerprints, etc. Several of these occurrences originated in the River District.
- BCWA executed 4 warrants on known offenders in Owen Sound.

- BCWA conducted 4 compliance checks on known offenders residing in Owen Sound.
 - BCWA worked general uniform patrol for the month to cover for resources.
- **TRAINING / MEETINGS / OTHER DETAILS**
 - BCWA attended a Centre of Forensic Sciences course regarding the new Intoxilyzer 9000C.
 - BCWA assisted with training new recruits on uniform patrol.

FINANCIAL/RISK IMPLICATION(S):

N/A

OPERATIONS PLAN:

BCWA focused on proactive and high-visibility foot patrol relating to goal CS2 in the River District during impactful times to increase public safety.

BCWA focused on proactive enforcement and monitoring of offenders in the City of Owen Sound.

BCWA is temporarily assigned to uniform patrol to accommodate for resources.

ATTACHMENT(S):

N/A

SUBMITTED BY:

D. Bishop Inspector



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

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

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

DATE: February 13, 2025

RECOMMENDATION(S):

For Information

REPORT:

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

Front Line Patrol Report:

	Platoon #1-4		Traffic/Part Time Officers	
	January 2025	January 2024	January 2025	January 2024
Highway Traffic Act:	70	79	11	9
Compliance Reports:	3	22		
Recorded Cautions:	37	39	43	6
Liquor Licence Act:	3	6		
Criminal Code/ CDSA:	130	122	15	
Other POA/By-Law:	65	112		
Foot Patrol:	69	80	20	24

Reduce Impaired Driving Everywhere (RIDE):

There was a total of 11 on-duty RIDE checks in the month of January with 198 drivers checked. Additionally, there were 3 grant funded RIDE programs with 600 drivers checked.

The total statistics for RIDE were:

- 39 officers
- 19 hours
- 798 drivers checked
- 44 roadside breath tests
- 21 HTA Charges or Warnings issued

Four impaired driving charges were laid during the month.

Collision Statistics:

Jan 2025 Dec 2024 Jan 2024

Total Collisions:	76	38	42
Collisions - East side	39	13	20
Collisions - West side	18	9	3
Collisions - parking lots	19	11	19
Fail to Remain Collisions	7	7	10
Collisions referred to CRC:	34	32	22
Collisions investigated by OSPS:	42	6	20

FINANCIAL/RISK IMPLICATION(S):

Nil

OPERATIONS PLAN:

“Community Safety” is one of the four strategic priorities of the Owen Sound Police Services 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:

Inspector Jeff Fluney



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Lost Hours and Training – January 2024
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 13, 2025

RECOMMENDATION(S):

For Information

REPORT:

The following report highlights key metrics from OSPS full time members for January 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
January 2025	15	26	252	2	46	368
December 2024	11	48	479	2	44	352
January 2024	17	32	317	3	50	354

Training:

Members attended the following courses:

- One recruit started their Basic Constable Training at OPC
- Officers completed annual winter block training which included defensive tactics
- Two officers completed the Intoxilyzer 9000 course in Waterloo
- One member attended the Scenes of Crime Officer Trainer course at OPC
- Two members attended the Advanced CPIC Query course at OPC
- One member attended the Criminal Investigation Techniques course in South Simcoe

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 Services 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:

Inspector Jeff Fluney

DRAFT



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Community Services

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

DATE: February 10, 2025

RECOMMENDATION(S):

For Information purpose

REPORT: COMMUNITY SERVICE OFFICER

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

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

- Winter Driving Safety, Therapy Dogs-Mental Health, Records Checks Online, Highlighting Special Constables, Passing of Chief Doug Palson, #BellLetsTalk2025, Tree of Hope, Citizens Police Academy, Reminder Of Calling 911-Emergencies only, Choose To Include Special Olympic Campaign, We Are Hiring

Community Engagement & Committee Work

- High School Administration meetings- Safe Schools
- Wheel & RIDE Event community mtg.

- Diversity & Belonging Conference Steering Committee

- Tree of Hope- organizing committee meeting
- LEAPPS (Law Enforcement Agencies & Partners to Protect Seniors)
 - Online meetings
- Youth in Policing Initiative-Provincial meetings
 - Online meetings

- Citizens Police Academy- Organizing staff for presenting-commencing of OSCPA.
- OSDSS/Key Stone/OSPS ongoing mtg on local student
- Georgian Collage meeting
- Internal Communications meeting

Community & School Presentations/Training

- Probus presentation- Community safety/Online safety
- Notre Dame- Social Media/Internet Safety
- CAMSafe- onboarding presentation from Belleville Police
- Seniors Safety

Workshops/Conferences attended

CAMSafe Belleville Police Service



(Pictures L-R-Special Constables at the Court House & Tree of Hope)

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.

SUBMITTED BY:

Jason Cranny
Community Service Officer #569
Owen Sound Police Service

REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Records, Courts, and Bylaw Report – January 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 26, 2025



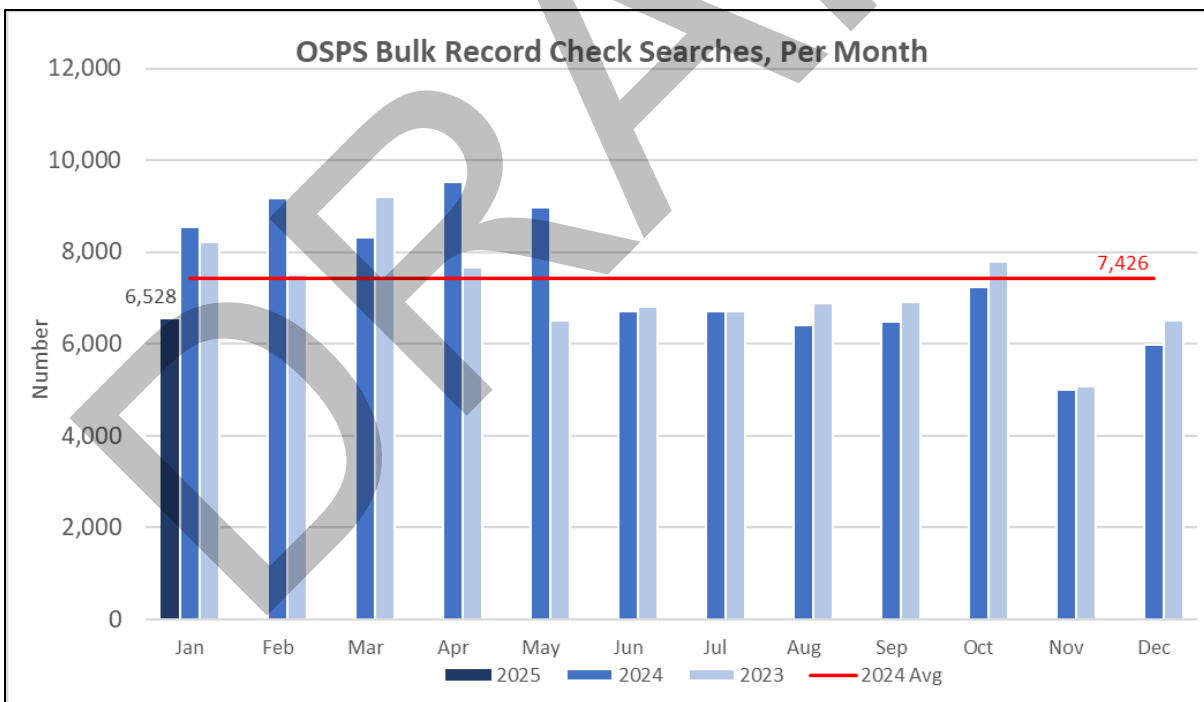
RECOMMENDATION(S):

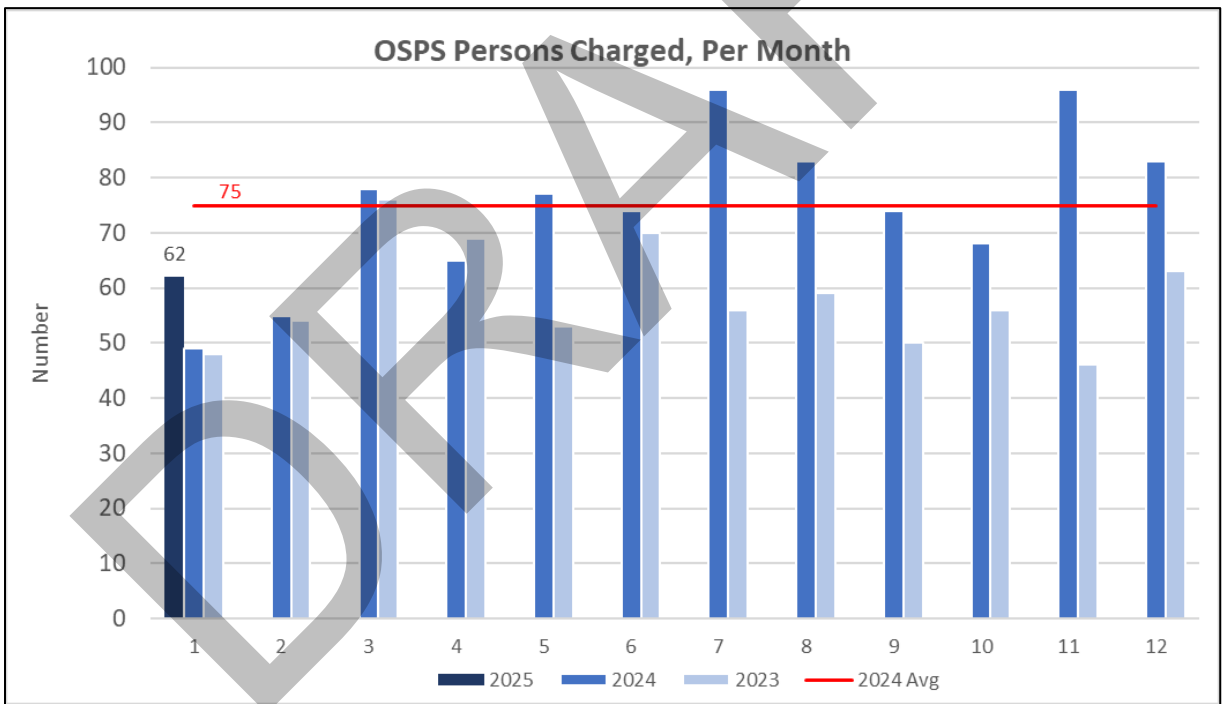
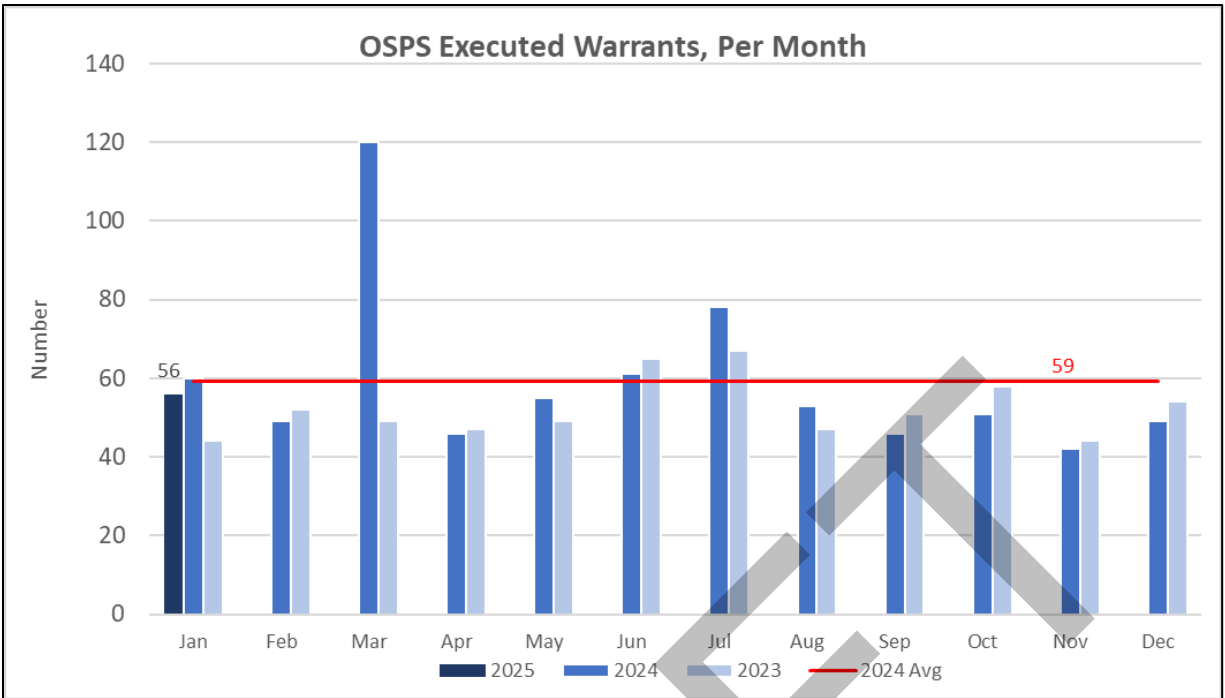
For Information

Report:

Records – January 2025:

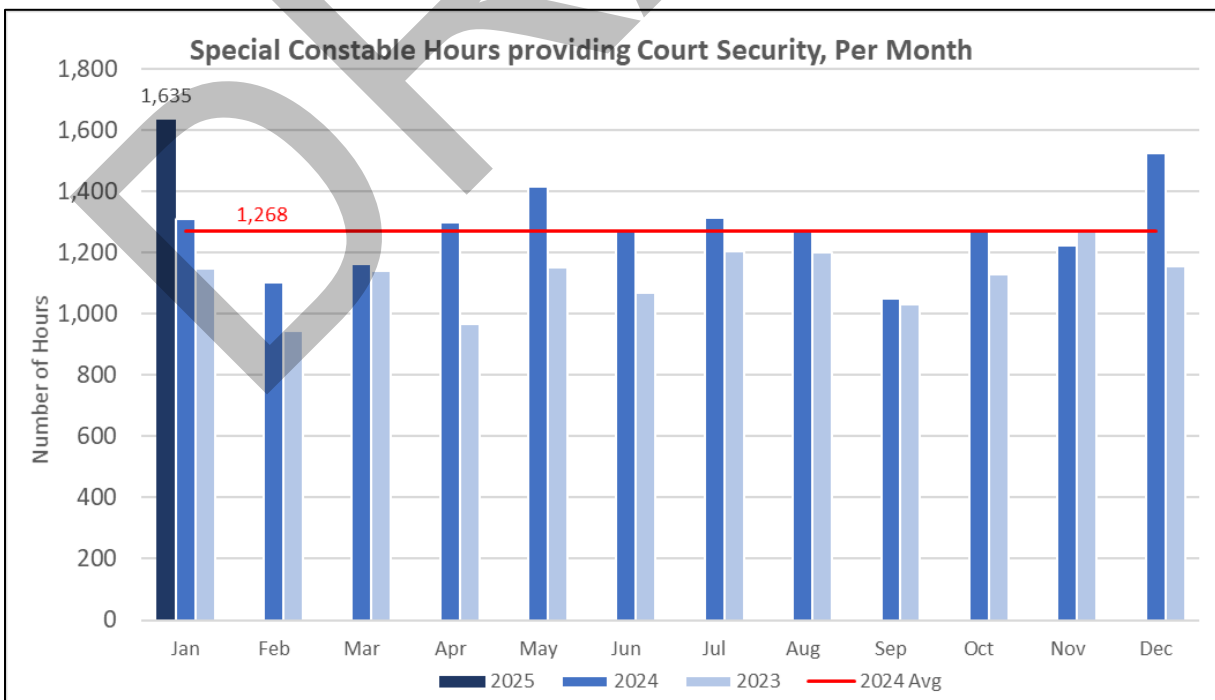
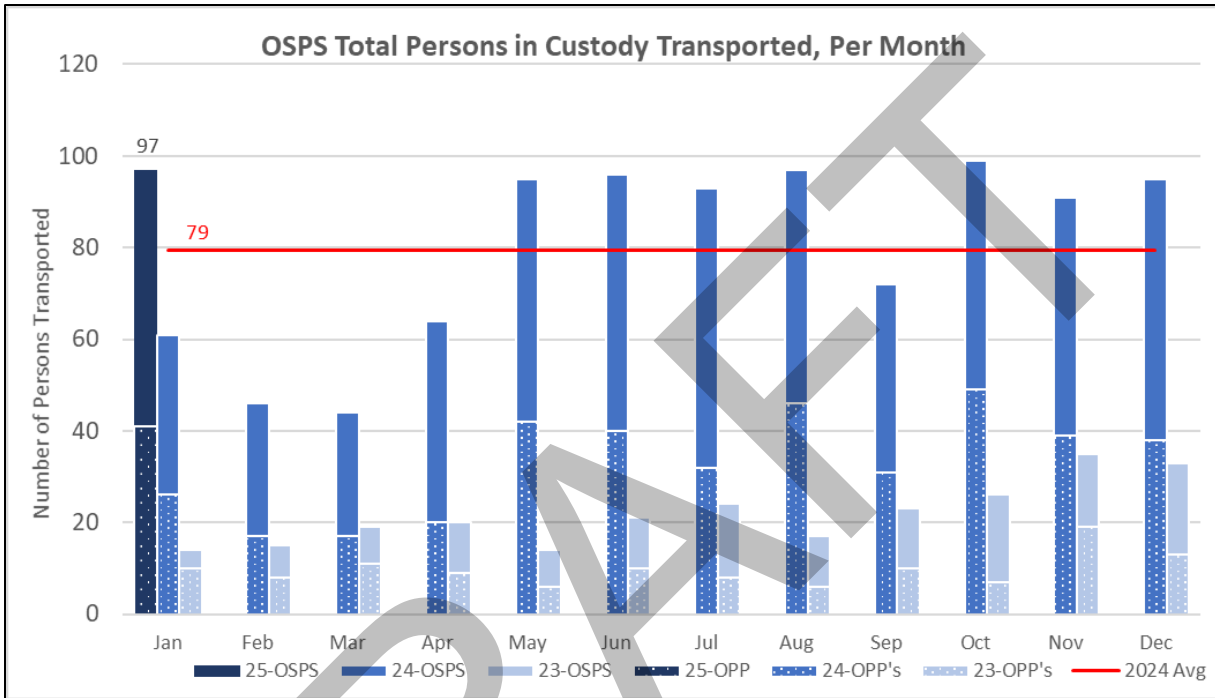
	This Month January 2025	Previous Month		Same Month Previous Year January 2024	2025 Year-to-Date Jan.1-Jan.31, 2025	2024	
		December 2024	% Change			Year-to-Date Jan.1-Jan.31, 2024	YTD % Change
Records Services							
Bulk Record Check Searches	6,528	5,990	9.0%	8,556	6,528	8,556	-23.7%
Executed Warrants	56	49	14.3%	60	56	60	-6.7%
Persons Charged*	62	83	-25.3%	49	62	49	26.5%





Courts – January 2025:

	This Month January 2025	Previous Month		Same Month Previous Year January 2024	2025 Year-to-Date Jan.1-Jan.31, 2025	2024 Year-to-Date Jan.1-Jan.31, 2024	YTD % Change
		December 2024	% Change				
Court Services							
Total Custodies Transported	97	95	2.1%	61	97	61	59.0%
OPP	41	38	7.9%	26	41	26	57.7%
OSPS	56	57	-1.8%	35	56	35	60.0%
Video/Apearances	42	36	16.7%	64	42	64	-34.4%
Special Constable Hours	1,635	1,523	7.4%	1,310	1,635	1,310	24.8%



All Ontario and Superior Courts of Justice for the Owen Sound Courthouse remain as hybrid courts. All new bail arrests by the police services (OPP and Owen Sound Police) are appearing in-person at the courthouse.

Four new part time Special Constable's continued with on-the-job training in January. This training, the increase of Provincial Offences court dates and an in-custody OPP Superior Court homicide jury trial were responsible for the increase of Special Constables hours for the month.

Bylaw – January 2025:

Nothing to report for January 2025.

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 SERVICES BOARD



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

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

DATE: February 26, 2025

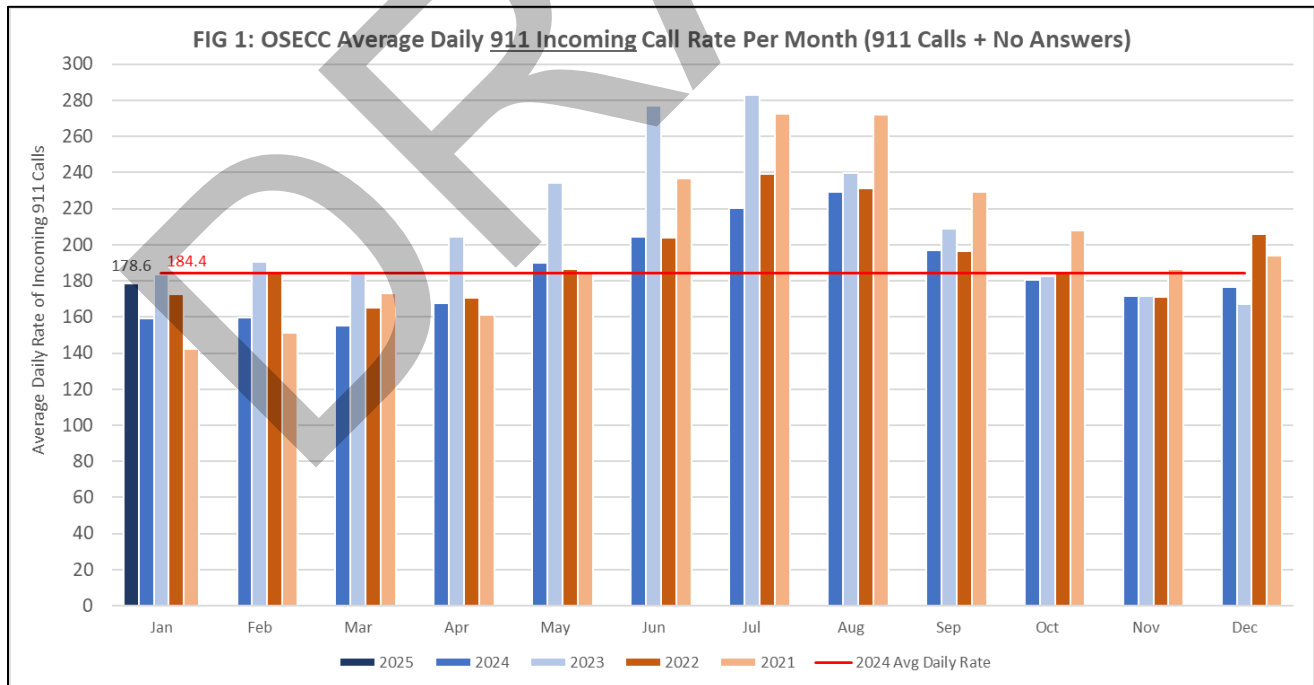
RECOMMENDATION(S):

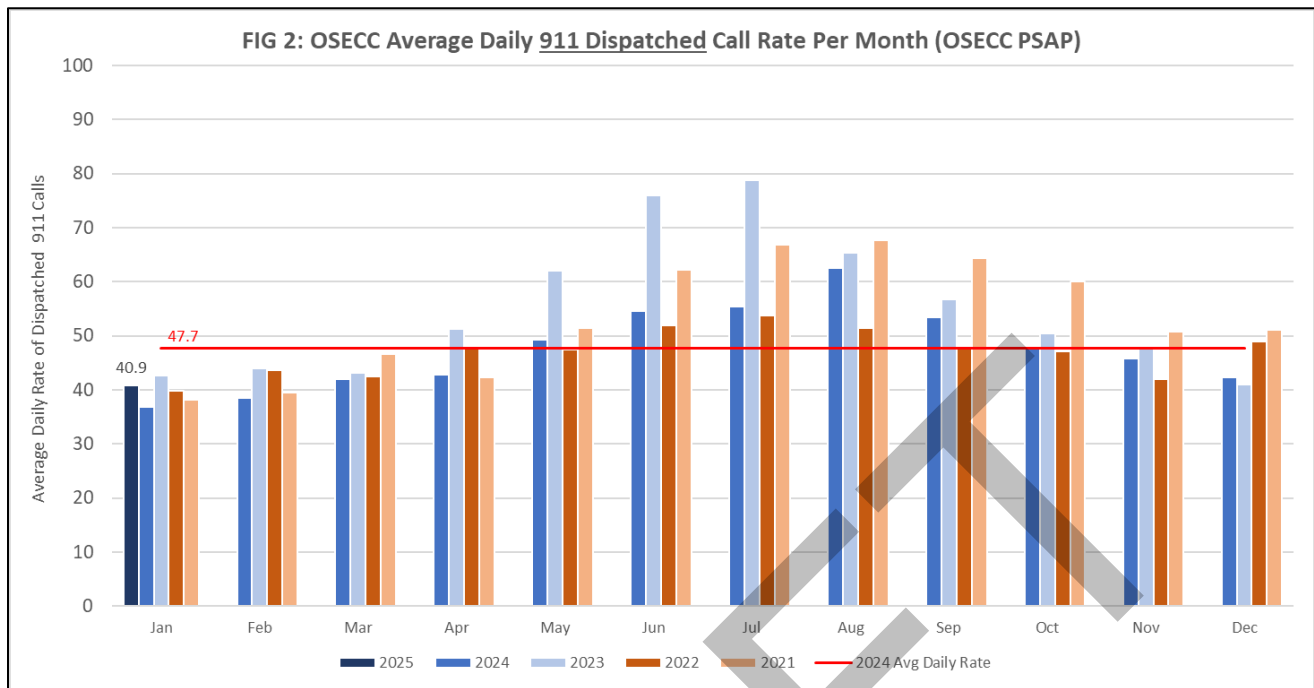
For Information

Report:

911 Calls – January 2025:

Source: Bell Flex reports	This Month January 2025	Previous Month December 2024	% Change	Same Month Previous Year January 2024	2025 Year-to-Date Jan.1-Jan.31, 2025	2024 Year-to-Date Jan.1-Jan.31, 2024	YTD % Change
All Incoming 911 Calls (Number)	5,537	5,474	1.2%	4,929	5,537	4,929	12.3%
Avg Daily Rate	178.6	176.6	1.1%	159.0	178.6	159.0	12.3%
No Answer 911 Calls (Number)	468	436	7.3%	380	468	380	23.2%
Answered 911 Calls (Number)	5,069	5,038	0.6%	4,549	5,069	4,549	11.4%
Avg Daily Rate	163.5	162.5	0.6%	146.7	163.5	146.7	11.5%
Transferred to Secondary PSAP (Number)	3,802	3,726	2.0%	3,407	3,802	3,407	11.6%
Dispatched by OSECC (Number)	1,267	1,312	-3.4%	1,142	1,267	1,142	10.9%
Avg Daily Rate	40.9	42.3	-3.3%	36.8	40.9	36.8	11.1%





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 OESCC dispatch about 30% of 911 calls to OSPS, five other police agencies, more than 50 fire stations, and Grey County Transportation.

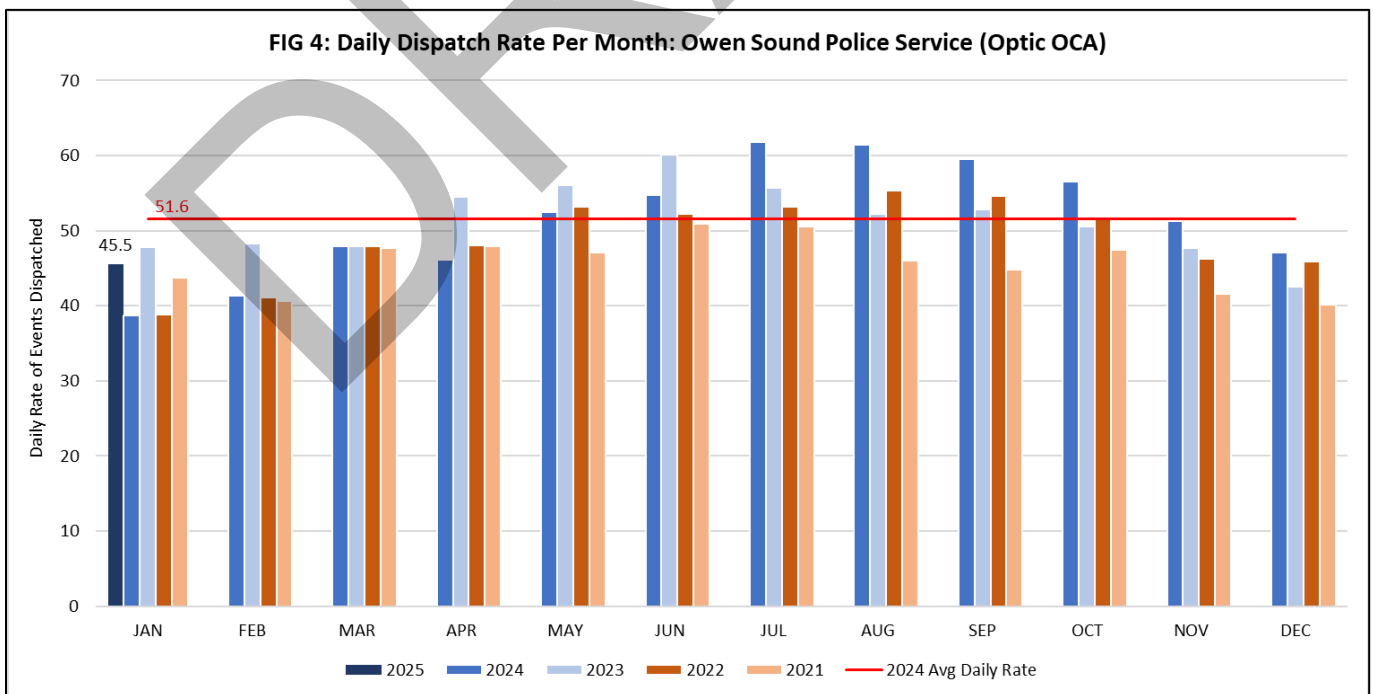
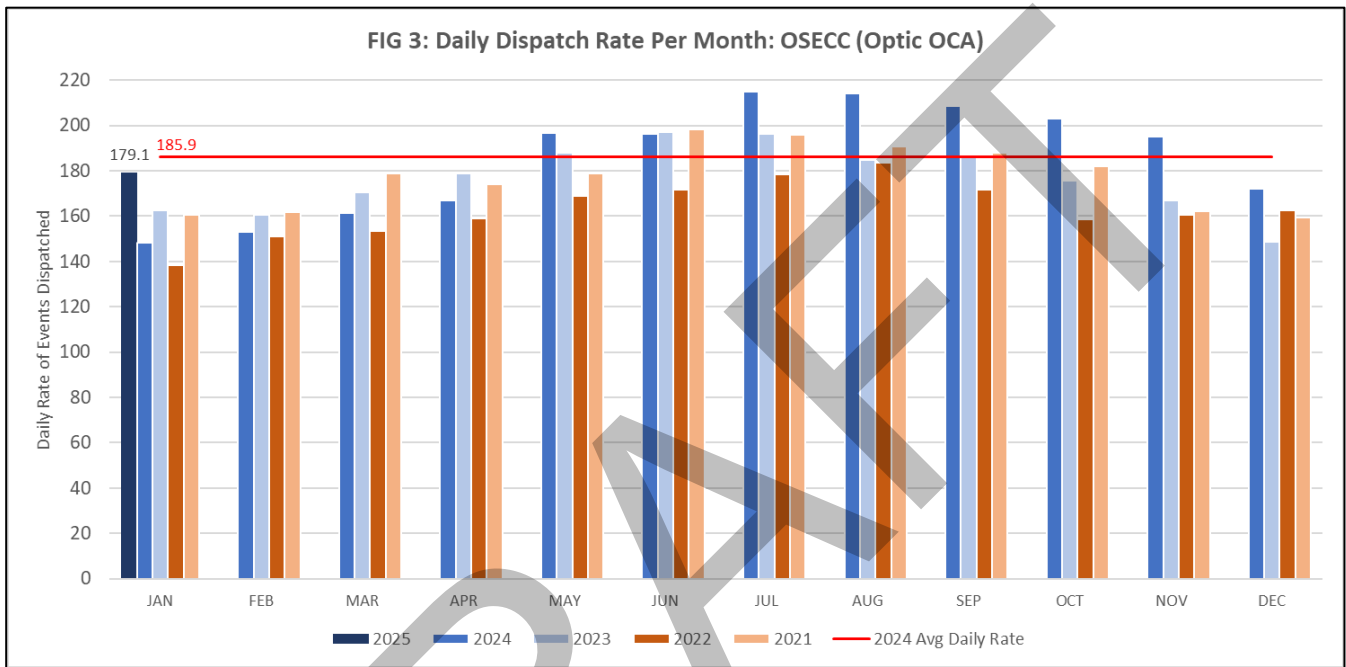
In January 2025, there were 5,537 incoming 911 calls, representing an average rate of 178.6/day (Figure 1). This daily rate of incoming 911 calls is up slightly from last month, and up by 12% compared to January last year. The OSECC transferred 3,802 of the answerable 911 calls and dispatched 1,267 of these 911 calls in January. The average dispatch rate of 911 calls was 40.9/day in January (Figure 2) – down slightly from last month, but up by 11% compared to January 2024.

Computer Aided Dispatch (CAD) Events – January 2025:

Source: OPTIC's OnCallAnalytics	This Month January 2025	Previous Month December 2024	% Change	Same Month Previous Year January 2024	2025 Year-to-Date Jan.1-Jan.31, 2025	2024 Year-to-Date Jan.1-Jan.31, 2024	YTD % Change
All CAD Events in OSECC (Number)	5,552	5,338	4.0%	4,597	5,552	4,597	20.8%
All Police (inc. OSPS)*	4,744	4,539	4.5%	3,856	4,744	3,856	23.0%
All Fire	474	513	-7.6%	476	474	476	-0.4%
Grey County Transport	334	286	16.8%	265	334	265	26.0%
OSPS	1,411	1,458	-3.2%	1,199	1,411	1,199	17.7%
All CAD Events in OSECC (Avg Daily Rate)	179.1	172.2	4.0%	148.3	179.1	148.3	20.8%
All Police (inc. OSPS)*	153.0	146.4	4.5%	124.4	153.0	124.4	23.0%
All Fire	15.3	16.5	-7.3%	15.4	15.3	15.4	-0.6%
Grey County Transport	10.8	9.2	17.4%	8.5	10.8	8.5	27.1%
OSPS	45.5	47.0	-3.2%	38.7	45.5	38.7	17.6%

Calls that are dispatched through CAD come from a variety of sources such as the non-emergency phone line, walk-ins, officer generated, as well as the 911 phone line. In January, the OSECC dispatched a total of 5,552 calls, for an average dispatch rate of 179 calls/day in January (Figure 3). Compared to December, this is a 4% increase in the monthly volume. Year-to-date, or compared to last January, the volume of dispatched CAD events is up by 21%. Increases were notable for police calls and dispatching for Grey County Transport.

There were 1,411 calls dispatched for the Owen Sound Police Service in January (Figure 4), with an average daily dispatch rate of 45.5/day. OSPS' dispatched calls were down slightly from last month, but up by 17% compared to January last year.



Information Technology (IT) Infrastructure – January 2025:

OSPS IT completed the acquisition of Microsoft 365 licensing and has begun the process of rollout/migrations to end users. This will allow for interoperability within the City and County entities as well as policing partners throughout Ontario for data sharing including the Bail Compliance Dashboard.

Further, our Hosted NG911 solution has continued to progress with the completion of the configurations required for testing/onboarding with Bell Canada and our vendors which has now moved to certification stage.

Significant time was spent researching and developing policing solutions and partnerships both locally and across Ontario.

Two IT members completed the last of their advanced training in Microsoft Power BI analytics for data analysis and processing for the coming months.

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.

SUBMITTED BY:

Suzanne Bell-Matheson, Director, Corporate Services
Chris Hill, Director, Information Technology
Marg Gloade, Strategic Analyst

REPORT TO THE OWEN SOUND POLICE SERVICES BOARD



SUBJECT: Human Resources – January 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 19, 2025

RECOMMENDATION(S):

For Information

REPORT:

Health & Safety:

The Health and Safety Committee has had its first meeting. Terms of reference and procedures are being updated and will be issued for members to sign off. First Aid Kits are being updated and standardized across the service. Inspections will be scheduled to take place monthly and the committee has set their meetings for the year. The Committee Representatives are actively talking with members about health and safety issues and within a few months it is expected the committee will be able to meet the legislative requirements.

Recruitment:

Recruitment is continuing for Recruit and Experienced Constables. Our new social media campaign has started and will feature interactive polls allowing followers to help drive content in an effort to broaden our reach. The filming of the recruitment video has been scheduled for end of April or early May to take advantage of better weather.

There are two Sergeants and an Inspector retiring in the coming months. They will be noted in the staffing overview in the appropriate month.

Three Dispatch Trainees are being hired to start in February and they are going to have a modified training plan. Rather than doing all the theory at once, they will learn a module then come into the communications centre to get hands on experience then they will go to learn another module and so on. The goal is to provide them with hands on experience as early as possible and boost retention of the material.

The Service will be attending the Grey County Career Fair on February 20th to boost local interest in the opportunities available. We will be participating in other career fairs later this spring.

Culture:

Continuing our focus on Culture, we have held group sessions with the members of the Communications Centre to create a team charter. We have been unsuccessful in retaining the new hires from the last two rounds of recruitment and have had some other staff members leave for other opportunities. Inadequate staffing negatively impacts the team members and the service. The team, grouped by

platoon, participated in a staff development day with half focused on how to help the team work better together and the other half on training/updates. Each group was asked to identify the type of work environment that would help welcome new hires and retain existing staff. We are in the final stages of the process and the charter will be rolled out to the team by mid-March.

Staffing Overview:

The following are the staffing changes that have taken place during the month of January.

- Transfers/Promotions
 -
- Retirements/Resignations
 - Martin Sobota, Constable

Note: The Board has sent correspondence to members confirming acceptance of their resignations.

- Hires
 -

SUBMITTED BY:

Wendy Pratt, Human Resources Manager

DRAFT



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: Chiefs Activity Report – January 2025
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 24, 2025

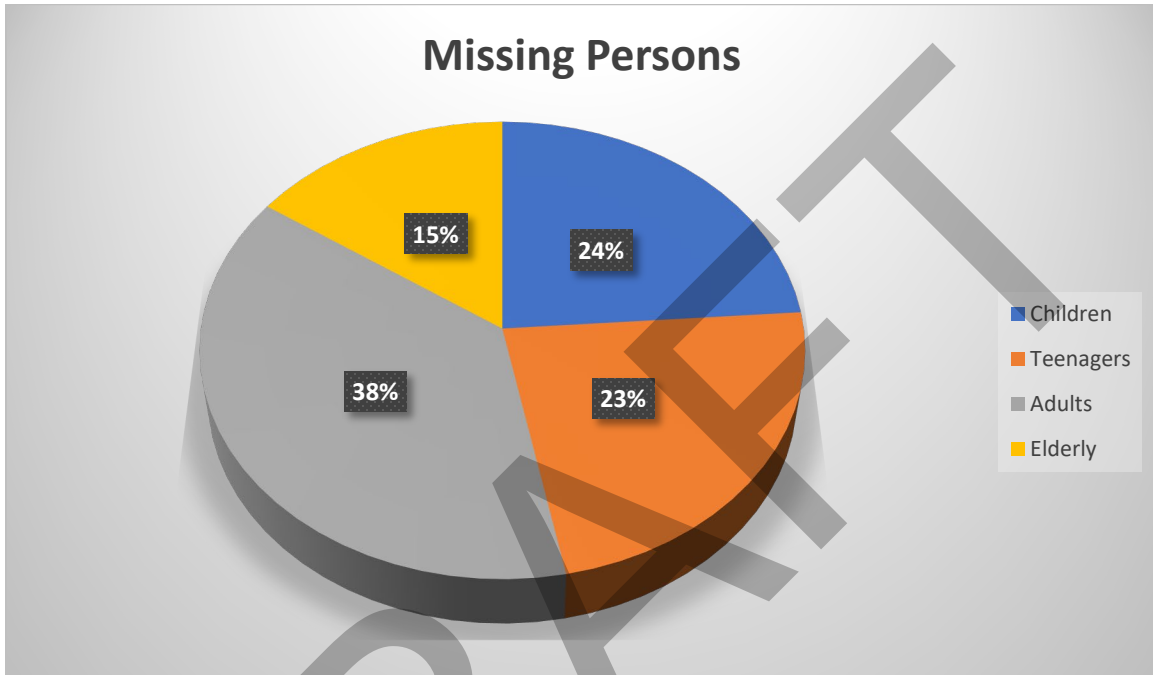
- Days Off/Annual Leave – 7 days
- Procedure Review – 8 hours
- Inspector of Policing Review – 2 hours
- OSECC – 13 hours
- OACP Zone 5 Executive Meeting – 5 hours
- OSPS/WGPS Discussions – 1 hour
- Owen Sound Court Security Meeting & Issues – 4.5 hours
- Assist Board Negotiations – 7 hours
- Meeting Brightshores Re: Hospital Wait & Turnover Times – 1 hour
- HR Interviews – 4.5 hours
- In-Service Training Dialogue with the Chief, Uniform & Civilian – 11 hours
- Citizen’s Police Academy – 3.5 hours
- Performance Evaluations – 5 hours
- Royal Canadian Legion Coffee with a Veteran – 1 hour
- Meeting with M.A.G for Pre-Charge Consultation Program – 1 hour
- Violence Prevention Grey Bruce Leadership Group & Maram Program Table – 2 hours
- Western University Study of SOS Program – 1 hour
- OACP Border Integrity Meeting/Update – 1 hour
- M’Wikwedong Tree of Hope – 1.5 hours

SUBMITTED BY:

Craig Ambrose, Chief of Police

2024 Year End Missing Person Report

In 2024, the Owen Sound Police Service investigated 131 missing person occurrences. Of those occurrences, they involved 31 Children, 30 Teenagers, 49 Adults, 21 Elderly and 13 persons that would also qualify as Vulnerable.



Of the 131 persons reported missing to the Owen Sound Police Service in 2024, all were located.

In all but 11 cases the missing person was located in a day or less. The longest time a person remained missing before being located was 57 days.

Detective Constable Nick Houston
Missing Person Coordinator
Criminal Investigations Branch
Owen Sound Police Service



**Report to the Board: 2024 Sale of Fixed Assets – Board
Equipment/Disposed Items**

From: Inspector J. Fluney

Date: 18 February 2025

Please see attached list of property

DRAFT

Asset Tracking System
ITEM DISPOSE - DETAIL
 Disposed Between 01/01/2024 and 12/31/2024

2/06/2025
08:48:13

Bar Code	OSP10751	Purchased	Apr/08/03	GL Account	
Inventory No.		Requisition	D.TIMBURY	GL Sub Account	
Serial No.	MX09J3674760533PA62H	Purchase Order	1674	Business Unit	
		Price	\$ 1,149.00		
Status	Disposed	Vendor	Dell	Disposal Type	RECYCLED
Type of Asset				Disposal Date	Mar/19/24
Model	1900FP			alvage Value	
Manufacturer	Dell			Last Physical Inventory	
Description	19" Flat Panel LCD Display				
Comments					

Bar Code	OSP11900	Purchased		GL Account	
Inventory No.		Requisition		GL Sub Account	
Serial No.	H172Z72	Purchase Order		Business Unit	
		Price			
Status	Disposed	Vendor		Disposal Type	RECYCLED
Type of Asset	COMPUTER			Disposal Date	Mar/20/24
Model	OPTIPLEX 5040			alvage Value	
Manufacturer	DELL			Last Physical Inventory	
Description					
Comments	EXPRESS SERVICE CODE: 37077662126				

Bar Code OSP11044
Inventory No.
Serial No. WCASU2978084
Status Disposed
Type of Asset COMPUTER USB HARDDRI
Model
Manufacturer WESTERN DIGITAL
Description Computer - Misc - USB HARDDRIVE 500 GIG Chris
Comments

Purchased Requisition
Purchase Order
Price
Vendor

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED
Disposal Date Mar/20/24
alvage Value

Last Physical Inventory

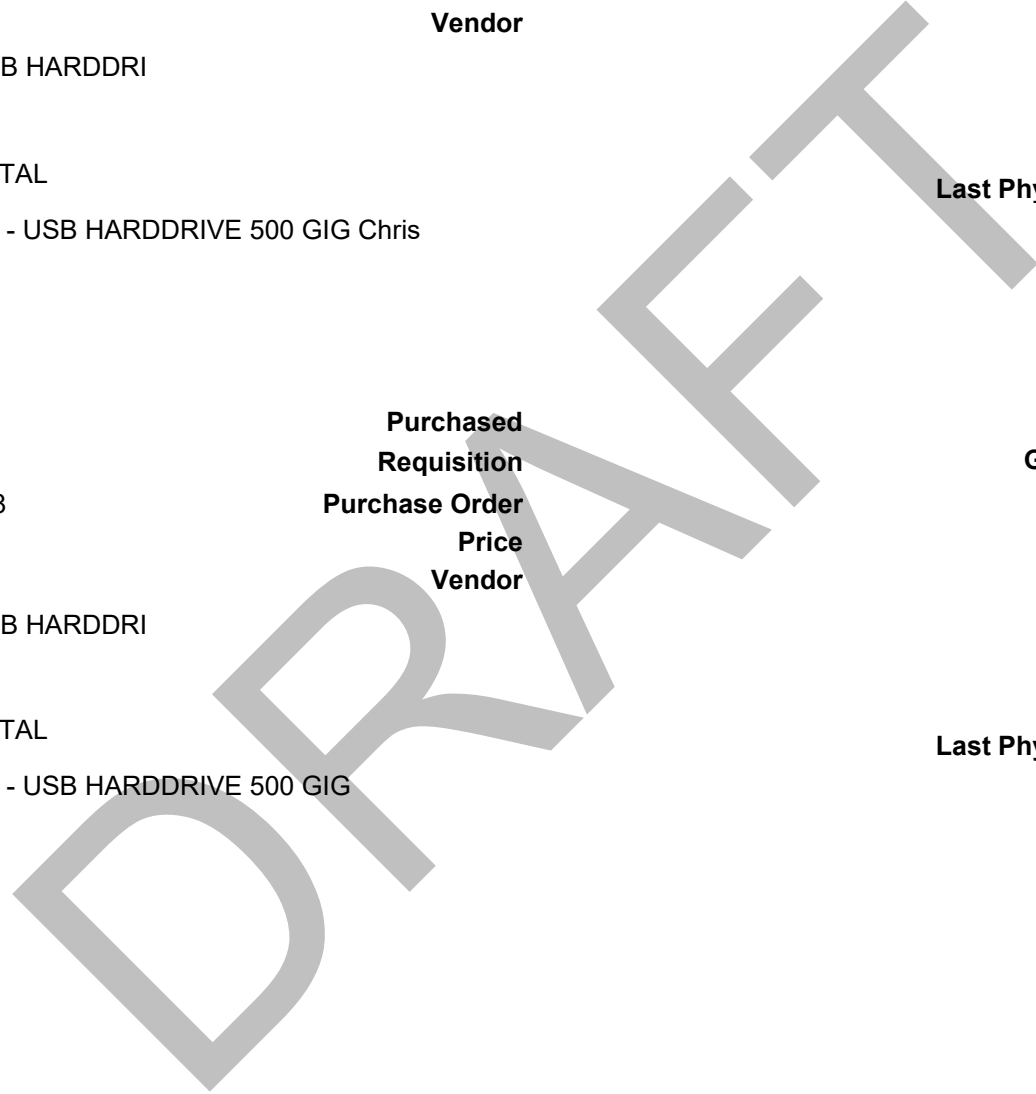
Bar Code OSP11045
Inventory No.
Serial No. WCASU3545258
Status Disposed
Type of Asset COMPUTER USB HARDDRI
Model
Manufacturer WESTERN DIGITAL
Description Computer - Misc - USB HARDDRIVE 500 GIG
Comments

Purchased Requisition
Purchase Order
Price
Vendor

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED
Disposal Date Mar/20/24
alvage Value

Last Physical Inventory



Bar Code OSP11167
Inventory No.
Serial No. 80108456
Status Disposed
Type of Asset Court Portable Radio
Model TK3202-1
Manufacturer Kenwood
Description UHF Radio
Comments for Court

Purchased Jun/22/06
Requisition
Purchase Order
Price \$ 350.00
Vendor Telequip

GL Account
GL Sub Account
Business Unit
Disposal Type RECYCLED AT DEPOT
Disposal Date Mar/19/24
alvage Value

Last Physical Inventory

Bar Code OSP10980
Inventory No.
Serial No. AE0S
Status Disposed
Type of Asset Flat panel monitor
Model 2208WFPT
Manufacturer Dell
Description Computer - Display- 22" Dell LCD Storage
Comments

Purchased
Requisition
Purchase Order
Price
Vendor

GL Account
GL Sub Account
Business Unit
Disposal Type RECYCLED
Disposal Date Mar/19/24
alvage Value

Last Physical Inventory

Bar Code OSP11163
Inventory No.
Serial No. JQ5NKK1
Status Disposed
Type of Asset LCD
Model 3007 LCD
Manufacturer Dell
Description Computer - LCD Monitor 30"
Comments

Purchased Nov/20/09
Requisition
Purchase Order 3134
Price \$ 1,291.22
Vendor
Warranty Expires Nov/20/09

GL Account
GL Sub Account
Business Unit
Disposal Type RECYCLED
Disposal Date Mar/19/24
alvage Value

Last Physical Inventory

Bar Code OSP10989
Inventory No.
Serial No. H1DZ3G1
Status Disposed
Type of Asset LCD MONITOR
Model 3007WFP
Manufacturer DELL
Description Computer- Display - LCD 30"
Comments

Lease Start May/19/09
Lease End May/19/12
Lease Document 2000482048
Monthly Rate
Vendor

GL Account
GL Sub Account
Business Unit
Disposal Type RECYCLE
Disposal Date Mar/19/24
alvage Value \$ 4.00

Last Physical Inventory

Owen Sound Police Services

Bar Code OSP10990
Inventory No.
Serial No. 81DZ3G1

Status Disposed
Type of Asset LCD MONITOR
Model 3007WFP
Manufacturer DELL
Description Computer - Display - LCD 30"
Comments

Lease Start May/19/09
Lease End May/19/12
Lease Document 2000482048
Monthly Rate
Vendor

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED
Disposal Date Mar/19/24
alvage Value

Last Physical Inventory

Bar Code OSP11020
Inventory No.
Serial No. 8TVS4D1

Status Disposed
Type of Asset Laptop computer
Model LATITUDE D820
Manufacturer Dell
Description laptop - Deputy
Comments Exp. Svc.Code # 192-211-579-09 Order # 716568475

Lease Start Jul/01/07
Lease End Jul/01/10
Lease Document
Monthly Rate
Vendor

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED AT DEPOT
Disposal Date Feb/29/24
alvage Value

Last Physical Inventory

Bar Code OSP10752	Purchased Apr/08/03	GL Account
Inventory No.	Requisition D.TIMBURY	GL Sub Account
Serial No. MX09J3674760533PA5EP	Purchase Order 1674	Business Unit
	Price \$ 1,149.00	
Status Disposed	Vendor Dell	Disposal Type RECYCLED
Type of Asset Monitor		Disposal Date Mar/19/24
Model 1900FP		alvage Value
Manufacturer dell		Last Physical Inventory
Description 19" Flat Panel LCD Display		
Comments		

Bar Code OSP10951	Purchased Jun/06/08	GL Account
Inventory No.	Requisition	GL Sub Account
Serial No. D0GS	Purchase Order 2790	Business Unit
	Price \$ 279.99	
Status Disposed	Vendor Dell	Disposal Type RECYCLED
Type of Asset Monitor		Disposal Date Mar/19/24
Model 2208FP W		alvage Value
Manufacturer DELL		Last Physical Inventory
Description Computer - Dispay -22" MONITOR LCD		
Comments SUZANNE FRONT DESK		

Bar Code OSP10988
Inventory No.
Serial No. VNB3N16086
Status Disposed
Type of Asset PRINTER
Model LASERJET P1006
Manufacturer HP
Description Computer - PRINTER - HP LASERJET P1006
Comments

Purchased May/13/09
Requisition
Purchase Order 3029
Price \$ 170.00
Vendor CDW

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED AT DEPOT
Disposal Date Feb/29/24
alvage Value

Last Physical Inventory

Bar Code OSP11966
Inventory No.
Serial No. FTX174685TR
Status Disposed
Type of Asset ROUTER
Model CISCO 888EA
Manufacturer CISCO
Description COMPUTER - NETWORK ROUTER TO OSPS DATA
Comments

Purchased
Requisition
Purchase Order
Price
Vendor

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED
Disposal Date Mar/20/24
alvage Value

Last Physical Inventory

Bar Code OSP11629
Inventory No.
Serial No. MXDF119356
Status Disposed
Type of Asset THERMAL PRINTER
Model M244A
Manufacturer EPSON
Description COMPUTER - THERMAL PRINTER FRONT COUNTERS
Comments

Purchased Sep/20/11
Requisition
Purchase Order 3591
Price \$ 319.75
Vendor CDW

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED
Disposal Date Mar/20/24
alvage Value

Last Physical Inventory

Bar Code OSP11085
Inventory No.
Serial No. 2HA1V1VE
Status Disposed
Type of Asset external Hard Drive
Model 500 GB ONETOUCH4
Manufacturer Maxtor
Description 500 GB external drive
Comments

Purchased Mar/26/08
Requisition
Purchase Order 2764
Price \$ 149.78
Vendor STAPLES OFFICE SUPPLIES
Warranty Expires Mar/26/13

GL Account
GL Sub Account
Business Unit

Disposal Type RECYCLED
Disposal Date Mar/20/24
alvage Value

Last Physical Inventory

Bar Code	OSP11135	Purchased	Aug/06/09	GL Account	
Inventory No.		Requisition		GL Sub Account	
Serial No.		Purchase Order	3087	Business Unit	
		Price	\$ 26,120.00		
Status	Disposed	Vendor	Canadian Communications Products	Disposal Type	RECYCLED
Type of Asset	server			Disposal Date	Mar/20/24
Model	NICECALL FOCUS 111			alvage Value	
Manufacturer	NICE				
Description	server				
Comments	NICE audio recorder				

Last Physical Inventory

Bar Code	OSP11089	Purchased		GL Account	
Inventory No.		Requisition		GL Sub Account	
Serial No.	JGMV691	Purchase Order		Business Unit	
		Price			
Status	Disposed	Vendor	DELL	Disposal Type	RECYCLED
Type of Asset	tape backup			Disposal Date	Mar/20/24
Model	POWERSVAULT 110T LTO3			alvage Value	
Manufacturer	dell				
Description	TAPE BACKUP				
Comments	Computer - Server Room Tape Backup				

Last Physical Inventory



Annual Report to the Board: Firearms 2024

From: Inspector J. Fluney

Date: 4 February 2025

Firearms Acquired in 2024

The Owen Sound Police Service took possession of nine firearms in 2024. Of those, six were rifles and three were handguns.

Of the nine firearms received in 2024, six were surrendered for destruction by the owners or family members and two were being held for criminal matters and one was seized for a mental health apprehension.

Firearms Currently in Possession of the Owen Sound Police Service

The Owen Sound Police Service currently has 14 firearms in their possession, consisting five rifles, eight shotguns and one handgun.

On April 11, 2024 the Canadian Ammunition Disposal Service attended the Owen Sound Police Service and disposed of 75 firearms and other various weapons.

All required reports have been submitted to the Provincial Weapons Enforcement Unit and RCMP.



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: 2024 Use of Force Annual Report
TO: Chair and Members of the Owen Sound Police Services Board
DATE: 18 February 2025

RECOMMENDATION(S):

For Information

REPORT:

Reporting Use of Force

As a requirement under Ontario Regulation 926 of the Police Services Act (PSA), a Use of Force report must be submitted when a member of a police service:

- draws a handgun in the presence of a member of the public;
- points a firearm at a person;
- discharges a firearm;
- uses a weapon on another person;
- draws and displays a conducted energy weapon (CEW) to a person with the intention of achieving compliance;
- points a CEW at a person;
- discharges a CEW; or
- uses force on another person that results in an injury requiring medical attention.

A modernized Use of Force report was implemented on January 1, 2023, based on amendments to use of force reporting requirement in Regulation 926 made in November 2022. Amendments include submission requirements related to CEWs; annual review of use of force procedures and training; and publication of annual reports to the police services board analyzing the data from the reports and identifying any trends.

Information about a use of force event that is captured in the standardized provincial report includes data on citizen race, gender, and age as perceived by the officer at the time of use of force, the type of force used, any weapons involved, injuries sustained, etc. Reporting and analysis can be used to assess individual and group training needs, policy and procedure requirements, and racial disproportionalities and disparities.

Race and Identity-Based Data Collection

Ontario's Anti-Racism Act (ARA), 2017, establishes transparent and sustainable mechanisms to identify and eliminate systemic racism and advance racial equity in Ontario. As a requirement of the ARA, police services collect race-based data on the Use of Force report in a manner compliant with the Anti-Racism Data Standards (ARDS), which outline how organizations must collect, manage, analyze and report on

information collected under the authority of the ARA. This oversight and accountability is in place to monitor for impacts and trends to: advance racial equity; improve policy and service delivery; and increase transparency and trust.

In recent years, there have been increasing demands from community groups and the public for police to collect data stemming from citizen-police interactions, and directions on the collection of race/ethnicity data to police agencies from civilian oversight organizations, commissions and agencies, as well as provincial governments. In July 2020, Statistics Canada and the Canadian Association of Chiefs of Police (CACP) released a joint statement announcing their commitment to working on the collection of data on the Indigenous and racialized identity of all victims and accused persons as it pertains to criminal incidents through the Uniform Crime Reporting (UCR) Survey.

In October 2023, the Ontario Association of Chiefs of Police (OACP) approved a provincial Race and Identity-Based Data (RIBD) Framework, as a starting point for all Ontario police services to address issues related to RIBD. It includes foundational practices in data collection, data analysis, policy development, reporting and leadership strategies to equip police services with the knowledge, skills and capacity to improve outcomes for all Ontarians. The OACP's multi-stakeholder approach is drawing on expertise from academia, police governance, Ontario Human Rights Commission, Ontario Anti-Racism Directorate, and others including an Expert Working Group from Peel Regional Police, Toronto Police, Ontario Provincial Police, and the RCMP. Next steps include continuation and facilitation of future iterations of this work, exploration of an Indigenous Data strategy, and creation of a centre of excellence.

2024 Use of Force Annual Report

It is important to note that numbers in this annual report are not always a 1:1 ratio, for example, multiple officers may each submit a report on one or more types of force used during the same incident on the same individual, or one officer may submit a report on one or more types of force used on multiple individuals in the same incident. Each officer using reportable force must submit a report and include their perception of race, age, and gender of each subject and the type(s) of force.

- There were 31 Use of Force reports submitted in 2024, involving 25 unique incidents, 24 unique persons, and three animals. The number of subjects involved in any one incident varied from zero to four. This is relatively consistent with 2023, with 24 unique persons that required officers to use reportable force.
- With 18,886 occurrences dispatched for OSPS in 2024, the use of force reported in 25 incidents represents 0.1% of all events. Officers are trained in various types of force, and de-escalation techniques such as communication, containment, teamwork, repositioning, and distance.
- In 2024, there were five unique incidents where 2 officers each submitted a report on the same individual.
- Officers' perception of the person's race involved in the use of force events was recorded as White 17 times, Middle Eastern one time, and Indigenous 2 times in 2024.
- Of the 24 individuals described in use-of-force reports in 2024, these subjects were perceived as being male 20 times and female 4 times.

- Physical control (e.g. escort technique, grounding, pinning) was used and reported 4 times in 2024, similar to the previous year. Incidents involving physical control are not required to be reported, unless the subject requires medical care or a report is triggered by a greater level of force used in the same incident.
- In 2024, a Conducted Energy Weapon (CEW) was drawn, displayed, pointed, and/or discharged 19 times, as compared to 14 times in 2023.
- A firearm was reported drawn, pointed, and/or discharged 13 times in 2024, compared to 14 in 2023. In 2024, a firearm was drawn, pointed or discharged in:
 - 3 animal complaint incidents in which the firearm was discharged on an animal only;
 - 1 incident in which the officer drew a firearm in clearing an unknown area; no subject was present;
 - 3 incidents each with one officer and 1 subject (two violent crimes, and one weapons call);
 - 4 incidents where multiple officers responded to deal with one subject (2 violent crimes, 1 barricaded subject, 1 disturbance call);
 - 1 incident in which multiple subjects were present.

FINANCIAL/RISK IMPLICATION(S):

Although exceedingly rare, few calls for service result in a provincially reportable use of force event; however, an event can have large impacts/risk on citizens, police, and communities.

Annual Use of Force Report - 2024			2024	2023
Number of Reports Submitted			31	22
	Individual		31	21
	Team		0	1
Number of unique incidents			25	19
Number of unique Subjects				
	Persons		24	24
	No Interaction with Subject		1	1
	None (Animal Only)		3	1
Subject's Perceived Race				
	Black		0	4
	East/Southeast Asian		0	-
	Indigenous		2	3
	Latino		0	-
	Middle Eastern		1	1
	South Asian		0	-
	White		17	19
Subject's Perceived Age				
	<12		0	-
	12-17		1	-
	18-24		3	1
	25-34		9	9
	35-44		4	6
	45-54		4	5
	55-64		2	5
	>65		0	1
Subject's Perceived Gender				
	Male		20	23
	Female		4	4
	Trans/Non-binary/Other		0	-
Type of Force Used				
	Physical Control		4	5
	Intermediate Weapon:			
	Baton		0	-
	OC Spray		0	-
	CEW:		19	14
	Drawn and Displayed		5	9
	Pointed		8	9
	Discharged		6	4
	Less Lethal Firearm			-
	Other			-
	Firearm:		13	14
	Handgun			
	Handgun-Drawn		5	12
	Handgun-Pointed		8	11
	Handgun-Discharged		0	-
	Handgun- animal		3	1
	Rifle			
	Rifle-Pointed		0	1
	Rifle-Discharged		0	-
	Shotgun			
	Shotgun-Pointed		0	-
	Shotgun-Discharged		0	-

OPERATIONS PLAN:

Valuing “Integrity” by serving with respect, honesty, accountability, and transparency is reflected in this annual reporting of the Service’s use of force.

ATTACHMENT(S):

Nil

SUBMITTED BY:

Inspector Jeff Fluney
Constable Carlo Obillos, Training Officer
Marg Gloade, Strategic Analyst

DRAFT



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: ANNUAL REPORT - JOINT FORCES OPERATIONS - 2024
TO: Chair and Members of the Owen Sound Police Services Board
DATE: February 26th, 2025

The Owen Sound Police Service maintains an excellent working relationship with our area policing partners. Cooperation regularly occurs between our services in particular through our Criminal Investigations and Drug Branches. The following are some of the joint force operations that OSPS have been involved with.

On February 1st, 2024, members of the Criminal Investigation Branch (CIB) assisted the Innisfail Alberta RCMP in relation to a sexual assault that had occurred. The investigation resulted in a 56-year-old male being charged with several sexual related offences.

On April 2nd, 2024, members of CIB assisted the OPP with an investigation into a “swatting” incident where threats were made via encrypted email to Owen Sound City Council. This incident was connected with similar OPP incidents. The investigation was concluded with insufficient evidence to proceed with charges at this time.

On June 28th, 2024, members of CIB assisted the OPP Repeat Offender Parole Enforcement Team (ROPE) in locating and arresting a 59-year-old Owen Sound male who was in violation of his parole conditions.

On June 5th, 2024, members of CIB assisted the OPP Premier Protection Unit for Premier Doug Ford’s visit to three locations in the City of Owen Sound. Members provided intelligence and security services.

On July 7th, 2024, uniform patrol members assisted the OPP with an officer in need of assistance call in relation to a stolen vehicle. OSPS members attended the area and initiated a ground search, resulting in the apprehension of a suspect. The accused was turned over to OPP and subsequently charged.

On July 24th, 2024, members of CIB assisted the York Regional Police Major Fraud Unit. CIB provided ongoing intelligence between the months of July and August. YRP was investigating a fraud that involved a large sum of money being deposited into the bank account of an Owen Sound resident by fraudulent means. On August 21st, 2024, a search warrant was executed at a residence in Owen Sound. As a result of the investigation, a 77-year-old Owen Sound man has been arrested and charged with Fraud Over \$5000 and Possession of Proceeds of Crime.

On July 27th, 2024, members of CIB assisted the OPP with a sudden death investigation of a 23-year-old male. The investigation revealed that the body of the deceased had been recovered from the waters of Georgian Bay and the death was not deemed suspicious.

On August 13th, 2024, members of CIB assisted the Toronto Police Service with a cocaine drug trafficking investigation. A 67-year-old male was subsequently located and arrested by CIB members.

On October 28th, 2024, members of CIB assisted Platoon 4 with interviews of four children who alleged assault by their step-father. An investigation determined that the incidents occurred while in North York and Uxbridge at dance competitions. Contact was made with Toronto Police Service and Durham Regional Police Service to investigate the allegations occurring within their jurisdictions.

SUBMITTED BY:

D. Bishop, Inspector

DRAFT



Report to Board: 2024 Court Security Plan

From: Krista Fluney – Director of Civilian Services

Date: February 18, 2025

During 2024 the Ontario Court of Justice as well as Superior Court of Justice had an increase of in-person court appearances. Many first appearance and case management court appearances remained virtual however in-person appearances were encouraged by the judiciary especially for individuals that reside locally or have technological issues. New arrest bail appearances and trials were in-person at the courthouse. Prisoners at correctional facilities wishing to resolve their matters or have a bail hearing were transported to in-person appearances at the courthouse as well.

Throughout 2024, Special Constables continued to provide security in the courthouse and the provincial offences court. There were no prisoner escapes or attempted prisoner escapes in 2024.

The Owen Sound Courthouse initiated a couple of security projects in 2024 with the estimated completion in 2025. This was an upgrade to the door access system and the duress alarms system.

Director Fluney chairs the Owen Sound Court Security Committee which meets quarterly to review and develop emergency procedures to ensure they are consistent with the Court Security Plan for the Owen Sound Police Service.

Director Fluney is also a member of the Local Justice Committee which meets quarterly. This committee consists of stakeholders including members of the Judiciary, Crown Attorney's Office, Defence Bar, Victim Witness, Legal Aid, Courts Administration, Police Services and the OPP Offender Transport Unit. This committee reviews issues or concerns relating to court operations and court security.

Director Fluney also attends the monthly Bail Committee and Grey Bruce Huddle Committee meetings which are in place to keep all stakeholders informed of any new changes in procedures and to manage any issues within the courthouses in Grey, Bruce and Huron Counties.

DRAFT



OAPSB Members - Seeking Your Support!

The Ontario Association of Police Service Boards' 2025 Spring Conference and AGM is being held in person at the Best Western Plus Lamplighter Inn & Conference Centre in London on June 3-5, 2025.

Each year we rely on participation and sponsorship. We ask that your board or zone to consider sponsoring the conference.

Added benefits: Funding received for OAPSB events is used to:

- Minimize costs to members to attend the seminar
- Offset the expenses related to delivering the virtual event and training
- Purchase of virtual technology
- Support the marketing and outreach required to inform and communicate with members
- Provide your organization recognition on our website, eblasts and at the virtual event.
- Deliver upgrades to our education & training to membership

Please contact Holly Doty at oapsb@oapsb.ca or 1-800-831-7727 to take advantage of one or more of these unique sponsorship opportunities listed below.

Respectfully,

Patrick Weaver
OAPSB Chair



**2025 Spring Conference & Annual General Meeting
Member Sponsorship Opportunities**

Platinum - \$5,000 +

- Premium Exposure on as Platinum Sponsor
- Recognition on the OAPSB website
- Logo recognition on digital presentations at conference
- Logo recognition on one feature event (i.e. Welcome / reception)

Gold - \$3,000 +

- Recognition as Gold Sponsor
- Recognition on the OAPSB website
- Logo recognition on digital presentations at conference
- Logo recognition on one feature event (i.e., virtual breaks)

Silver - \$1,000 +

- Recognition as Silver Sponsor
- Recognition on the OAPSB website

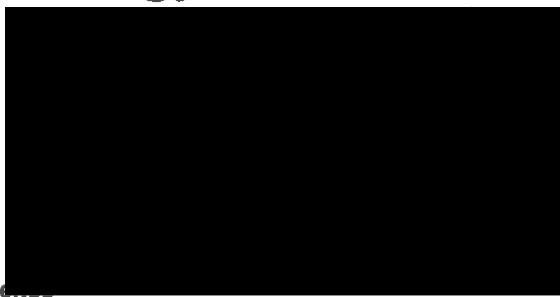
Bronze – Up to \$999

- Recognition as Bronze Sponsor
- Recognition on the OAPSB website

7 Feb 2025
\$50.00.



SCHEDULE "E"
Bylaw 2024-01
Application for Taxicab or Limousine Driver's Licence



Name: [Redacted] Suxetina
Address: [Redacted], Owen Sound
Telephone No.: [Redacted]
Driver's Licence No.: [Redacted] Class: 6
Conditions: Q
Employer (If not self employed): Bayshore Taxi
Employer's Address: 777 3rd Ave E, Owen Sound.
Name of Immediate Supervisor: Ally or Len
Telephone No.: 519-371-5555

Have you ever been convicted under the Criminal Code, Narcotics Control Act, Highway Traffic Act or Liquor Licence Act? Yes No



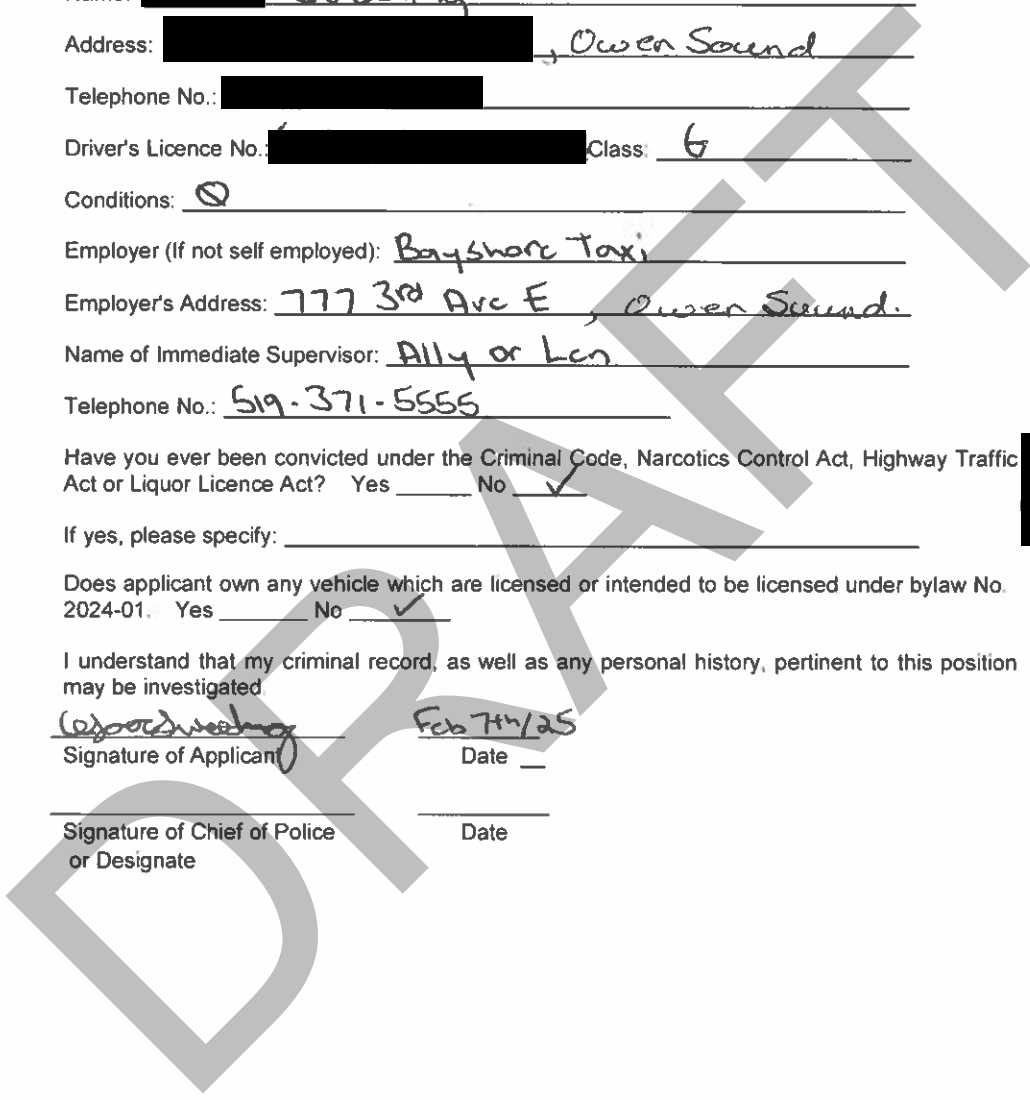
If yes, please specify: _____

Does applicant own any vehicle which are licensed or intended to be licensed under bylaw No. 2024-01. Yes No

I understand that my criminal record, as well as any personal history, pertinent to this position may be investigated.

(Signature) Date Feb 7th/25
Signature of Applicant

Signature of Chief of Police or Designate Date





SCHEDULE
"G"
By-law 2024-01

Application for Licence as Private Transportation Company

Name of Registered Broker: Tripsy Ad-Hoc Technologies Inc. [REDACTED]

Mailing Address of Registered Broker: 1051, 2nd AVE E, Owen Sound, N74K, 2H8, ON.

Permanent Address of Registered Broker: [REDACTED]

Telephone No.: [REDACTED]

Age: 30

Is the Taxi Brokerage a Partnership? Yes No

If Yes, attach all the above information in respect of all the partners.

Is the applicant a Corporation? Yes
No

Does the applicant own any vehicles which are licensed or intended to be licensed under this By-law No. 2024-01. Yes No

Names and addresses of all vehicle agents, owners, or lessees for whom the applicant will act as Taxi Broker (Attach separate sheet if necessary)

[Signature]
Signature of Applicant

02-12-2025
Date

Signature of Chief of Police
or Designate

Date

28 Jan 2025
\$300.00 - 1/2 Bidder
App. new
Business.



SCHEDULE "F"
By-law 2024-01
Application for Licence as Taxi Broker Business

Name of Registered Broker: BCABS - [redacted] Casselman

Mailing Broker: [redacted] OWEN SOUND

[redacted]

Telephone No.: [redacted]

Age: 64

Is the Taxi Brokerage a Partnership? Yes No

If Yes, attach all the above information in respect of all the partners.

Is the applicant a Corporation? Yes No

Does the applicant own any vehicles which are licensed or intended to be licensed under this By-law No. 2024-01. Yes No

Names and addresses of all vehicle agents, owners, or lessees for whom the applicant will act as Taxi Broker. (Attach separate sheet if necessary)

Maureen Casselman Jan 28/25
Signature of Applicant Date

Signature of Chief of Police or Designate Date



REPORT TO THE OWEN SOUND POLICE SERVICES BOARD

SUBJECT: 2023-2026 Operations Plan – Progress Update #4 January 2025

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

DATE: February 26, 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 forth, six-month progress update for the goals and actions of the OSPS 2023-2026 Operations Plan, representing midway progress of the four year plan. At this point in time, four actions have been completed; one action is to be initiated later this year; and the other 45 actions (90%) are all in progress.

As shown in the attachment, there are tremendous efforts and initiatives ongoing across the Service. In some cases, significant steps have been completed while additional actions continue; and in other cases, the efforts in the first two years are part of ongoing work to solidify the actions into long term, standard business practice.

A few highlights:

- The Owen Sound Emergency Communications Centre (OSECC) achieved a significant milestone in 2024, with the grand opening of the newly renovated centre in October. This completes the action to relocate the OSECC to a modern, functional workspace that better supports emergency dispatch needs (S2f).

- Many other initiatives continue to foster a sustainable communications centre, such as: regular block training specific to dispatchers (S2a); development of new Standard Operating Procedures (S2a); revised call subtypes and priority definitions implemented in December 2024 (S2c); and a partnership formalized in Fall 2024 with Sarnia Police as the OSECC back-up site (S2d).
- To advocate for a sustainable police funding model, the City of Owen Sound and Grey County formalized an agreement to provide equitable funding to assist with court security costs annually (S4c). Although this completes action S4c, review of court needs and costs will be part of ongoing business practices.
- Leveraging grant funds from the Ministry, CORE officers conducted and collated information from business owners in the River District regarding their concerns, complaints, and safety concerns. This feedback was used to focus police visibility in high priority areas (CS1c).
- Along with CORE officers, part-time officers continue to conduct high visibility foot and bike patrols at peak periods (CS2a, CS2b). Most recently, in the 2024 fall/winter season, these dedicated officers were assigned to patrols during noteworthy events including Remembrance Day Parade, Santa Claus Parade, Hottest Yard Sale, Festival of Northern Lights, Ribfest, Owen Sound Attack home games and the Farmer's Market among many others.
- Attending, hosting and promoting community events by the Community Services Officer and the summer YIPI students has also contributed significantly to improving police visibility (CS2c).
- With support from the Ministry's Enhanced Mobile Crisis Response Team grant, a second Canadian Mental Health Association (CMHA) crisis worker was added to the OSPS team, expanding hours of their availability (CW1a, CW1c). Modifying the deployment approach by having the CMHA Crisis Workers ride along with officers is improving collaboration with service providers and maximizing the opportunities of police and crisis workers working together.
- Victim Services is now occupying office space at OSPS, increasing the opportunities for referrals, efficiencies, and follow up with victims of crime (CW2a).
- Civilian members attended regular block training with sworn members for the first time in the Fall of 2024 (OM2b). Plan are already underway for this annual civilian block training each fall.
- A strategic recruitment plan has been developed, career fairs are booked, and a new social media campaign has been launched to help with long term recruitment and retention of members within a competitive labour market (S1a).
- A new Efficiency Committee was formed in October 2024 to address issues and processes across the Service that may be unnecessary, inefficient, inconsistent or missing. Representative members from areas across the Service are now meeting monthly (S3c).

OSPS is pleased with progress so far and looks forward to continuing work on the goals and actions of the Operations Plan, 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 #4 – January 2025

SUBMITTED BY:

Margaret Gloade, Strategic Analyst

DRAFT

Goals	Actions	Accountable		Progress Report #4 – January 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 – Access to RMS data through Optic cooperative has initiated, and beginning analytics and pursuing Power BI applications. OSPS members started training on Power BI. Community Service Officer presented on common frauds and scams to seniors and staff at Central Place. Presentation, in partnership with the Alzheimer’s Society, on Police response to missing persons and protecting identity. Not Started - implementing a public safety tip of the month campaign using social media and radio (cost prohibitive).
	b. by gathering feedback and safety concerns from the community	Strategic Analyst	M.Gloade	<ul style="list-style-type: none"> In Progress - Forms have not yet been incorporated into external website as new Microsoft Office 365 platform only available to limited number of members - anticipate updated Office to roll out across Service in 2025. Will be revisiting potential means of soliciting community safety and traffic concerns with newly assigned CORE team and designated Sergeant.
	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 assigned to collate information from River District surveys and increase police presence in high priority areas. Utilizing CORE grant funding to allocate two officers to survey River District business owners regarding: concerns, complaints, previous encounters, safety issues. Auxiliary unit attended several community events and functions to enhance police visibility in the community, including: Hottest Yard Sale, Touch-a-Truck, Emancipation Festival, M’Wikwedong Summer Bash, Salmon Spectacular/Family Day, Pass the Hat Event, Remembrance Day Parade, Santa Clause Parade, Food Bank Fundraiser (raised \$7,000 for local Salvation Army food bank). Plan to Re-survey River District business owners to evaluate impact of police presence initiative in reducing complaints, concerns, number of encounters and sense of safety. Auxiliary intake, expected in spring 2025, to increase complement and enhance ability to support community initiatives/police service visibility in the community.
	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 – Event type and priority definitions reviewed collaboratively by OSECC police partners in 2024, with revisions to priority definitions and sub-types implemented in December 2024. Continue to explore matrix to monitor response times being developed with NG911 implementation. Second annual year-end OSECC public Board report included median response times, among other analytics, which will continue to evolve with NG911 implementation.
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 – Attended various community engagement events to increase police visibility in the River District, including: Hottest Yard Sale, Remembrance Day Parade, Santa Clause Parade Utilizing CORE grant funding to provide additional foot patrol (2 officers) in the River District. Not Started – using crime trend data from RMS/Power BI reports to identify priority areas and timeframes to support protocol for scheduling officer foot patrol.
	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 and CORE officers have continued to conduct high visibility foot and bike patrols throughout the year. These alternative members regularly provide patrol time outside of police vehicles, over and above the foot patrol time conducted by platoon officers. In addition, funding from grants received by the police service have been utilized in part towards the assignment of additional dedicated foot patrol and high visibility warrant apprehension details, which have often been conducted during peak periods at different points of the year. Most recently, in the fall/winter season, officers were assigned to conduct high visibility patrols during noteworthy events including Remembrance Day Parade, Santa Claus Parade, ‘Sick shot’ ball hockey tournament, Concours D’Elegance car show, Festival of Northern Lights, Ribfest, Owen Sound Attack home games and the Farmer’s Market among others. Utilizing alternative members to increase visibility at peak periods and during community events has, and will continue to be, a priority of the police service.
	c. by attending and/or hosting community events	CSO	J.Cranny	<ul style="list-style-type: none"> In Progress - Bike patrols throughout the River District from July through September - engaging with citizens/families and youth. Community meetings with local partners at City Hall, The Frog Pond Café, and Y Employment Services. Attended all flag raising presentations, when available, at City Hall. Active role in Santa Claus parade & Festival of Northern Lights Celebration, including road hockey event. Presentation on common frauds and scams to Seniors and staff at Central Place. Presentation, in partnership with the Alzheimer’s Society on Police response to missing persons and protecting identity. Attended National Day of Remembrance, December 6th, Owen Sound Market.

Goals	Actions	Accountable		Progress Report #4 – January 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
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 – Designates for CISO appointed – Primary D/Sgt Gurney and Drugs/Intel D/C Bridgeman. Designates attended education sessions on CIMS onboarding and criminal informants through CISO \$50,000 drug seizure including fentanyl, methamphetamine and cocaine. Pending final policy edits and approval for Niche Template or Intelligence Notes – ready to go live. Not Started – Develop 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 - Utilized BCWA grant funding to implement two-person bail teams that resulted in targeted bail compliance monitoring and apprehensions for bail violations: Warrants executed = 228; Criminal charges laid = 968 (July - December 2024). Maintain grant funding and staffing levels to support ongoing efforts with BCWA. Not Started – Focus on prolific offenders in Bail Compliance dashboard anticipated for first quarter of 2025, and in future analytics.
	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 – Starting in January 2025, OSPS will be implementing changes in how individuals with problematic substance use disorders are dealt with in public areas. Partnering with CSWB plan and Crime Prevention Action Table to host community information forums in the spring of 2025.
CS 4 - To promote road safety	a. by addressing areas of road safety concerns based on feedback from the community	P3 Sergeant	B.Baker	<ul style="list-style-type: none"> In progress – 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. Reportable road safety concerns and compliments now available on City’s portal, and being forwarded to OSPS.
	b. by promoting road-user safety information, targeted traffic enforcement activities, and sharing results with the community	P3 Sergeant	B.Baker	<ul style="list-style-type: none"> In progress – Develop a portal within OSPS external website which would focus as a forum for the community’s reference and education for road safety as well as a way to communicate OSPS enforcement initiatives. The continuation of the monthly Special Traffic Enforcement Program (STEP). 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	J.Fluney	<ul style="list-style-type: none"> In progress – Ongoing part of business practice and communication with City. Some examples include: commercial vehicle safety blitz; taxi safety blitz with MTO and Public Health; Festive RIDE program; and ongoing school safety initiatives. Reportable road safety concerns and compliments now available on City’s portal, and being forwarded to OSPS.

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	A. Reid	<ul style="list-style-type: none"> In progress – CMHA Crisis Workers riding with officers daily. Increased CMHA complement to 2 full-time Crisis Workers. Monitoring the effectiveness of the CMHA employees riding with front line patrol officers. Not Started - Collect relevant data from available reports to evaluate impact of MMHRT team interventions on high risk MHA calls for service (i.e. suicide in progress) to determine effectiveness of current practices or evidence for additional resources.
	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 – Several OSPS members attended training for First Nations and LGBTQ++ CSWB training in November 2024. Continue to educate front-line members regarding the benefits of the Grey Bruce Situation Table for Acute Risk (STAR) and flag community members who will benefit from this support. Not Started – To enhance referrals to STAR, have MMHRT member attend each platoon to provide a case study review/success story to highlight the resources available and positive outcomes for community members.
	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 – OSPS was successful in achieving grant funding for a second CMHA Crisis Worker to OSPS Mobile Crisis Response Team and expand hours of availability. Specific funding for Crisis Worker embedded in Communications Centre or applicable long-term grant(s) to expand the service into Communications Centre not yet available.

Goals	Actions	Accountable		Progress Report #4 – January 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	P4 Sergeant	E.Cranny	<ul style="list-style-type: none"> In Progress – Victim Services (VS) is now occupying office space at OSPS. Re-occurring meetings with VS staff are set to discuss referrals and efficiencies. 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. Requires further consultation and approval to move forward with RMS access.
	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 – Crisis Intervention Training again provided to officers in December 2024. Crisis communication for civilians also provided in December 2024. Specific information is provided to staff on social services and community resources available. Briefing for all sworn members January 2025 re: Victim Services as gateway for social services and resources available to victims of crime and tragic circumstances.
	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 – Carleton Research team studying mental health response in Owen Sound concluded their field research during summer months. Anticipate final report in early 2025 which will help better understand gaps and obstacles and issues related to obtaining support services from social agencies. Violence Prevention Grey Bruce continues ongoing discussions about improving response to Intimate Partner Violence (IPV). As a result of increased gender-based crimes, improving early detection of IPV and referrals to connect with supports at earlier stage. Identifying an increase in hospital wait times for police when apprehending someone under the Mental Health Act (MHA), despite a police-hospital transition protocol. Follow up with Brightshores is scheduled for early 2025.
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 – Major partner and sponsor of 1st annual Diversity and Belongingness Conference. Active participant at the annual Emancipation Festival. Actively took part in Truth and Reconciliation Day - partnering with Urban Indigenous community. Active engagement with new comer youth at the summer new comer day at the beach - Sarawak Beach. Partner and sponsor of the Annual End of Summer Bash - partnering with M'Wikwedong. CSO was interviewed and will be featured in the Grey Bruce Local Immigration Partnership (GBLIP) video highlighting the Diversity and Belongingness Conference and OSPS's partnership with GBLIP.
	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 – Offered summer safety information sessions at Bayfield Landing for youth and adults. Continually working with all school boards and youth between 12-18 years, on being safe online, understanding the pitfalls of sending and soliciting images and providing education on chargeable offences for youth. Attended annual Youth Forum <i>Acceptance and Inclusion</i> with YIPI students - taking knowledge gained back to local community.
	c. by fostering and building relationships with diverse groups within the community	CSO	J.Cranny	<ul style="list-style-type: none"> In Progress – Continuing to work and partner with M'Wikwedong - Urban Indigenous community. Presented to and attending events, when invited, for local Jewish community/Beth Ezekiel Synagogue. Attending worship/prayer quarterly (when possible) at local the Owen Sound Mosque (OS Muslim Association). Working in collaboration with the Country of Grey at Alpha Street Complex, when there is a need. Continue to build a stronger partnership with Y Settlement Services - assisting new comers to feel safe and to trust Police. Fostering long standing partnership with Grey Bruce Local Immigration Partnership. Working with Georgian College and their International Student Program. Sign was erected at the Bayshore Community Centre to showcase the partnership OSPS has with the aforementioned groups in the Owen Sound community.
	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 attended all River District businesses to survey regarding concerns, complaints, and police related matters to target police presence in priority areas. Victim Services now located within OSPS building, supporting direct referral for victims of crime Attending bi-monthly River District meetings to address community concerns as it relates to police service delivery. Continue crime prevention through environmental design (CPTED) initiatives available to local business owners through Community Resource Officer and CORE members. Not Started – Increase Community Resource Officer education initiatives aimed at seniors for fraud and theft prevention.

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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 – A Wellness committee is being formed which will include members from each area of the service and from the association. Another fitness event is planned for spring. Working with the Public Services Health and Safety Association, we will be rolling out their Occupational Stress Injury Resiliency Tool which will measure baseline occupational stress among our members and guide us with tools on how to address it.
	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 – Hosted a first responders wellness event where local vendors showcased different hobbies and activates to help reduce stress as well as offered subsidized attack tickets. Staff Appreciation night in October 2024 at Heartwood, band, food and staff awards presented.
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 – We are actively identifying internal courses for members to attend and getting people enrolled. We are still in the process of identifying appropriate external courses.
	b. by implementing annual block training for OSPS civilian members	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – Civilian members will participate in block training in the fall. Topics are to be determined. Between now and then they will receive training on new HR policy being rolled out in the spring.
	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 – All new training records are being stored in the members' electronic personnel files. Working to transition training duties/knowledge to the HR function.
	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 – In 2025 Performance Appraisals will be done for all members. Training for supervisors on how to do effective appraisals is taking place in February. Performance Appraisals have been completed for the senior team.
	e. by providing ongoing training for all OSPS members on persons requiring mental health/crisis intervention	Insp.P1&2 PT CS Training	J.Fluney	<ul style="list-style-type: none"> In progress – The third session of Crisis Intervention training for officers and community partners, and De-escalation training for officers, dispatchers and other civilian staff took place in November 2024. Applied Suicide Intervention Skills Training (ASIST) is scheduled for early 2025.
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 - Transition to Microsoft Office 365 and SharePoint service-wide planned for 2025; to be used as basis for internal communications platform. Unused files and folders removed from Q: in order to more easily locate needed items.
	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 Committee meeting in January 2025. Agenda to include formalizing mandate to cover external and internal communication; increase frequency of meetings, and scope of membership. Refreshing committee will help promote priority needs for improved internal communication. Internal Directive template and purpose approved December 2024 to better document consistent business practices internally and post for easier reference. Microsoft Office 365 with SharePoint to roll out to all members in 2025. This will be a major project and offer improved platform for wide range of internal communication and information management. Working with information resources in OM 3a.

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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 – A strategic recruitment plan has been developed and delivered to the Chief and the Board. In it will be the development of a new promotional video to be used on an outside website to drive applicants to our service. Career fairs have been booked at 5 different post secondary schools and we are continuing our presence in the local high schools. We will be updating the OSPS website to provide more information on the officer recruitment process. All applicants are contacted within 24 hours of their submission being received. There is also a well-rounded social media campaign that has just been launched. The goals are to grow our following and educate the public on why they might want to work for the Service. Key themes of the campaign will be ‘serve your community’, ‘a rewarding career’, ‘diversity and inclusion’, ‘support and training’, and ‘join a leading team’.
	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 – Sergeants continue to participate in weekly Senior Leadership team meetings for increased awareness of organizational issues and improved communication. One member attended specialized IACP First Line Leadership course. Communicators continue attending coaching and mentoring course offered by Toronto Police Service. Members representing areas across the Service participating in new Efficiency Committee to lead improvements across the organization. Several new committees planned for 2025 will offer further leadership opportunities.
	c. by developing a long-term facility plan that anticipates future growth and upgrades	Insp.P1&2 PT CS Training	J.Fluney	<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 – 2 Members completed ITIL foundation courses allowing for improved customer service and IT services delivery in December of 2024 New Communications centre with equipment valid for approximately 5 years under purchase/lease.
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 – Block training specifically for Dispatchers delivered in Fall of 2024 and in January 2025. Tracking of block training currently being captured on Excel. Will be transferred to HR records when new system developed. Development of SOPs will assist with standard training for Dispatchers.
	b. by developing a robust Communication Centre recruitment and retention strategy	Human Resources Manager	W.Pratt	<ul style="list-style-type: none"> In progress – A new group of trainees have been onboarded and are participating in a revamped training program. Exit interview feedback has assisted in overhauling the format of the training, breaking it down into modules with lots of practical time after each module. Trainees will also be exposed to full shifts early on in their training. Exit interview data has also exposed some challenges within the unit. Working sessions with the members are addressing these challenges in an effort to boost retention.
	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 – In mid-2024 a review of call types, subtypes, assigned default priorities, and priority definitions was conducted by a working group composed of representatives from all police services dispatched by OSECC. The final revisions were approved in December, communicated to all members, and implemented in December 2024. Creation of SOP’s for improved documentation and reference in progress.
	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 – Contingency plan was updated, and included during recent block training in January 2025. Partnership entered into with Sarina Police as back up center in Fall 2024. Actual outage experienced in October 2024 and debriefing held with Bell afterwards. Identified strengths and weakness. Currently working on extensive contingency check list with Sarina. Integration with Rapid SOS on boundaries to assist.
	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 –The review and management of OSECC contracts continues. Improving the regular review of call data and other demands in the OSECC to support potential increases in contract costs in future. At year-end, annual data trends will be analyzed. Several new agencies have been onboarded in 2024 for NG911 as well as IT and Records support.
	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	J.Fluney and D.Bishop	<ul style="list-style-type: none"> In progress – New committee or working group will be formed in early 2025 to review call type response methods and potential alternative responses.
	b. by reviewing alternative response methods to non-police calls for service	Inspectors	J.Fluney and D.Bishop	<ul style="list-style-type: none"> In progress – New committee or working group will be formed in early 2025 to review police call type response methods and potential alternative responses. The front-line, operational focus of this group will complement work of the Efficiency Committee that has already identified some specific call types needing review.
	c. by finding efficiencies in ways of doing business throughout the organization	Inspectors	J.Fluney and D.Bishop	<ul style="list-style-type: none"> In progress – A new Efficiency Committee was formed in October 2024 to address issues and processes across the Service that may be unnecessary, inefficient, inconsistent, or missing. Members representing areas across the Service are now meeting monthly, addressing identified topics of concerns, and soliciting input from members.
	d. by educating the community on changes or new police delivery models	Inspectors	J.Fluney and D.Bishop	<ul style="list-style-type: none"> Not Started – Once a new committee or working group begins work in 2025, any required community consultation and education will follow.
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 – Continue advocacy for equitable policing costs and provincial supports through OACP and the Ministry, and partnering with City to advocate for equitable supports through the City and the Association of Municipalities of Ontario (AMO). Working with City of Owen Sound, Municipality of West Grey, and West Grey Police Service to examine potential delivery of shared services. In-house mental health supports and cost sharing between OSPS, WGPS, and SSPS have been implemented to provide better coverage and share expenses.
	b. by forecasting long term OSPS budgeting requirements	Financial Coordinator	J.Hawke	<ul style="list-style-type: none"> In progress – Future efficiencies with West Grey are moving forward. Working with IT master plan over long term, to account for transition from one-time start up fees and capital purchases for technical resources, to annual subscriptions for technical resources. This impacts operational costs, but lowers costly implementation.
	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.