



SAUGEEN SHORES POLICE SERVICE 2026 BUDGET PREVIEW

Council Deputation

SSPSB Chair – Diane Huber

SSPS Chief – Kevin Zettel

September 22, 2025



2024 SSPS Annual Report

<https://www.saugeenshorespolice.com/about/reports/>

Saugeen Shores Police Service

www.saugeenshorespolice.com

2024
Annual Report



*“To Serve and Protect in
Partnership with our
Community”*



Opportunities / Challenges

- Saugeen Shores is one of the fastest-growing communities in Ontario
- TOSS estimate for 2026 planning purposes is a permanent population of 18,409 – 1,326 more persons than counted in 2025.
- Population estimate does not include seasonal visitors, temporary residents, short-term influxes for events or the expectation of growth in regional all season visiting potential due to marketing, amenity additions and travel trends.
- A key priority as outlined in the TOSS Corporate Strategic Plan, endorsed by Council, is to facilitate and support sustainable community growth. – this must include the safety of persons, property and place.

Opportunities / Challenges Continued

- SSPS continues to experience significant shifts in the quantity and type of calls for service; the heightened need for, and significance of, routine community patrols; and, the necessity for more and dynamic proactive crime prevention initiatives.
- The changing nature of criminal and policing activity throughout our region adds increased demands on front-line police resources.
- There is a growing need for more, and more sophisticated, investigative work and multi-jurisdictional responses.
- Court requirements and Victim support also continue to put pressure on the SSPS to respond and adapt.
- The SSPS provides service to our residents, businesses, visitors and the community 24/7 all year long in every kind of weather.

Our Population and Police Personnel fundamentally drive the Police Budget

- Population – Saugeen Shores is a growing, diverse community.
- In 2025, the SPSB authorized an increase to 27 sworn SSPS members. Continued expansion is desirable and necessary to ‘right size’ the SSPS.
- For 2026, the SPSB is including an authorized uniform strength of 29 police officers in our budget.
- Based on the population estimate, this results in a ratio of 1 officer per 635 residents. By comparison, Statista's 2023 report shows the Ontario provincial average of 171.1 officers per 100,000 residents, or 1 officer per 584 residents. To meet this provincial standard, Saugeen Shores would require 31.5 officers which highlights the growing need to continue scaling our police service accordingly.
<https://www.statista.com/statistics/436227/rate-of-police-officers-in-canada-by-province/>

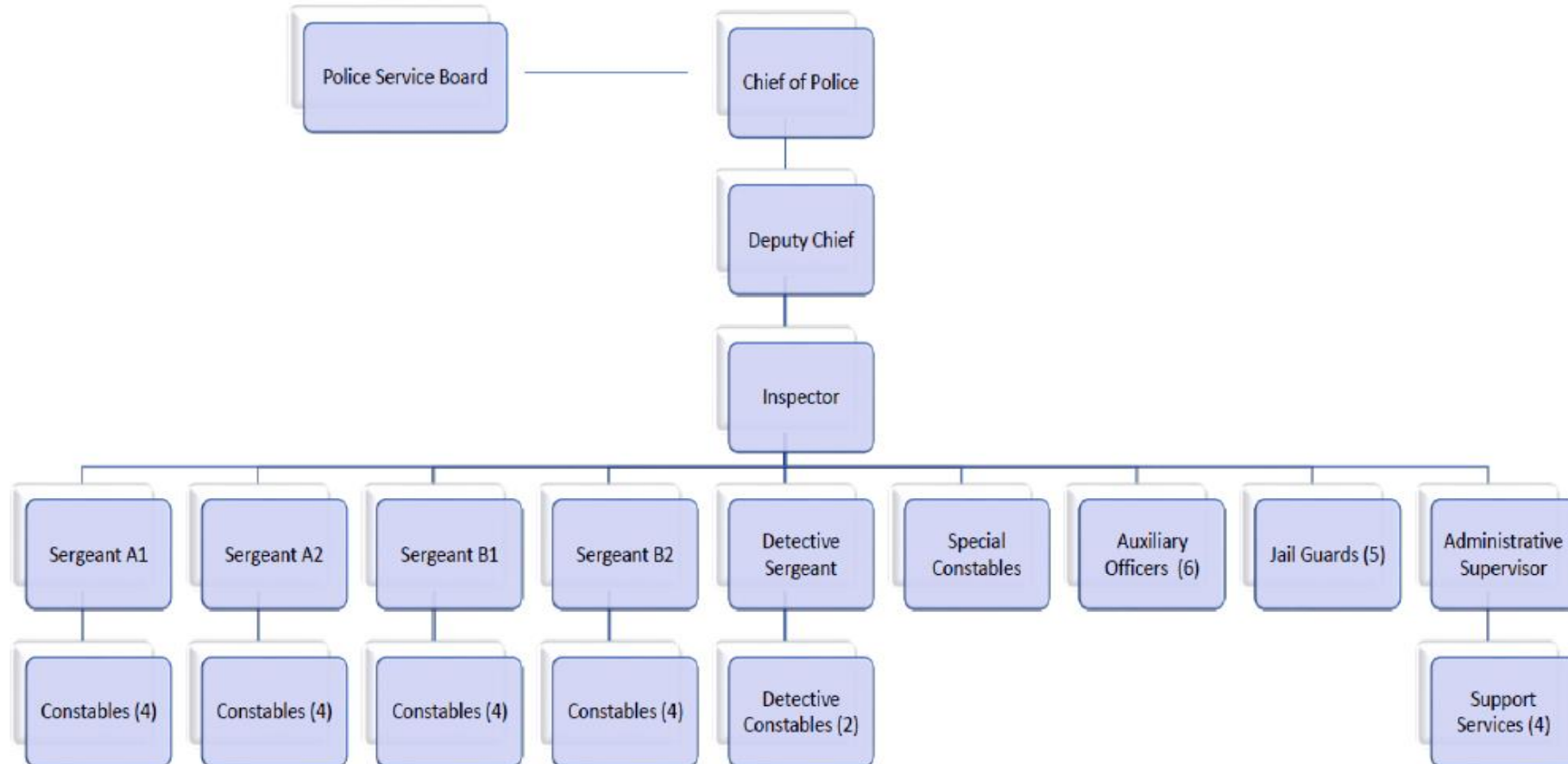
Police Dispatch

- 2025 – 17,083 population - \$13.39 per capita charge
- 2026 – 18,409 population - \$13.79 per capital charge
- Approx. \$20,000 increase to 2026 SSPS operating budget
- Contract expires end of 2026

Civilian Members – Administration Professionals, Jail Guards, Auxiliary Officers and Special Constables

- The SSPSB is undertaking a comprehensive market review and pay equity analysis for specific Civilian members (Support Staff and Special Constables).
- This initiative is part of the Board’s ongoing commitment, and legislated requirement, to ensure fair and competitive compensation practices and supports the attraction and retention of highly qualified civilian staff members.
- Upon completion, adjustments to the wage structure for civilian positions may be necessary or recommended and potentially implemented in 2026 or 2027.
- In 2025, the SSPSB authorized the movement from part-time status enabling two full-time Special Constables and two additional full-time Support Service members.
- Jail Guards work as needed and are paid an hourly rate. Auxiliary members are volunteers who work with the SSPS. Uniform and training costs are covered.

Current Organizational Chart – SSPS



Provincial Legislation – CSPA

<https://www.ontario.ca/laws/statute/19c01#BK0>

- **Adequate and effective policing**

- **11** (1) Adequate and effective policing means all of the following functions provided in accordance with the standards set out in the regulations, including the standards with respect to the avoidance of conflicts of interest, and with the requirements of the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*:

- 1. Crime prevention.
- 2. Law enforcement.
- 3. Maintaining the public peace.
- 4. Emergency response.
- 5. Assistance to victims of crime.
- 6. Any other prescribed policing functions.

- **Does not include certain functions**

- (2) Adequate and effective policing does not include,
 - (a) the enforcement of municipal or First Nation by-laws, other than prescribed by-laws; and
 - (b) providing court security in accordance with Part XV.

2026 Operational Budget additions

- Increase Authorized Strength to include 29 sworn officers.
- Enhanced Mental Health Crisis Response Training - under the CSPA, all officers must complete the “Mental Health Crisis Response Education and Applied Training” course and further participate in annual requalification training. This mandatory training adds \$10,730 to the 2026 operating budget.
- Addition of \$5,000 to the SSPSB budget to enable employer sponsored staff recognition and support.

Cadet to Fourth Class Constable

- Cadet hiring process – application, interviews, background checks, fitness evaluation, psychological assessment
- Standard police training at the Ontario Police College – approx. three months full-time attendance
- OPC intake January or September – need to secure a spot in advance
- Beyond OPC, fully supported field training over approx. three months
- Solo deployment following successful field training
- Cadet success leads to solo deployment approx. seven months later
- Plan to hire cadets but if opportunity to hire experienced this is an option – two of the last three hires have been experienced officers

Budgeting Challenges / Realities

- Provincial grant opportunities for 2026–2027 have not been released yet or SSPS submitted applications remain under review.
- The 2026 SSPS budget is based on the assumption that 2026 grant revenues will be the same as 2025.
- Sustained focus on applying for funding to provide for community safety initiatives (i.e. RIDE), program/resource development, specialized equipment, victim support, prisoner transfer and police opportunities for training..
- Inability to predict the volume or nature of calls.
- Still waiting for some data to accurately inform 2026 budget
- Collective Agreements wage settlements – 3.5% 2026, 3.5% 2027
- Looking forward to 2027 - Police Dispatch contract expires end of 2026
- Court Case Management contract expiring – expect Special Constables to fulfill court case management in future (savings of at least \$30,000 in 2027)

2026 SSPS Budget highlights

- For 2026, the focus remains on maintaining core service delivery, continuing community safety initiatives, fulfilling training obligations under the CSPA, and continuing to support our members professionally and mentally.
- General 3% inflation rate for most line items within the SSPS budget
- Inclusion of 3.5% wage increases as determined through collective bargaining Implementation of CSPA legislated supervisory scheduling – Senior Officers, Sergeants and Acting Sergeants – on duty or on-call (within a specific time limit) requirements

2026 SSPS Budget Highlights Continued

- Increase in authorized uniform front-line strength
- Increase in mental health supports – legislatively required and member endorsed following a pilot program in 2025
- Equipment renewal/replacement/additions as required under CSPA (weapons, vehicle safety kits); collective agreements (body armour); and, end of life or necessary upgrades (radar, radios)
- Increase in training dollars to meet adequacy standards for requalification or retraining as required by legislation

Some additional information ...

- Estimate 4,700 L of fuel monthly for each patrol vehicle
- Each police vehicle interior is professionally cleaned twice a year
- The SSPS has added Geotab-Mobilizz monitoring (similar to TOSS) to police vehicles - \$300 per month per vehicle added to 2025 budget
- A new Officer ‘Kit’ (uniform, body armour, notebooks, etc.) costs approx. \$4,000
- New photocopy contract for 2026 – budget decrease of \$1,200
- Police receive IT support from TOSS but specialized police and vehicle technology requires an outside IT contract too – it’s up 5% for 2026
- Primary capital budget item for 2026 is for radio tower and infrastructure upgrades
- Body armour is replaced every five years – on rotation for eight units annually
- Licensing fees (NICHE, Adobe, etc.) have increased - Adobe fees \$150 to \$4,000
- “Real Cost of Policing” – true cost of electricity and natural gas utility billing has been included in the 2026 budget (i.e. Westario \$4,000 per month, an increase of 58% over the 2025 budget)

2026 SSPS Budget

- Excluding the staffing increase, the 2026 budget shows a 7.5% increase reflecting the reality of inflationary pressures; commodity and equipment pricing; licensing fees; contract obligations; insurance; 'true cost' allocations; legislative requirements; collective agreement outcomes; and, the importance of member well-being initiatives.
- Strategic staffing increases (2 front-line sworn officers) adds approx. \$240,000 (wages, benefits, uniform, training) to the 2026 operating budget. These two positions account for a 3.2% increase to the 2026 SSPS operating budget.
- With the staffing increases included the 2026 SSPS operating budget increase is 10,7%.

Strategic Plan Update

- In Fall 2025, the SSPSB will develop an updated Strategic Plan setting the framework for future policing priorities, core functions, and the provision of adequate and effective policing to meet community needs.
- Council input, public engagement, sector analysis and SSPS member involvement will be part of our process.

THANK YOU.

- SSPSB Board meetings are held the third Wednesday of each month in the Boardroom at the Police Station.
- They are open to the public to attend in person or by zoom.