



The Regional Municipality of York Police Service Board

Special Meeting of the Board
September 19, 2025
For Information

Report of the Chief of Police

2026 Operating and Capital Budgets

1. Recommendations

1. That the Board approve the proposed 2026 Operating budget with a tax-levy impact of \$498,975,000, including:
 - i. The Board governance budget of \$2,207,000;
 - ii. The 911 Communication Centre Bureau for salaries and wages of \$21,513,625;
2. That the Board approve the proposed 2026 Capital budget totalling \$38,294,000 including Capital Spending Authority for multi-year projects totalling \$48,475,000;
3. That the Board approve for financial planning purposes the 10-Year 2026-2035 Capital Outlook totalling \$256,712,000;
4. That the Board receive private attachment 1 with details on the proposed 2026 Additional Staff; and
5. That the Board forward the 2026 budget information for the Treasurer's tabling of The Regional Municipality of York's budget at Regional Council on October 23, 2025.

2. Purpose

This report requests the Board's approval of the proposed 2026 Operating budget, 2026 Capital budget and Capital Spending Authority, and Capital Outlook to 2035. Key highlights of the proposals include:

- The 2026 budget was proposed to reflect the new collective agreement and to improve operational and investigative capacity.

- 2026 Operating request of \$498,975,000 including a \$56.3 million or 12.73 percent increase over 2025, with incremental costs primarily due to wage costs of the collective working agreement, rate adjustments, annualization, reclassification and additional staff costs.
- A 2026 Capital Spending Authority request of \$48,475,000, and a capital outlook to 2035 of \$256,712,000 include major facility, vehicle, information technology, communication and specialized equipment requirements.

3. Background

At its March 26, 2025 meeting, the Board's Finance Committee received a presentation outlining the proposed timelines for the 2026 operating and capital budgets as communicated by Treasurer Laura Mirabella and an overview of tariff implications.

The May 21, 2025 Finance Committee meeting discussed asset management planning, 10-year capital outlook, issues impacting the capital budget and discussion on reserves and capital financing.

On June 25, 2025, the Finance Committee was briefed on the key issues and pressures anticipated in the 2026 operating budget. The meeting covered crime trends and workload analysis; modernization and efficiency initiatives; demographic and social trends; legislative reforms; business goals; and the effects of economic conditions on crime.

The bargaining process concluded with the ratification of a new collective agreement on August 1, 2025. As a result, the 2026 budget proposals have been finalized in alignment with the new agreement. The agreement is centered on supporting recruitment, retention and member wellness, while balancing the fiscal health, competitiveness, and sustainability of police services in the Region.

The 2026 proposals have been developed with regular updates to York Region's Office of the Budget that has continued the desired close communication needed between finance staff of both organizations.

4. Analysis

2026 OPERATING BUDGET OVERVIEW

Each year, the budget process provides an opportunity to balance the often-competing factors of cost, risk, and performance, all while addressing staffing and inflationary challenges. The 2026 budget was developed with input from Strategic Services to ensure the budget can support the upcoming business plan and, effectively meet its responsibilities including: population growth; rising complexity of crime; increased population density; and the emergence of vertical cities. Resources are allocated to maintain service delivery, enhance community safety, and support specialized units and critical support functions, all while ensuring financial affordability. A key driver of the operating budget increase is the

ratification of a new working agreement with the York Regional Police Association, which aligns compensation with comparable police services across Ontario.

Wage Costs Represent 98% of the Request

The incremental request for the 2026 Operating budget is \$56.3 million, of which \$55.1 million is for wage related costs. This amount includes \$23.1 million to implement the new collective agreement for existing staff; corrections to 2026 salary estimates resulting from that agreement; \$11.9 million for annualization of 2025 additional staff; \$11.3 million for higher benefit rates proposed by York Region's Office of the Budget; and \$3.9 million from reclassifications. The staffing proposal includes \$4.9 million to fund 150 additional staff, including 65 members for People & Culture Branch, 30 members for Investigations Branch, 25 members for Community Safety Branch, 15 members for Support Branch, 8 members to support Executive Branch including 2 staff for the Board Office , and 7 members for Corporate Support. Additional details of the 2026 staffing plan are shown in private attachment 1.

The net Operating budget request of \$499.0 million represents a 12.7 percent increase from 2025, as outlined in Table 1.

Table 1
2026 Operating Budget Overview

	Proposed
In 000's	
Base Budget	\$442,633
Salaries and Benefits	
Increases to Reflect New Collective Agreement	\$23,089
Annualization of 2025 Additional Staff	\$11,872
Benefit Rates Adjustment	\$11,275
2026 Additional Staff	\$4,948
Increases for Reclassification	\$3,929
Expenditures	
Increase to Operating Expenses	\$5,746
Revenues, Grants and Recoveries	(\$4,517)
Net Operating Budget	\$498,975
Incremental Budget Increase (\$)	\$56,342
Incremental Budget Increase (%)	12.7%

Future Efficiency Initiatives for the Outlook years

Experience has shown that improvement initiatives often require more than one budget year to fully materialize, allowing adequate time for research, planning, implementation, and evaluation. Current initiatives include strategically deferring hires to control operating expenses; launching an online self-reporting portal for minor vehicle collisions in 2025 with savings continuing into 2026; and expanding the hybrid fleet to achieve ongoing fuel savings. In addition, YRP is exploring secondary uses for pursuit-rated vehicles to extend their useful life.

2026 Operating budget highlights are shown in Attachment 1.

CAPITAL BUDGET

The capital plan has been developed to provide the infrastructure necessary to deliver quality policing services in accordance with asset management planning. 2026 Capital budget highlights are shown in Attachment 2.

Attachment 3 provides a summary of the 2026 to 2035 ten-year Capital budget of \$256.7 million including:

1. \$80.2 million in fleet replacements, including vehicles, specialty vehicles, and boats.
2. \$79.3 million in facilities includes a new aircraft hangar for the helicopter, renovation of existing facilities, and the potential development of a new police district.
3. \$39.9 million in information technology to refresh and modernize service delivery, including the police in-car modernizations and digital evidence management system.
4. \$31.9 million in communication includes radio system upgrade and portable and mobile radio replacement.
5. \$25.4 million for specialized equipment.

This is inclusive of \$4.0 million re-budgeted from the 2025 Capital budget.

Major updates from prior 10-year plan

Several projects were included within the 10-year plan to meet the operational needs of the police service, including the radio system upgrades, portable and mobile radio replacements, a mental health mobile support vehicle, and specialized equipment to support mental health crisis response training. In addition, the capital plan has been expanded to accommodate additional equipment and vehicles needed for the increased staff.

Reporting Requirements

Section 35 of the Community Safety and Policing Act, 2019 specifies that the Board is responsible for ensuring the delivery of adequate and effective police services, establishing policies governing the police service, and providing fiscal oversight. This oversight includes

the review and approval of the police budget before it is presented to Regional Council for final approval. In recent months, Budget Unit members have completed submissions to York Region’s Office of the Budget to meet requirements and for efficient communication of the budget estimates. Based on the timing of prior years’ budget processes, approval on September 19, 2025 will allow for consolidation of the estimates for inclusion in the Treasurer’s tabling of York Region’s budget at Regional Council on October 23, 2025.

5. Financial Considerations

The total 2026 tax-levy requirements of \$498,975,000 results in an increase of \$56.3 million or 12.7 percent over 2025 funding. The budget figures presented exclude assessment growth and regionally allocated costs, in accordance with budget guidelines provided annually from Office of the Budget. Funding sources for the 2026 Operating budget are shown in Table 2, as follows:

Table 2
Funding Sources for the 2026 Operating Budget

	Tax-levy	Grants and Subsidies	Service Fees and Charges	Other	Gross Expenditures
Operating Budget (Gross)	\$498,975,000	\$18,156,100	\$17,272,560	\$12,138,502	\$546,542,162
Percentage	92%	3%	3%	2%	100%

Financing for the 2026 Capital budget and forecast to 2035 is a combination of contributions from reserves (operating tax-levy), debenture proceeds repaid from development charges, debt reduction reserve funding, development charge collections, police infrastructure reserves and external fundings. Funding sources for the 2026 Capital budget is shown in Attachment 2.

6. Local Impact

There is no impact to the local municipalities by receiving this report.

7. Conclusion

It is therefore recommended that the Board approve the 2026 Operating budget, the 2026 Capital budget and 2026 Capital Spend Authority. The Board’s recommendations will be forwarded for inclusion in the Treasurer’s tabling of The Regional Municipality of York’s budget at Regional Council on October 23, 2025.

Alternative formats or communication supports are available upon request.

Approved for Submission: Jim MacSween, M.O.M., B.A.A.
Chief of Police

Attachments (3)

- Attachment 1 – 2026 Operating Budget Highlights
- Attachment 2 – 2026 Capital Budget Highlights
- Attachment 3 – 2026 Capital Budget and Outlook to 2035

Attachment 1: 2026 Operating Budget Highlights

1. Overview of 2026 Operating Budget

2026 Budget Highlights – Operating Budget Summary

(in \$000s)	2025 Budget	2026 Proposed	Inc/(Dec) \$
Operating Expenditures	483,776	544,743	60,966
Revenues	(43,050)	(47,567)	(4,517)
Allocations and Recoveries	1,907	1,800	(107)
Net Budget	442,633	498,975	56,342
% Change			12.73%
Budget Allocation (BA)		473,075	
Available BA - Under/(Over)		(25,900)	

Key Points:

- The 2026 budget increases are primarily driven by the new collective working agreements ratified on August 1, 2025. Additional contributing factors include new staffing, the annualization and reclassification costs associated with these positions, and higher benefit contributions for existing employees.
- The remaining operating expenditure pressures are primarily driven by inflationary and contractual obligations, as well as the requirements of new initiatives and projects. These pressures are partially offset by savings in fuel and increased grant funding revenues.
- The 2026 incremental operating expenditure budget totals \$5.7 million. This includes \$2.0 million for reserve and financing costs, \$1.7 million for information technology initiatives, \$0.7 million to support vehicle repairs and capital facilities maintenance, \$0.4 million to address growing demands in training and development, \$0.2 million to support Investigative Services, and \$0.2 million for uniforms. The remaining amount is allocated across the organization to address inflationary and contractual cost increases.

2. 2026 Efficiencies and Savings

- The 2026 budget embeds projected efficiencies and savings through strategic hiring deferrals to contain operating costs; the launch of an online self-reporting portal for minor motor vehicle collisions in 2025, with savings extended into 2026; and ongoing reductions in fuel from an expanding hybrid fleet.

3. Summary of Additional Staff

- The 150 additional staff are needed to serve a growing population, address the increasing complexity of crime, and meet legislative requirements associated with the delivery of the municipal Community Safety and Well-Being Plan. Additional details of the proposed 2026 additional staff are provided in private attachment 1.
- People & Culture Branch (65 positions) - York Regional Police is dedicated to promoting a people-first approach in recruiting, retaining, and developing talent to best serve our community. The additional positions will support the adoption of SuccessFactors and ongoing people-systems transformations, while also expanding training capacity. These investments are intended to create a more efficient and supportive work environment, enabling members to perform their duties effectively and sustainably. Of the new positions proposed, 25 are cadets.
- Investigations Branch (30 positions) – To strengthen investigative capacity in response to rising property crimes, York Regional Police proposes adding resources to the Hold Up, Tactical Intelligence, Financial Crimes, and Crime Analysis units. To address the growing trend in violent crimes, additional positions are also sought in Homicide, Auto Cargo, and Forensics. These staffing enhancements are critical to addressing the increasingly sophisticated and evolving nature of crime, ensuring thorough investigations and delivering justice for victims.
- Community Safety Branch (25 positions) – To meet community expectations for police visibility, York Regional Police proposes increasing frontline capacity to support future policing initiatives, including the Smart City Project and the Regional Crime Strategy. These additional positions are essential to maintaining public safety, responding effectively to community needs, and ensuring a visible police presence that can address incidents promptly while fostering community trust.
- Support Branch (15 positions) - York Regional Police is committed to strengthening its capacity in investigating hate crimes, expanding road safety initiatives, and enhancing air support. To increase efficiency, air support pilots and maintenance functions will be brought in-house. These additional positions will improve our ability to address complex and sensitive issues, deliver comprehensive support to the community, and enhance overall operational effectiveness.
- Executive Branch & Board (8 positions) - York Regional Police is committed to supporting projects and continuous improvement initiatives, enhancing marketing and communications related to policing and public safety, and strengthening the Professional Standards Bureau. These strategies and action plans aim to build trust both within the organization and with the community.
- Corporate Support (7 positions) - York Regional Police is committed to maintaining competitiveness in technology and infrastructure. The additional positions will support Enterprise Resource Planning and accommodate

organizational growth in equipment, mechanical systems, and facilities, ensuring that operational and administrative functions continue to meet the needs of the service.

4. Pressures And Risks

- Tariff and inflationary increases in the outlook years are based on current economic assumptions. There is a risk that changes in tariffs and inflation could result in variances between projected and actual costs, potentially impacting future budgets.
- Grant revenues are typically included in the budget only once agreements with the province are signed. For 2026, YRP has increased its risk tolerance by including funding based on historical trends.
- Similarly, third-party recoveries have traditionally been included based on signed agreements with external partners. For 2026, YRP has again increased its risk tolerance by including anticipated recoveries based on historical trends.

Attachment 2: 2026 Capital Budget Highlights

1. Updates to 10-year Capital Plan

1. Several new projects have been added to the 10-year capital plan to support the operating needs of the police service and accommodate a growing workforce. Key additions include \$11.9 million for portable and mobile radio replacement, \$3.2 million for the headquarters roof replacement, \$0.8 million for parking lot electrification, \$0.5 million for the Mental Health Mobile Support vehicle, \$0.4 million for Community Safety Village initiatives to advance anti-racism education, and \$0.3 million for specialized equipment to support Mental Health Crisis Response training.
2. Facilities projects saw an increase of \$7.4 million over the 10-year capital plan. This increase reflects organizational needs such as the headquarters roof replacement, parking lot electrification, additional furniture and renovations to accommodate staffing growth, and the development of a Faraday room to support digital evidence extraction. Also included are four new learning installations at the Community Safety Village of York Region (CSV), developed in partnership with York Region's Indigenous partners and the Ontario Science Centre, aimed at promoting a science-based approach to combating prejudice and hate crime.
3. New IT projects have been added to the 10-year capital plan, including \$0.6 million for Smart Police Kiosks as part of YRP's Smart Policing initiative. To address safety and security needs in the Vaughan Metropolitan Centre (VMC), two community kiosks will be introduced to support virtual reporting. An additional \$0.3 million is allocated to People Systems to enhance YRP's capacity to support staff growth and training requirements.

2. 2026 Capital Budget Highlights

1. The capital budget has been amended by \$15.6 million over ten years for radio system and user gear replacement and upgrades.
2. The helicopter hangar budget includes net increase of \$0.8 million offset partially by re-budgeting unspent funding from 2024. This budget proposal is to address the changes in the construction schedule provided by the vendor.
3. The fleet capital plan includes funding to develop a fleet electrification roadmap, establishing a phased, multi-year strategy to support successful implementation. The roadmap will assess current fleet usage, identify vehicles suitable for electrification, and establish realistic adoption timelines. It will also provide a comprehensive analysis of infrastructure requirements, including charging stations, to ensure the transition is both cost-effective and environmentally sustainable. This initiative directly supports York Region's long-term sustainability objectives.

3. Capital Budget Challenges and Risks

The following project groups are identified as risks over the next ten years.

Risk 1: Capital construction and facilities renovation projects may face delays due to permitting processes, architectural design timelines, and construction scheduling. In addition, project delays, construction cost fluctuations, and inflationary pressures may result in actual costs exceeding the approved budget.

Risk 2: The cost of vehicles and specialized vehicles, has been rising faster than anticipated due to inflation. Given this ongoing trend, there is a high risk that projected costs in the outlook years may exceed current estimates.

Risk 3: Negotiations are currently on-going for the radio system upgrades and replacement, with uncertainty on finalization of the contract. Depending on the outcome of the negotiations, budgeted costs could deviate from what is currently budgeted.

Risk 4: CCTV project includes annual grant funding of an expected \$0.3 million to cover half of the cost of the equipment. Without the grant funding, the project could potentially be placed on hold or continue without funding.

4. Proposed Re-budgeting of \$3,950,000 from 2025 Capital

Table 3 outlines the proposed re-budgeting from 2025 to 2026, as follows:

Table 3

Proposed Re-Budgeting from 2025

Capital Projects	Re-budget Amount	Comments
Helicopter Hangar	\$3,500,000	Due to construction schedule
People Systems	\$250,000	Project ongoing and scope expanded
YRP Websites	\$200,000	Due to implementation plan
Total	\$3,950,000	

5. 2026 Capital Funding Sources

Table 4 shows funding sources for the 2026 and 10-year Capital Budget. Financing for the capital plan is a combination of contributions from tax levy funded reserves including assets replacement reserves and debt reduction reserve, from development charges for growth related projects and external funding from auction proceeds and shared services partners.

Table 4

2026 Capital Funding Sources

Category	Development Charges	Reserves – Operating Tax-levy	Debt Reduction Reserve	Police Infrastructure Reserve	External Funding	Total
Facilities	\$7,862,000	\$4,049,000	\$755,000	\$0	\$200,000	\$12,866,000
Vehicles	\$2,621,000	\$5,648,000	\$257,000	\$574,000	\$260,000	\$9,360,000
Information Technology	\$994,000	\$2,485,000	\$3,267,000	\$0	\$300,000	\$7,046,000
Communication Equipment	\$1,593,000	\$0	\$4,458,000	\$0	\$150,000	\$6,201,000
Specialized Equipment	\$1,884,000	\$0	\$937,000	\$0	\$0	\$2,821,000
2026 Total	\$14,954,000	\$12,182,000	\$9,674,000	\$574,000	\$910,000	\$38,294,000
Percentage	39%	32%	25%	1%	2%	100%
Ten-Year Total	\$105,633,000	\$87,012,000	\$54,576,000	\$4,981,000	\$4,510,000	\$256,712,000
Percentage	41%	34%	21%	2%	2%	100%

Attachment 3: 2026 Capital Budget and Outlook to 2035

Description	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2026-2035
Vehicles											
Vehicles Replacements	5,908	5,169	5,169	5,169	5,169	5,169	5,169	5,169	5,169	5,169	52,429
Additional Vehicles	2,314	1,581	1,581	1,581	1,581	1,581	1,581	1,581	1,581	1,581	16,543
Specialty Vehicles	500	370	1,100		2,820						4,790
Air Operations	352		163	1,733	585		352	163		1,044	4,392
Marine Patrol Boat	286		314		387					1,045	2,032
Sub Total Vehicles	9,360	7,120	8,327	8,483	10,542	6,750	7,102	6,913	6,750	8,839	80,186
Facilities											
District/Major Renovations							18,810	18,810	4,180		41,800
Renovations/Major Equipment to Existing Facilities	5,311	5,600	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800	25,311
Leased Premises	2,000	3,610									5,610
Helicopter Hangar	5,555										5,555
Land Bank Acquisition									1,000		1,000
Sub Total Facilities	12,866	9,210	1,800	1,800	1,800	1,800	20,610	20,610	6,980	1,800	79,276
Communication Equipment											
Radio System Upgrades & Replacement	5,791	2,135	3,484	2,381		2,000		2,000		2,000	19,791
User Gear Replacement	260	402	402	4,387	4,387	402	402	402	402	402	11,848
In Building Cell Repeater	150	150									300
Sub Total Communication Equipment	6,201	2,687	3,886	6,768	4,387	2,402	402	2,402	402	2,402	31,939
Information Technology											
IT Hardware and Software	1,605	1,154	1,156	1,168	1,184	1,164	1,156	1,186	1,216	1,246	12,235
Connected Officer	782	636	585	567	551	909	542	542	542	597	6,253
Closed-Circuit	600	410	420	1,146	430	430	430	430	430	400	5,126
IT Infrastructure and Applications	1,759	319	319	319	319	319	319	319	319	319	4,630
Computer Aided Dispatch - Records Mgmt System		3,700		250				250			4,200
Body Worn Cameras	1,200	600				1,200	600				3,600
Business Intelligence	250	170	170	100	100	100	100	100	100	100	1,290
Data Governance and Retention Management		1,000									1,000
People Systems	500								450		950
YRP Websites	350			150					150		650
Sub Total Information Technology	7,046	7,989	2,650	3,700	2,584	4,122	3,147	2,827	3,207	2,662	39,934
Specialized Equipment											
Furniture	588	2,540	540	540	540	540	540	540	540	540	7,448
Additional Staff & Body Armour	571	642	612	468	490	501	461	469	456	456	5,126
Firearms & Conductive Energy	666	650	425	429	430	432	447	197	332	425	4,433
Technical Investigations	220	220	220	220	220	220		1,100			2,420
NG911 Backup Centre								1,358			1,358
Forensic Equipment						616	126	204	264		1,210
Road Safety Equipment					816						816
Telephone Equipment						700					700
Robotics / Support Services			552	79							631
Support Services Equipment	500										500
Corporate Development Equipment	276										276
Investigation Applications				247							247
Remote Piloted Aircraft				106				106			212
Sub Total Specialized Equipment	2,821	4,052	2,349	2,089	2,496	3,009	1,574	3,974	1,592	1,421	25,377
Total Gross Expenditures	38,294	31,058	19,012	22,840	21,809	18,083	32,835	36,726	18,931	17,124	256,712