

2021-2022 Report to the Community



**SURREY
POLICE SERVICE**

Safer. Stronger. Together.



**Surrey Police Service recognizes that our work
takes place on the ancestral, traditional, and
unceded territories of the Coast Salish Peoples.**

DESIGNED FROM DAY 1 FOR SURREY

*Local Priorities.
Local Accountability.
Community-Based
Solutions.*

A municipal police service provides a policing model that is tailor-made for the city it serves. From day one, Surrey Police Service has been designed for Surrey. You can see it in the officers we recruit, how we communicate, and what we prioritize in our daily work.

As we continue to develop, you will see it reflected in the programs we will offer to keep you and your families safe, our responsiveness to local issues, and the long-term relationships our officers will build within the community.

The blueprint for Surrey Police Service was created with Surrey citizens and, together, we will continue to build a policing service that we can all be proud of.

VISION

Surrey Police Service is a progressive, community-based police service that values diversity, partnerships, and accountability as it works to enhance public safety and community well-being.

VALUES

Honour
Integrity
Respect
Courage
Compassion
Inclusiveness

MOTTO

Safer.
Stronger.
Together.



POLICING SERVICES *planned* FOR SURREY

Office of the Chief Constable

Communications
Business Intelligence
Equity, Diversity & Inclusion
Executive Services
Financial Services
Legal Services

Investigative Services

Child Protection
Crime Analysis
Economic & Cyber Crime
Forensic Interview
Frontline Investigations
Gang Enforcement
Intelligence Management
Internet Child Exploitation
Missing Persons
Organized Crime
Prolific Offenders
Serious Crimes
Special Victims
Surveillance

Support Services

Assets/Inventory
Court Services
Employee Services
Fleet Services
Information Services
Information Technology
PRIME/Operations Review
Professional Standards
Public Services
Recruiting
Training

Community Policing

Cells
Community Engagement
Counselling & Community Support
Crisis Prevention & Intervention
District Support
Emergency & Operational Planning
Frontline
Indigenous Relations
Operational Communications Centre
Road Safety

MESSAGE FROM THE CHIEF CONSTABLE

Building a brand-new police service continues to be an exciting and busy task. Over the past 12 months we have marked many milestones and overcome many challenges.

As of May 2022, Surrey Police Service (SPS) now has over 275 employees, two unions representing staff, our first recruit class at the Justice Institute of BC Police Academy, and 85 officers deployed into policing operations in Surrey. In just the past year we also unveiled the SPS uniform and police vehicle design, completed our first strategic plan, signed our first collective agreement, and worked with the RCMP to develop an approved plan that will guide our respective human resources as phase one of the policing transition continues.

There is no blueprint for how to transition a police service of this size. It has required innovation, consultation, and hard work. It is also critically important that we do not squander this opportunity to create a policing model that works for today's world and for Surrey's needs. We cannot simply accept what was done in the past, or the 'status quo' of policing. Our world has changed, and so must our policing model.

Most commonly, citizens want to know how SPS will be different. Ultimately, it boils down to two important factors that set us apart: responsiveness and local accountability.

As a local, municipal police service, SPS will be able to quickly respond to Surrey's changing public safety needs. Crime requires quick action and SPS is built to respond to community needs very quickly. Our accountability starts with having an independent police board, and continues with the regular sharing of information with the public – from financials, to community consultation results, to updates on the policing transition.

Through it all, we never lose focus on the fact that we are building a police service for the citizens of Surrey – Surrey Police Service is being designed, from day one, for Surrey. That is our commitment to you.

Chief Constable Norm Lipinski



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MESSAGE FROM THE SURREY POLICE BOARD

It is hard to believe that it has been just two years since the Surrey Police Board was established, when we consider the significant milestones Surrey Police Service (SPS) and the Board have achieved. From signing a collective agreement with the Surrey Police Union to hiring our 200th police officer, we have made incredible progress while keeping public and officer safety as our foundational principal.

Earlier this year, a Special Committee on Reforming the Police Act released a substantive document on police reform, with the findings associated to a significant change in police oversight. As a Board, we welcome structural changes to police boards in an effort to ensure that municipal council has input while maintaining the independence of the Board. The Board applauds the work of the Special Committee and we look forward to reforms that improve policing in Surrey and our province.

Policing and public safety is a partnership, and input from Indigenous rightsholders, citizens, not-for-profit organizations, businesses, government agencies, senior levels of government, and city council are required to ensure a holistic approach to services. We are pleased with the level of engagement we have experienced with our community to date, and we are eager to realize the benefits of these strong relationships.

Surrey is a vibrant, diverse, and growing city and our policing model must reflect that. Thank you to our community partners who have contributed to building SPS and to our police officers and civilian staff who continue to work hard to bring to life the future of public safety for Surrey.

THE SURREY POLICE BOARD



Doug McCallum, Chair

Meena Brisard

James Carwana

Chief Harley Chappell

Cheney Cloke



Manav Gill

Avtar Johl

Elizabeth Model

Jessie Sumner

ACCOUNTABILITY AND OVERSIGHT FOR SURREY

The Surrey Police Board provides **civilian oversight** and governance to Surrey Police Service.

The Board is an independent body from both City Council and the provincial government and is governed by the BC Police Act.

POLICE BOARD STRUCTURE

The mayor, who acts as board chair, as per the BC Police Act.

One person appointed by the municipal council

Up to seven people appointed by the lieutenant governor in council

SURREY POLICE BOARD COMMITTEES

Human Resources and Compensation

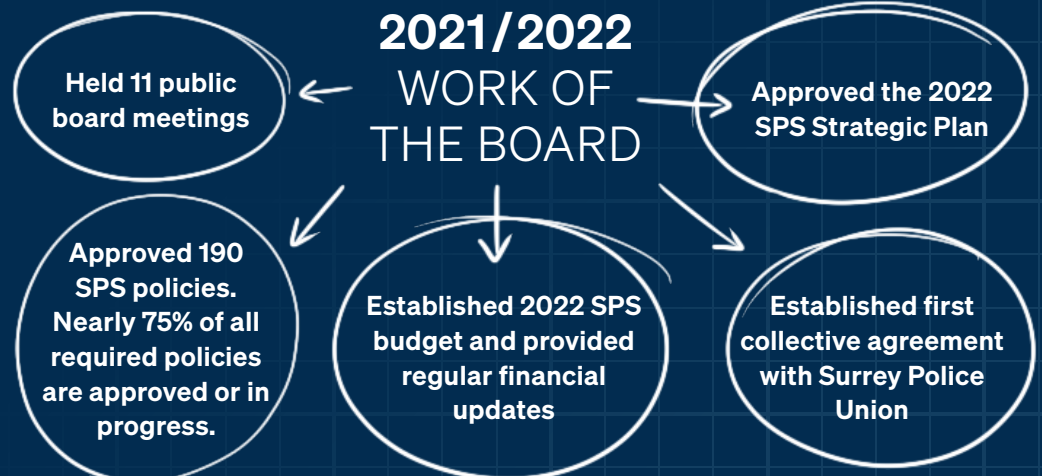
Governance

Finance and Audit

Main Governance Functions of a Police Board

- 1 Provides financial oversight for the police service
- 2 Employs the police and civilian employees
- 3 Establishes policies and direction for the service
- 4 Manages service or policy complaints against the service

2021/2022 WORK OF THE BOARD



SURREY'S POLICING TRANSITION

In 2018, the City of Surrey exercised its authority under the BC Police Act to have its own municipal police service. The Province of BC approved this change and appointed a police board in 2020.

The federal, provincial, and municipal governments established the Surrey Policing Transition Trilateral Committee (SPTTC) to guide the development, negotiation, and implementation of the transition of policing services in Surrey. Throughout this process, the maintenance of consistent policing service and the preservation of public and officer safety are the predominant considerations.

SPS was established on August 6, 2020

PHASED INTEGRATION

In Phase 1 of the policing transition, SPS officers are integrated into the Surrey RCMP detachment every two months, under the command of the RCMP. This phase began in November 2021 and will continue into 2023.

The SPS-RCMP Human Resources Strategy and Plan sets out the SPS deployments and RCMP demobilizations up to May 2023, as well as the required recruitment and HR processes.

PHASE 1

PHASED
INTEGRATION

295

SPS officers deployed by May 2023

CHANGE OF COMMAND

Phase 2 of the policing transition will focus on the change of command from the RCMP to SPS.

The timeline for SPS to become the police of jurisdiction has yet to be determined, and will ultimately require approval by the Province of BC. SPS is currently working to ensure the required policies, procedures, equipment, and technology are in place for SPS to take over responsibility for policing in Surrey.

PHASE 2

CHANGE OF
COMMAND



BUILDING SURREY'S POLICE SERVICE

This is an exciting time for policing – not just in Surrey, but across Canada.

All eyes are watching one of the largest policing transitions in Canada's history, as Surrey builds its own municipal police service. Together with residents and community partners, we are **creating a new culture of policing – one that is rooted in compassion, shared understanding, and innovation.**

A CULTURE OF WELLNESS

At SPS, we believe that if we don't look after our people, they will not be able to effectively look after the community.

We are committed to building a workplace that focuses on wellness – from our benefits, to our on-site Operational Stress Injury dog, to the wrap-around services our Employee Services Section provides to staff.

DE-ESCALATION TRAINING

The goal at every call is to reach a peaceful resolution.

While the need for use of force tactics is a reality in policing, SPS training emphasizes various de-escalation tactics to all officers. These include the Integrated Communication and Tactics (ICAT) training, which reinforces the sanctity of protecting all human life, as well as Gracie Survival Tactics and Brazilian Jiu Jitsu.

A COMMITMENT TO ACCOUNTABILITY

Moving to a local police service that answers to its citizens is an important investment in the future of Surrey.

SPS and the Surrey Police Board are working to provide **unprecedented access** to the information citizens want from their police service on our websites and in our communications.

- Collective agreements
- Financials
- Strategic Plan
- Community consultation reports
- Service or policy complaint responses
- Regular policing transition updates
- Hiring and deployment updates

2021/2022 MILESTONES

June 2021

First community consultation

November 2021

First group of SPS officers deployed

February 2022

First strategic plan

March 2022

First Surrey Police Union collective agreement

April 2022

First class of new recruits

May 2022

85 SPS officers deployed

HIRING THE RIGHT PEOPLE FOR SURREY

Hiring the right people for the right role is important in every organization, but when that organization is charged with protecting public safety and interacting with citizens from all walks of life, **it is crucial.**

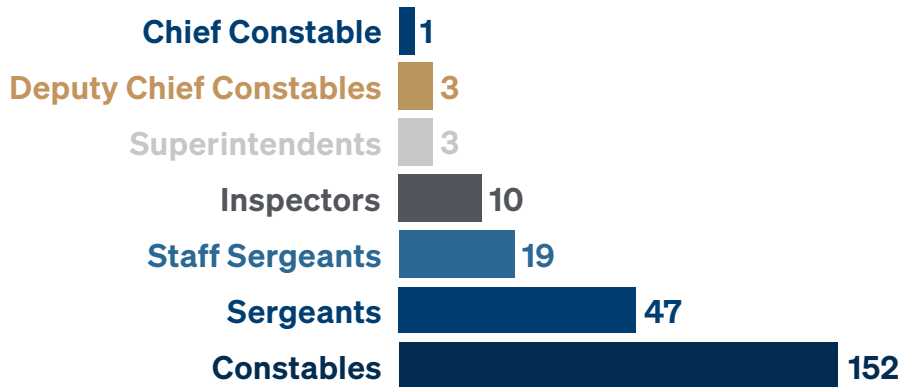
SPS is committed to hiring people who reflect the community we serve, and who bring a diversity of life and policing experiences. Hiring individuals with different backgrounds often leads to better decision making, fewer blind spots, and broader points of view.

*235 police officers
40 civilians*

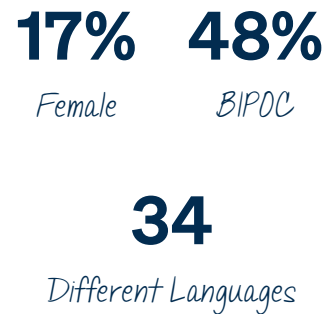
275 EMPLOYEES HIRED

ALL HIRING STATISTICS AS OF MAY 2022

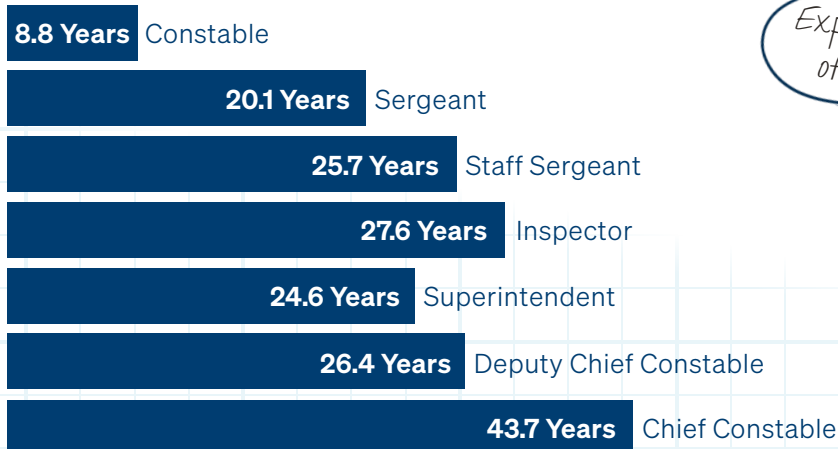
RANKS HIRED



OFFICER DIVERSITY



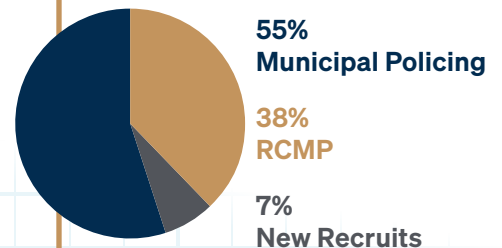
AVERAGE YEARS OF POLICING EXPERIENCE



Experienced officers

SOURCE OF HIRE

Our police officers have been hired from 20 different police agencies across Canada, with the majority coming from the Lower Mainland.



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Joining SPS has been a life-changing experience for me, for the better. SPS has a culture of caring and they encourage diverse thoughts and ideas. At SPS, I have the unique opportunity to be able to hire, not just great police officers, but officers who are a really good fit for Surrey, and aligned with SPS's philosophies of community and wellness.

- Inspector Rachel Milne, Recruiting Unit



ENGAGING WITH SURREY COMMUNITIES

RESPONDING TO CALLS FOR SERVICE

Groups of experienced SPS police officers are now being deployed into policing operations every two months. These SPS officers are working alongside the Surrey RCMP and responding to policing calls for service in Surrey communities. The majority of deployed officers are working on the Frontline, with a smaller number working in the General Investigation Unit. Over the next year, SPS officers will also be deployed into investigative and community services positions.

COMMUNITY ENGAGEMENT

Engagement with the community is a daily part of our work at SPS. Much of our engagement is currently focused around introducing ourselves, getting to know the local services, and learning more about the community's priorities for public safety and police service delivery.

Over the past year, SPS staff and senior leaders have visited local schools, youth groups, gurdwaras, mosques and other faith-based groups, sporting events, seniors' centres, service clubs including Rotary and Probus, business associations, Indigenous groups, and more. We also had the opportunity to attend the Surrey RCMP Open House where we met many citizens and families.

SPS is committed to giving back to the community. Our employees have participated in the Coldest Night of the Year walk in support of the Cloverdale Community Kitchen, a Polar Plunge at Crescent Beach in support of BC Special Olympics, Sirens for Life blood drive, and Cops for Cancer Tour de Valley.

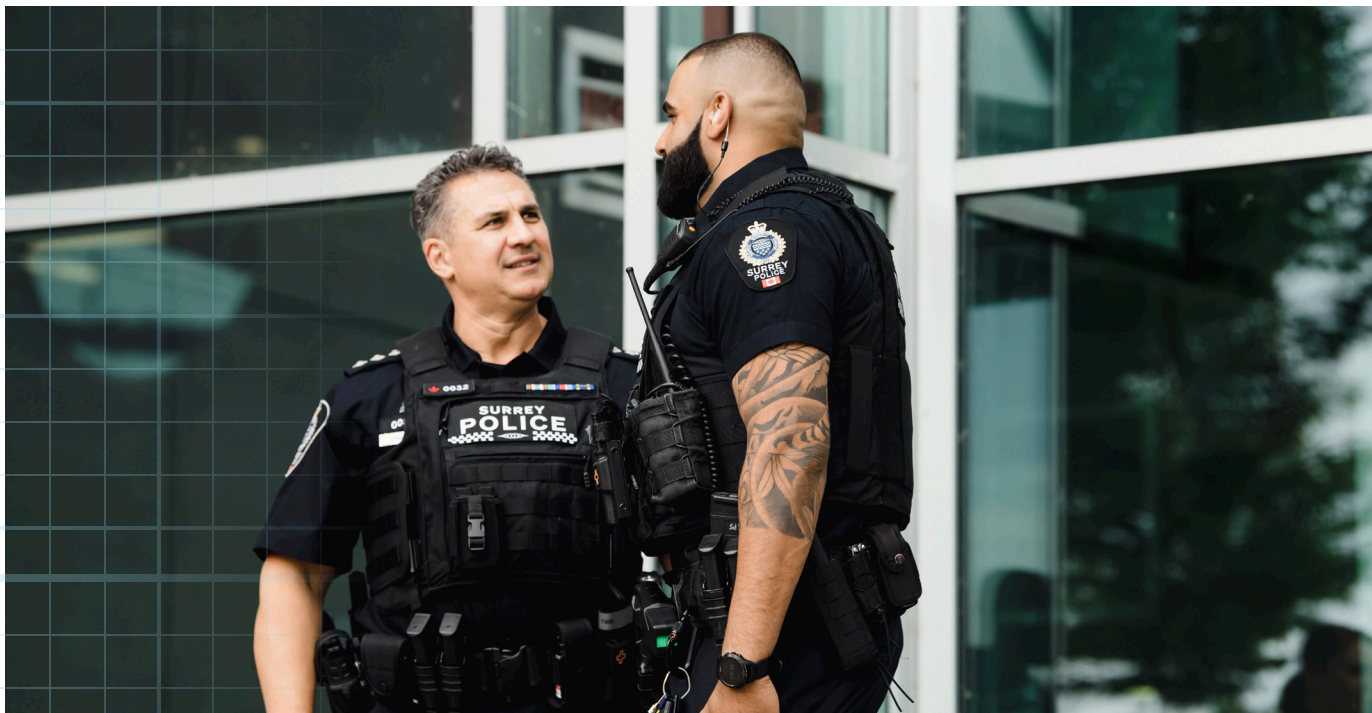


PLANNING FOR SURREY'S POLICE SERVICE

In early 2022, SPS released its first board-approved strategic plan to guide our priorities, strategies, and actions for 2022.

The strategic plan was informed through months of comprehensive community engagement that included an opinion survey, stakeholder interviews, and focus groups. Over 1,200 citizens shared their input on the policing services needed for Surrey. The results of these consultations are available on our website in five languages.

Our progress in meeting the objectives set out in the strategic plan will be measured and shared with the public.

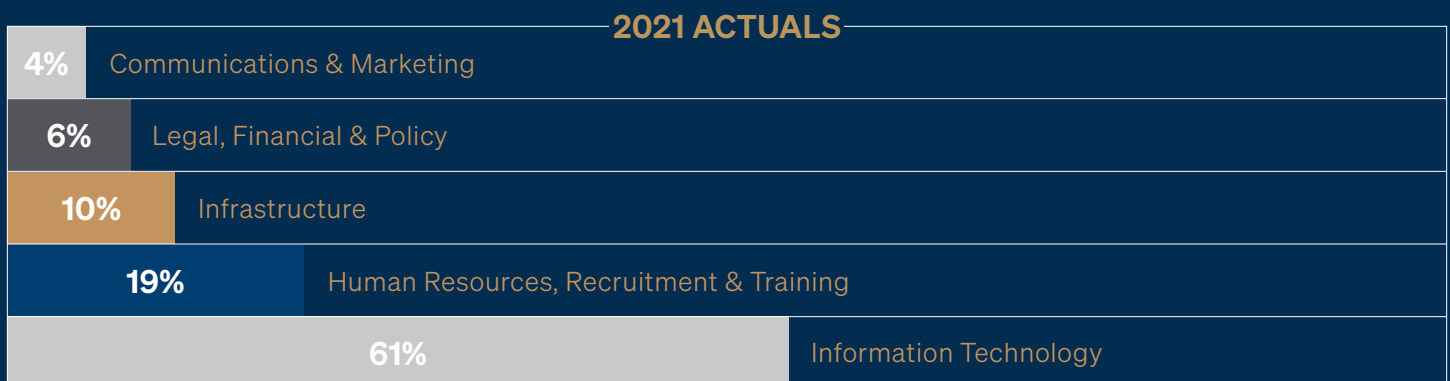
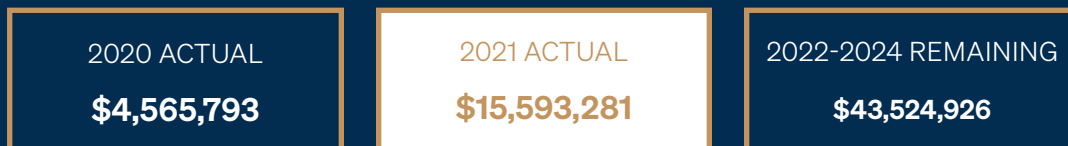


FINANCIAL INFORMATION

	2021		2022
	BUDGET	ACTUAL	BUDGET
Surrey Police Board	\$594,000	\$350,539	\$805,152
Salaries & Benefits	\$38,910,000	\$10,183,417	\$48,336,248
Lower Mainland Integrated Teams	\$15,806,000	\$13,580,447	\$16,603,537
Other Operational Expenditures	\$3,557,000	\$912,925	\$8,705,049
Capital Expenditures	\$2,275,000	\$0	\$4,550,000
TOTAL	\$61,142,000	\$25,027,328	\$78,999,986

POLICING TRANSITION PROJECT ONE-TIME FUND 2020-2024

Total \$63,684,000



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I wanted to work in the community that I was born, raised, and live in. The SPS staff really make you feel a part of one big family that cares about you, your family, and your career right from day one. The difference with SPS is that you're not just another badge number - the leadership team is really invested in your career and they get to know you as a person.

- Constable Karn Dhesi, Frontline Policing





WWW.SURREYPOLICE.CA

WWW.SURREYPOLICEBOARD.CA