

A NEW ERA OF POLICING FOR SURREY



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## 2022 Report to the Community

**Safer. Stronger. Together.**



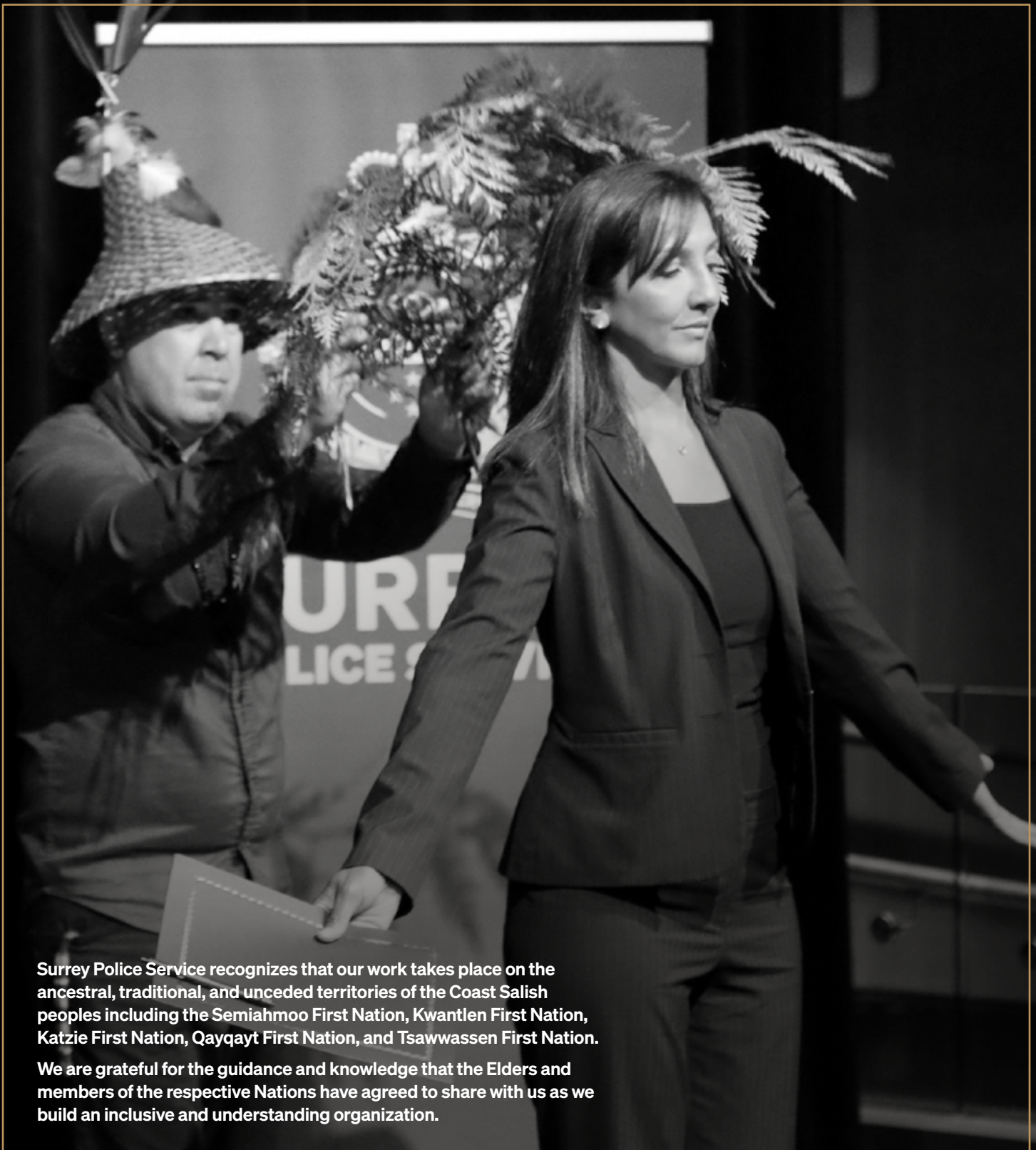
**SURREY**  
**POLICE SERVICE**

## 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



Surrey Police Service recognizes that our work takes place on the ancestral, traditional, and unceded territories of the Coast Salish peoples including the Semiahmoo First Nation, Kwantlen First Nation, Katzie First Nation, Qayqayt First Nation, and Tsawwassen First Nation.

We are grateful for the guidance and knowledge that the Elders and members of the respective Nations have agreed to share with us as we build an inclusive and understanding organization.

# WE'RE NOT HERE TO MAINTAIN THE STATUS QUO.

WE'RE HERE TO CHANGE IT.



It's no secret that change is needed in policing in order for the community to not only be safe, but feel safe. As Canada's newest police service, Surrey Police Service (SPS) is at the forefront of this change.

In this report, we highlight how SPS is committed to going beyond the status quo.

1. Meaningful Change
2. Community
3. Equity and Safety
4. Accessibility
5. Wellness

Chief Constable Norm Lipinski



**The SPS uniform started to be a familiar sight around Surrey as we grew from having just 29 SPS officers deployed into policing operations, to over 200 today.**





## MESSAGE FROM THE CHIEF CONSTABLE

Surrey Police Service (SPS) continued its exponential growth and development in 2022, building a municipal police service for Surrey. We marked a number of key milestones in 2022, including the release of our first community-informed strategic plan, welcoming our first classes of Recruit Constables, and more than doubling our staff team.

The SPS uniform started to be a familiar sight around Surrey as we grew from having just 29 SPS officers deployed into policing operations, to over 200 today. Collectively, these deployed officers have responded to thousands of calls for service – saving lives, protecting the vulnerable, conducting investigations, and helping to make Surrey safer. The rest of the SPS team has been busy either in training or building the extensive infrastructure required for a new police agency.

One of our greatest accomplishments in 2022 was the more than 600 community engagements we had with Surrey residents, youth, local organizations, and diverse community groups. This is only the beginning of our commitment to consistent, meaningful engagement and consultation with residents and business owners.

We made significant progress on the policing transition with the implementation of the SPS-RCMP Human Resources Plan last spring. This plan guides the current phase of the transition which supports the gradual mobilization of SPS officers and demobilization of RCMP officers.

Unfortunately, 2022 ended with some uncertainty as the future of the policing transition was referred back to the Minister of Public Safety and Solicitor General. The Minister has since recommended that the City of Surrey continue the transition to SPS, stating that moving forward with SPS is the “best way to achieve public safety in BC” and will ensure no reduction in police presence in Surrey and the province.

SPS is fully prepared and equipped to ensure safe, effective and exceptional policing for Surrey, and we hope to have the opportunity to provide that to the residents and businesses of Surrey.

**Chief Constable Norm Lipinski**



## MESSAGE FROM THE SURREY POLICE BOARD

### ROLE OF THE BOARD

The Surrey Police Board is made up of civilians who provide independent oversight to Surrey Police Service. The Board employs SPS staff, approves policies and budgets, provides financial oversight, and addresses policy complaints against SPS.

### BOARD MEMBERS

Brenda Locke (Chair), Meena Brisard, James Carwana, Chief Harley Chappell, Cheney Cloke, Manav Gill, Avtar Johl, Elizabeth Model, Jessie Sunner



**SURREY  
POLICE BOARD**

[Surreypoliceboard.ca](http://Surreypoliceboard.ca)

As the entity that provides civilian oversight of municipal policing in Surrey, 2022 was a busy year for the Surrey Police Board. From negotiating a first, historical collective agreement with the Surrey Police Union, to approving the first Surrey Police Service (SPS) strategic plan, and welcoming our first class of recruits, the Board has continued its forward momentum in creating an independent municipal police service for Surrey.

There are many benefits that come with a local independent police service, rather than contracting a federal model. SPS is built on local accountability and responsiveness, meaning it can react swiftly to local problems, has more consistent and stable staffing levels, and has a sole focus on the growing needs of our vibrant communities. Surrey, which is soon to be the biggest city in BC, deserves a policing model that is designed specifically for its unique needs.

From the beginning, the Board has ensured that SPS offers competitive wages and comprehensive benefits to attract the best and brightest people to Surrey, for the duration of their careers. This leads to having well-trained, highly skilled, and healthy police officers and civilians ready to serve you.

Thank you for taking the time to read through the 2022 Surrey Police Service Report to the Community. As a police board, we were appointed to oversee SPS and represent the community, and it is a role we take very seriously. We are immensely proud of the progress the hard-working people of SPS have made in building what is now the second-largest municipal police service in British Columbia.



MEANINGFUL CHANGE

## MEANINGFUL CHANGE

Bringing a new era of policing to Surrey.

CHANGING THE STATUS QUO OF POLICING

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## MEANINGFUL CHANGE

Bringing a new era of policing to Surrey.

# POLICING TRANSITION UPDATE

In 2018, the City of Surrey opted to form their own municipal police service, with the approval of the Province of BC. Once a police board was appointed and Surrey Police Service (SPS) was established, the phased transition of police services from the RCMP to SPS began.

In 2022, the SPS-RCMP Human Resources Plan was introduced to guide phase one of the transition, which involves SPS deployments every two months. Our deployed officers will continue to operate under the command of the RCMP until SPS becomes the police of jurisdiction in phase two.

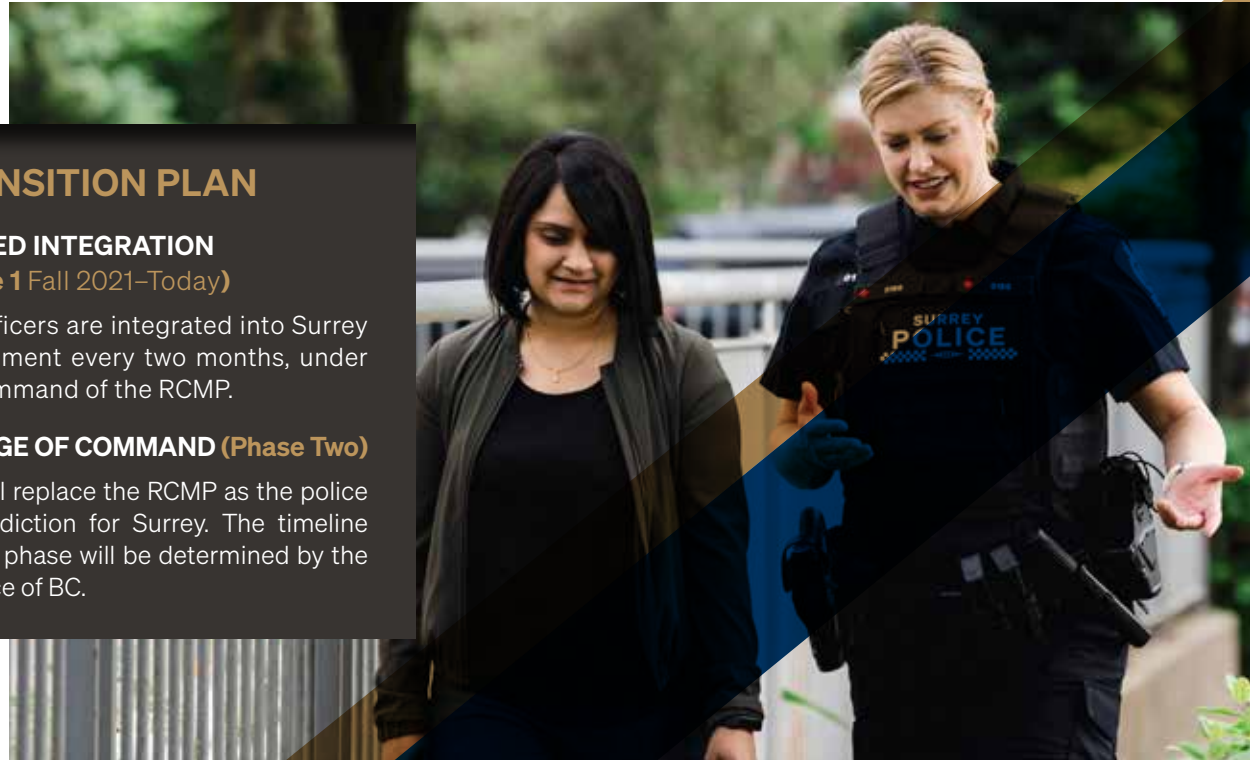
## TRANSITION PLAN

### PHASED INTEGRATION (Phase 1 Fall 2021–Today)

SPS officers are integrated into Surrey Detachment every two months, under the command of the RCMP.

### CHANGE OF COMMAND (Phase Two)

SPS will replace the RCMP as the police of jurisdiction for Surrey. The timeline for this phase will be determined by the Province of BC.



## 2022 MILESTONES

### January

SPS officers respond to 1,000th call for service

### August

SPS becomes 2nd largest municipal police agency in BC

### April

First class of SPS recruits hired

### September

Over 350 employees hired

### May

SPS-RCMP Human Resources Plan approved

### November

187 SPS officers deployed





### **SPS Deployments:**

**Frontline Policing**  
**General Investigations**  
**Serious Crime**  
**Intimate Partner Violence**  
**Strike Force Target Team**  
**Surrey Gang Enforcement Team**  
**Traffic Services**  
**Police Mental Health Outreach Team**  
**Community Response Unit**  
**Youth Unit**  
**Diversity and Community Engagement**



COMMUNITY

## COMMUNITY

Listening to all voices in the community.

**COMMUNITY**  
Listening to all voices in the community.

## PUTTING COMMUNITY FIRST

At Surrey Police Service, community engagement is an organization-wide philosophy. Every single sworn and civilian employee knows that community outreach and consultation is a shared responsibility – from the Frontline to the Executive Leadership Team.

Building trust is key to ensuring that residents know they can rely on SPS, not only for effective emergency response and investigations, but also to assist in crime prevention and community building.

### UNDERSTANDING OUR COMMUNITIES

We know that some communities have a historic – and understandable – distrust of police. We are committed to listening to all voices in the community, even when it might be uncomfortable for us.

In 2022, we met with a number of individuals, groups and organizations to learn about their experiences and how they wish to engage with SPS. These included consultations with the 2SLGBTQ+ community, conversations with youth, seniors and individuals who are experiencing homelessness, and discussions with agencies that support vulnerable women and girls.

We also met with members of First Nations governments, the Métis Nation of BC, Indigenous justice partners, and others to begin the process of understanding the needs of the Indigenous communities in Surrey.

**600+**

ENGAGEMENTS & CONSULTATIONS

**40**

Businesses

**8**

2SLGBTQ+

**102**

Youth/Young Adults

**29**

Children

**27**

Seniors

**21**

Service Agencies

**74**

Faith-Based

**47**

Indigenous

**105**

Vulnerable Persons

**175**

Community at Large

**8**

Visible Minority Groups





## Surrey Youth



**Surrey is home to a diverse population and an abundance of brilliant youth who deserve safety and support. Surrey Police Service has made a visible difference in how the community trusts and interacts with law enforcement. The officers truly see each individual they interact with.**



EQUITY AND SAFETY

## **EQUITY AND SAFETY**

Teaching modern police practices focused on de-escalation and bias-free policing.

# POLICE PRACTICES THAT MEET PUBLIC EXPECTATIONS

The best practices for policing safely, compassionately, and effectively are constantly changing. The public's expectations of policing are also changing, particularly when calls involve mental health or individuals at a higher risk of harm. As a new police service, Surrey Police Service (SPS) has a unique opportunity to incorporate the most current policing practices into our organization right from the start.

## FOCUS ON DE-ESCALATION

With fatal police use of force incidents on the rise in Canada<sup>1</sup> and calls for less lethal police tactics, SPS has designed a training program that centres around providing the greatest chance of a safe, successful outcome for the public and police.

- **Integrating Communications, Assessment, and Tactics (ICAT)** is a comprehensive training program that uses communication to reduce the need to use force. As part of SPS's mandatory training, officers undergo scenario-based training with professional actors simulating real-life scenarios.
- **Gracie Survival Tactics** is a Brazilian jiu-jitsu based defensive tactics program that uses leverage techniques to gain compliance, instead of traditional police use of force options.

## CULTURAL AWARENESS & BIAS-FREE POLICING

To familiarize our officers with Surrey's many diverse communities and how they may perceive police, we incorporate a variety of subject matter experts and individuals with lived experience into our training. SPS officers are also required to take the Fair and Impartial Policing course which helps them learn how to reduce the influence of bias when carrying out their duties.

## TRAUMA-INFORMED PRACTICE

SPS officers use trauma-informed approaches and compassion, particularly when they are interacting with individuals who are at an increased risk of harm.

SPS officers are trained in how to understand trauma, including inter-generational trauma, and to recognize how it may be a contributing factor to an individual's behaviour. This provides our officers with a greater opportunity to create a safe environment for the individual, the communities we serve, and the police.

<sup>1</sup>[www.trackinginjustice.ca](http://www.trackinginjustice.ca)





ACCESSIBILITY

## **ACCESSIBILITY**

Providing you with information, up front.

## OPEN DATA

The Surrey Police Service and Surrey Police Board websites provide you with easy access to the information you want from your police service.






- Public board meeting recordings
- Financials
- Collective agreements
- Staffing levels
- Policing transition updates and plans
- Accessibility to media

## 2022 FINANCIALS

OPERATING & CAPITAL BUDGET	2022 Budget	2022 Actual
Surrey Police Board	\$180,000	\$118,778
SPS Salaries & Benefits	\$48,682,000	\$47,085,350
Lower Mainland Integrated Teams	\$16,603,537	\$13,874,140
Other Operational Expenditures	\$8,984,449	\$3,810,301
Capital Expenditures*	\$4,550,000	\$1,313,018

\*Includes \$2.275M unused reserve carried forward from prior years.

### POLICING TRANSITION FUND \$63,684,000

2020 Expenditures	2021 Expenditures	2022 Expenditures	Remaining
\$4,565,793	\$15,593,281	\$14,141,741	\$29,383,185
		<b>Technology</b>	 44%
		<b>Facilities &amp; Equipment</b>	 26%
		<b>HR &amp; Training</b>	 24%
		<b>Legal &amp; Financial</b>	 4%
		<b>Communications</b>	 2%

## BENEFITS OF MUNICIPAL POLICING


- Civilian oversight by a police board
- Decisions made locally in response to community needs
- Officers stay in community, building long-term relationships
- Consistent staffing levels not impacted by national transfers
- Financials and staffing numbers are publicly available





## **WELLNESS**

Taking care of our people, so they  
can take care of the community.



Dr. Lisa Kitt  
Psychologist for SPS

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**It is significant that SPS has made a commitment to reimagining workplace culture to be employee centric, trauma responsive, and collectively caring.**

**WELLNESS**  
Taking care of our people, so they can take care of the community.

## HAVING THE COURAGE TO CARE

We all know that personal and professional stressors can impact our physical and mental well-being. This is even more true for those who work in policing where they are exposed to an abnormal number of stressful events, critical incidents, and trauma. Studies have shown that Canadian police officers are disproportionately affected by mental illness by a rate of up to five times more than the general population<sup>1</sup>.

From day one, SPS has been building a culture that normalizes and prioritizes care for our officers and civilian employees. We know that we must take care of our people in order for them to be able to take care of the community.



### EMPLOYEE WELLNESS SUPPORTS

- Full-time Wellness Unit
- Operational Stress Injury dog, Ragnar
- Employee Wellness Lounge
- Peer Support Team
- Critical Incident Aftercare Team
- Employee Services Sergeant assigned to each employee
- Wellness leave for Surrey Police Union members
- Registered psychologist for on-site services
- Support for employees' partners/spouses

### SPS FOUNDATIONS OF WELLNESS

- 1. Care for Surrey**
- 2. Care for Each Other**
- 3. Care for Self**
- 4. Care for our Workplace**

<sup>1</sup>Canadian Association of Mental Health. (2018). Police Mental Health: A Discussion Paper



[WWW.SURREYPOLICE.CA](http://WWW.SURREYPOLICE.CA)

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