

HERE  
SERVE  
AND TOMORROW



**SURREY**  
POLICE SERVICE

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## 2023 Report to the Community

**Safer. Stronger. Together.**

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.



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

## MESSAGE FROM CHIEF CONSTABLE NORM LIPINSKI

This past year was filled with many milestones as Surrey Police Service (SPS) continued to grow, however 2023 was most notably the year when the future of municipal policing in Surrey was solidified.

With the provincial government’s decision to continue with the policing transition in July, and the subsequent amendment of the BC Police Act in October, Surrey residents and Surrey policing staff received the long-awaited assurance that the transition to SPS will be completed. This will allow us to collectively continue to build Surrey’s own policing service with confidence, purpose, and excitement.

While the debate on policing over the past year did create some delays in our recruiting, hiring, and deployments, the policing transition is getting back on track under the guidance of the Strategic Implementation Advisor, Jessica McDonald, and with the support of Surrey Police Board Administrator, Mike Serr.

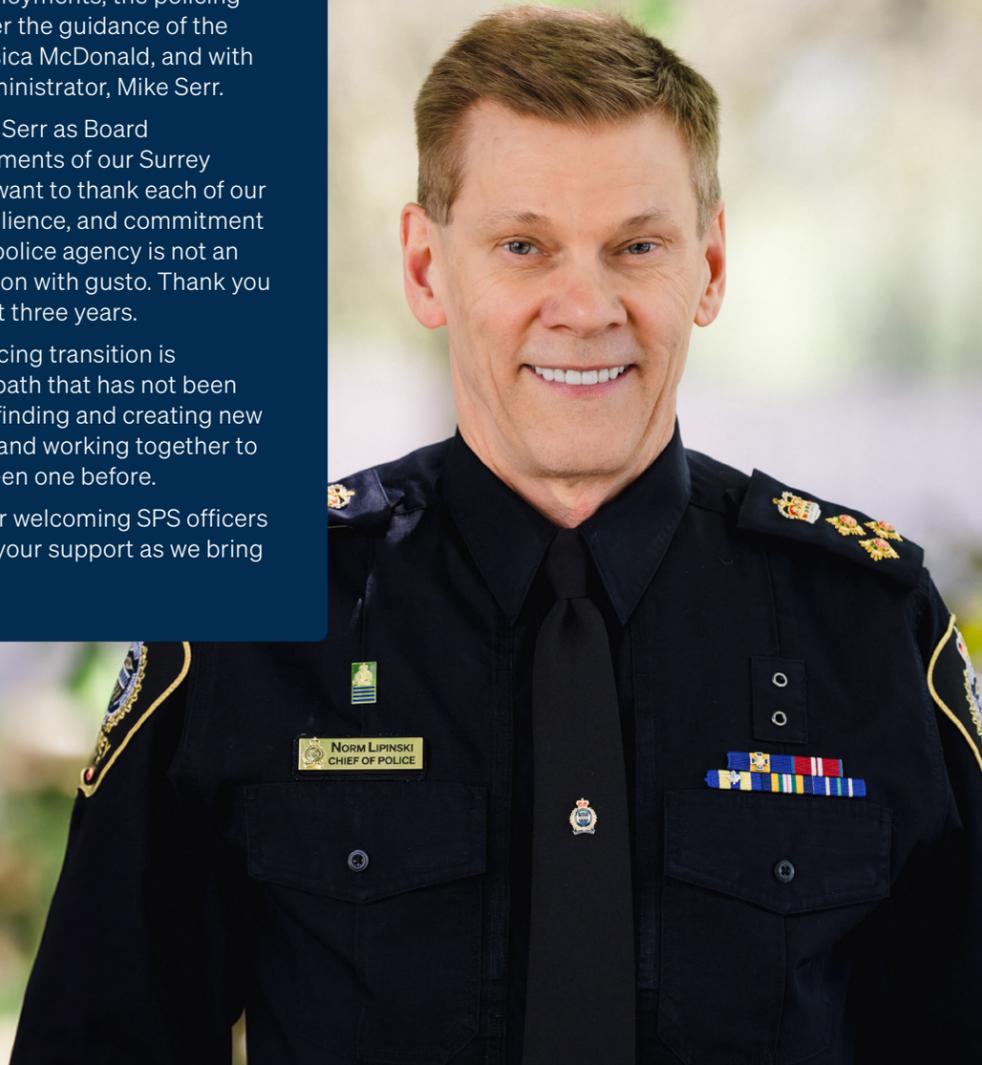
With the Province’s appointment of Mr. Serr as Board Administrator in late 2023, the appointments of our Surrey Police Board members were paused. I want to thank each of our board directors for their hard work, resilience, and commitment to the SPS project. Standing up a new police agency is not an easy task, and these individuals took it on with gusto. Thank you for your outstanding work over the past three years.

As has often been said before, this policing transition is unprecedented. We are all travelling a path that has not been travelled before. This journey requires finding and creating new mechanisms to make change happen, and working together to lay a path where there may have not been one before.

To the residents of Surrey, thank you for welcoming SPS officers into the community, and thank you for your support as we bring a new era of policing to Surrey.



**This journey requires finding and creating new mechanisms to make change happen, and working together to lay a path where there may have not been one before.**



## MESSAGE FROM MIKE SERR, SURREY POLICE BOARD ADMINISTRATOR

2023 was an interesting year for the Surrey Police Board as it continued to navigate the complex and historical transition from a contracted police service to the independent, locally based Surrey Police Service (SPS).

In November 2023, BC’s Minister of Public Safety and Solicitor General appointed me as Administrator of the Surrey Police Board to assume the functions of the Board and assist with Surrey’s transition to SPS. The appointments of all Board members were temporarily paused.

Civilian oversight is integral to building and maintaining trust and confidence in our police services. When I accepted the role as Administrator, it was with a great sense of responsibility. I have worked with police boards for the last eight years and I recognize and value the importance of their role.

As Administrator, I have continued to build on the work of the Board. Their accomplishments prior to my appointment are nothing short of extraordinary. They have reviewed and approved over 275 policies, supported the development of collective agreements, assisted with SPS’s strategic growth and implementation plans, worked closely with staff to build the 2023 and 2024 budgets, and maintained general oversight of the work of SPS.

My first order of business when appointed was to review the 2024 provisional budget. With clarity from the Minister that SPS will become the police of jurisdiction in Surrey, we developed a growth budget in careful collaboration with the provincial government and Strategic Implementation Advisor to ensure SPS’s hiring will not destabilize policing in British Columbia.

There is still much work to be done, and I am confident in the abilities of Chief Lipinski and his talented team of sworn and civilian staff. In speaking to the team at SPS, I am truly impressed by their commitment to public safety and serving and protecting Surrey with pride and honour. I look forward to continuing to support this work and I know the residents of Surrey will benefit from having a local and innovative police service that is reflective of the community.



### Role of a Police Board

Investigate service/ policy complaints

Appoint and monitor performance of Chief Constable

Develop, approve and monitor SPS budget

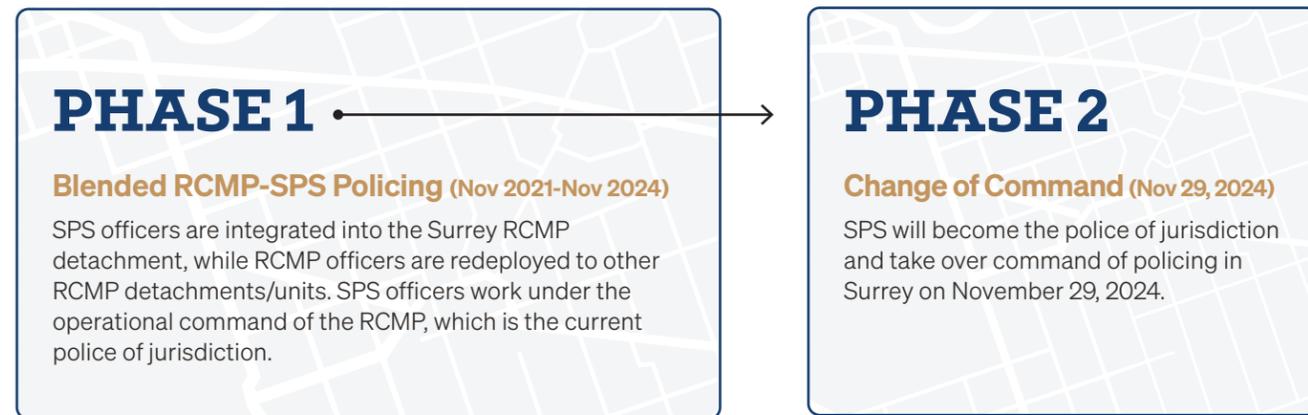
Approve all SPS policies

# POLICING TRANSITION

In 2018, the City of Surrey decided to move to its own municipal police service. The Province of BC approved this change and appointed a police board. Surrey Police Service (SPS) was established in 2020, and the phased transition from the RCMP to SPS began in late 2021. In July 2023, the Province reaffirmed their decision that the transition to SPS will be completed.

**The maintenance of effective policing and the preservation of public safety continue to be the predominant considerations throughout this historic policing transition.**

## TRANSITION PROCESS



## BENEFITS OF MUNICIPAL POLICING

SPS is a progressive, community-based police service that is accountable to the community. We're building a police service tailored to Surrey's needs, with locally developed priorities and solutions.

There are a number of reasons why municipalities choose to have their own municipal police service. Ultimately, it's about increased accountability and responsiveness. While the cost is slightly higher, the benefits of municipal policing are significant.

Municipal Policing (SPS)	Contract Policing (RCMP)
Civilian oversight by local police board	Federal oversight
Consistent police staffing levels	Staffing levels impacted by provincial and national staffing priorities
Police policies, programs, and partnerships developed specifically for the community	Police policies, programs and partnerships must fit into national RCMP framework
Budgets and staffing levels shared publicly	Budget and staffing levels are not made public
Officers stay in community, building long-term relationships	Officers transferred across Canada

# POLICING TRANSITION TIMELINE



## 2018

City Council unanimously votes to establish a municipal police service

## 2020

Province of BC approves Surrey's policing transition  
 Civilian police board is established  
 Board creates Surrey Police Service (SPS)  
 First SPS Chief Constable selected by Board

## 2021

SPS begins recruiting and hiring sworn and civilian staff  
 First group of experienced SPS officers deployed into operations under command of RCMP

## 2022

Hiring and deployments continue as SPS becomes second largest municipal police agency in BC  
 RCMP begins moving Surrey RCMP officers to other communities  
 New City Council votes to retain the RCMP and cancel the transition to SPS

## 2023

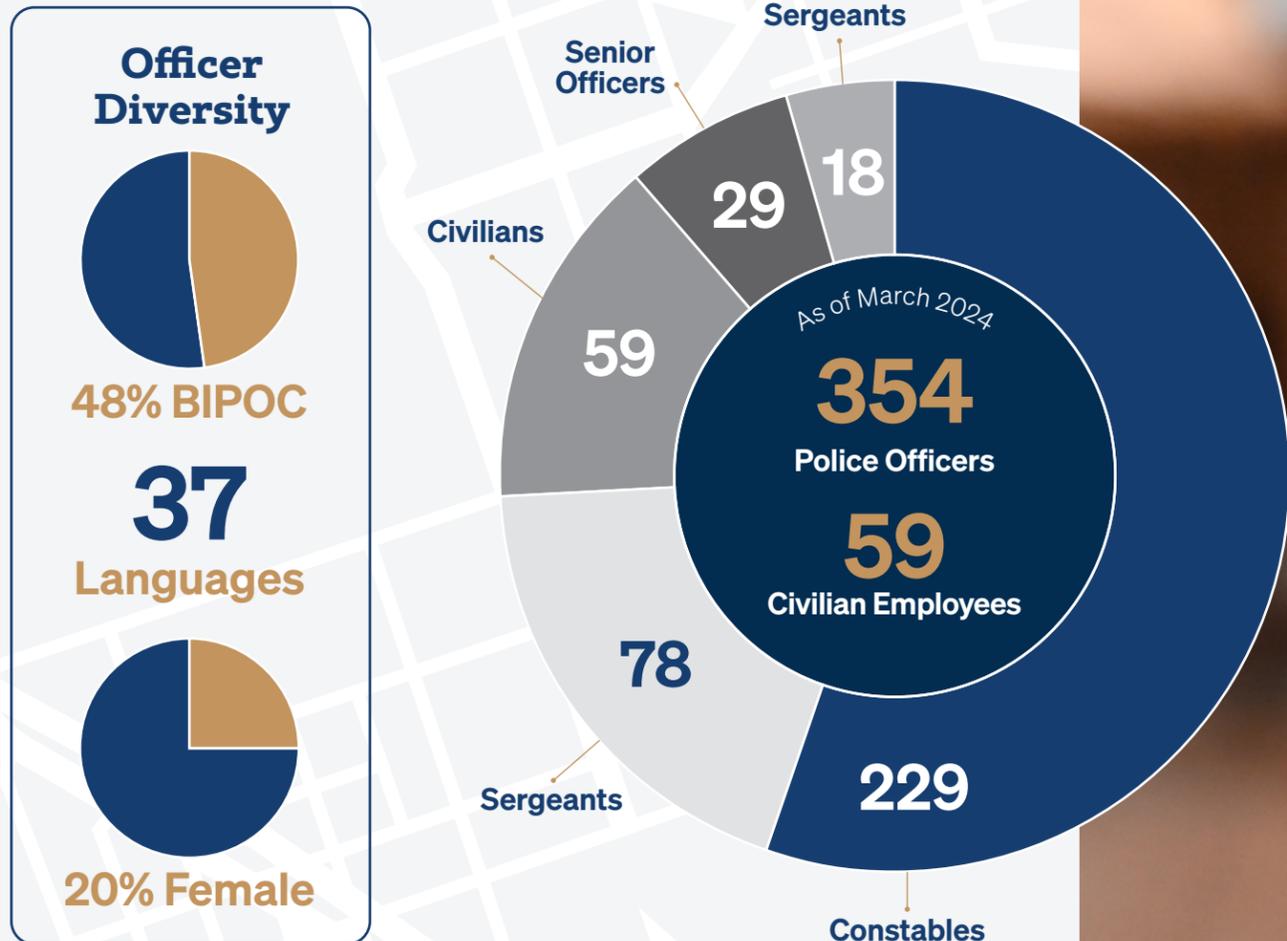
Province denies Council's request to retain the RCMP, stating the transition to SPS must be completed to ensure public safety  
 Police Amendment Act, 2023 is passed into law, requiring Surrey to be policed by SPS  
 Province suspends appointments of Surrey Police Board members and appoints temporary Board Administrator to advance policing transition

# HIRING FOR BC'S SECOND LARGEST POLICE AGENCY

The hiring of SPS officers is aligned with the policing transition human resources plans. These plans guide the deployment of SPS officers and demobilization of RCMP officers. In total, SPS plans to have 860 officers by the end of 2027. This is aligned with the number of officers approved for policing in the City of Surrey's 2023-2027 Financial Plan.

SPS regularly hires both recruits and experienced officers. Recruits are hired for the three annual Police Academy classes at the Justice Institute of BC. They undergo ten months of training and are then deployed in Surrey. Experienced officers are hired for upcoming deployments and to support the extensive work required to build a police agency. While our hiring was significantly impacted in 2023 due to the City of Surrey's position on the policing transition, we anticipate substantial hiring in 2024 and beyond.

SPS is hiring the appropriate mix of ranks, experience levels, and skill sets to ensure we have the proper structure, supervision, and succession planning in place.



## Hiring of SPS Police Officers

# 860

Officers Projected to be Hired

December 2027

(Aligned with City of Surrey 2023-2027 Financial Plan)

# 354

Officers Hired March 2024

# 345

Officers Hired December 2023

# 315

Officers Hired December 2022

# 140

Officers Hired December 2021



# SPS OFFICERS SERVING THE COMMUNITY

## DEPLOYED OFFICERS

The deployment of SPS officers into policing operations is being done in a phased and integrated manner to ensure a seamless and safe transition. Currently, SPS officers work under the operational command of the RCMP. SPS will take over command of policing on November 29, 2024.

Groups of SPS officers are regularly integrated into the Surrey RCMP detachment, as RCMP officers are redeployed to other RCMP detachments/units.

Over **200** SPS officers are deployed into police operations.

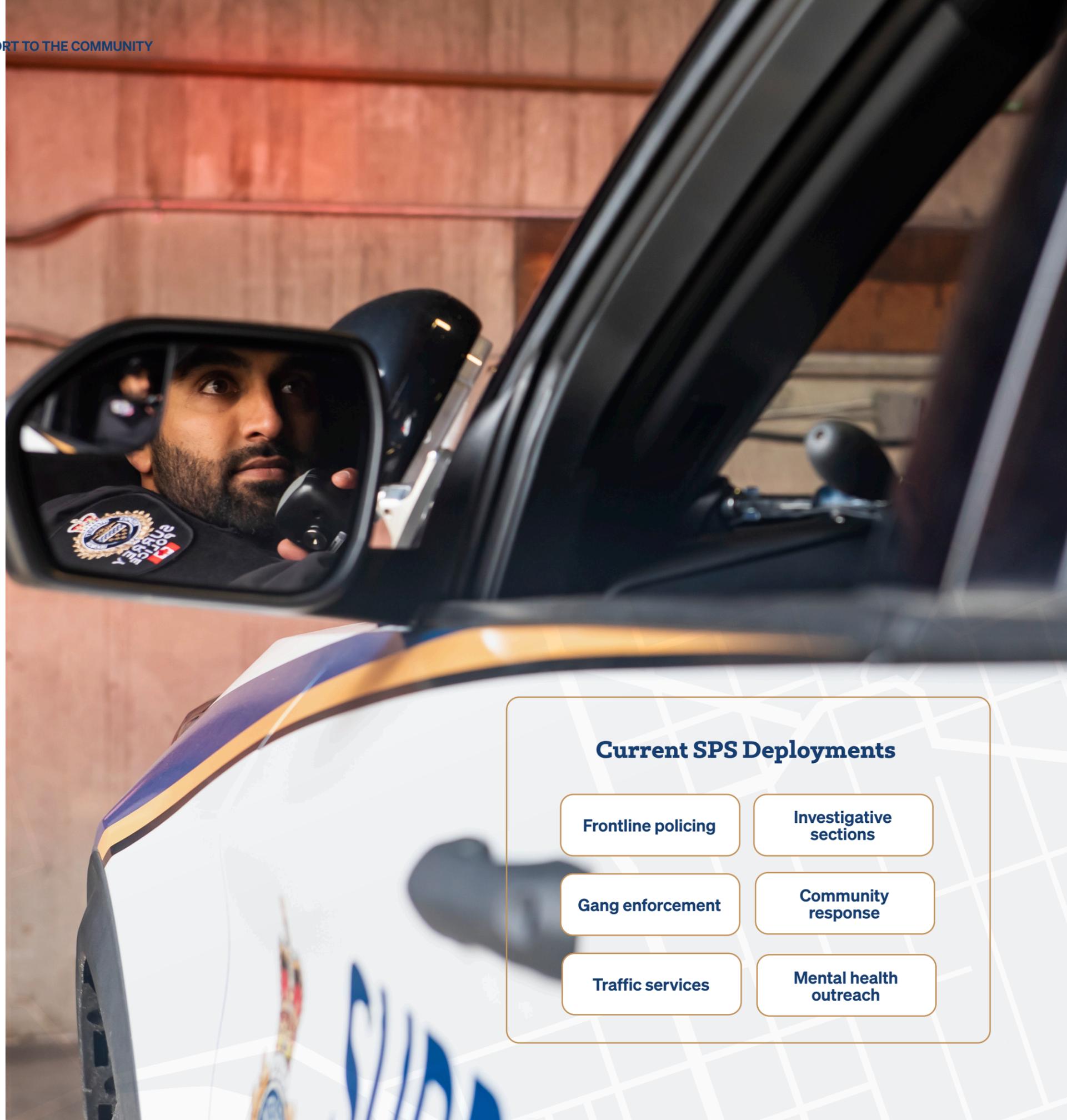
Deployed SPS officers make up **25%** of total police staffing in Surrey and **50%** of frontline police response.

## NON-DEPLOYED OFFICERS

SPS officers who are not currently deployed into the RCMP detachment are serving other important functions:

Those who are waiting for deployment spots to become available in the RCMP are temporarily doing work to **support the building of SPS.**

Like all police agencies, SPS has a number of administrative and support units such as **Recruiting, Employee Services/HR, Professional Standards, and Training.** While the officers in these units are not 'deployed' into the blended SPS/RCMP operations, they are actively performing the jobs they were hired to do.



**Current SPS Deployments**

Frontline policing	Investigative sections
Gang enforcement	Community response
Traffic services	Mental health outreach

## SPS IN THE COMMUNITY

Creating connections within the community is at the forefront of SPS's community policing model. We strive to be a part of the Surrey community, for people to know our officers' names, and to break down barriers to engaging with police.

In 2023, SPS conducted 821 engagement activities with the community, ranging from quick visits by Frontline officers on patrol to consultative meetings with our Community Policing Bureau.

Our thanks to the community for inviting us to so many events and meetings in 2023, including the Semiahmoo First Nation Walk for Truth and Reconciliation, Vaisakhi parade, business improvement association meetings, Surrey Pride Festival, Miri Piri Nagar Kirtan, Surrey Latin Festival, Clayton Market, and countless sporting events and tournaments.

Our officers continue to have meaningful conversations with individuals and organizations throughout Surrey to gather feedback on public safety, and to learn how we can work together now and in the future.



**We strive to be a part of the Surrey community, for people to know our officers' names, and to break down barriers to engaging with police.**

821

### Engagements & Consultations

113

Youth/  
Young Adults

164

Vulnerable  
Persons

202

Community  
at Large

84

Children

75

Businesses

26

Service  
Agencies

31

Visible Minority  
Groups

4

Residential  
Groups

30

Indigenous

54

Faith-based

14

2SLGBTQ+

24

Seniors

## LISTENING TO ALL VOICES IN THE COMMUNITY.

Our Community 1st Unit supports **meaningful engagement** with all Surrey communities, with a focus on **building relationships** with those who have a historic distrust of police.



# FINANCIALS

Financial oversight is a key function of the Surrey Police Board. The Board approves the SPS budget and submits it to Surrey City Council for approval. SPS financial reports are publicly available so residents can understand how policing dollars are spent in their community.

## 2023 OPERATING & CAPITAL BUDGET

The Board submitted a budget of \$157.6M for 2023 that was neither accepted nor rejected by City Council. Instead, Council allocated \$48.8M to fund SPS for half of 2023, assuming the Province would approve the City’s request to stop the policing transition, and SPS would not exist by mid-2023.

With the Province’s decision to proceed with the transition in July, SPS and the City agreed to a “status quo” budget of \$75.4M to carry SPS through to the end of 2023, however the City did not provide formal approval of this revised budget.

The City of Surrey’s 2023 audited financials show the City’s overall costs for policing were contained well within its policing budget, which had a year-end surplus of \$89.8M.

## 2023 OPERATING & CAPITAL BUDGET

	2023 Budget	2023 Actual
Surrey Police Board	\$93,771	\$100,381
SPS Salaries & Benefits	\$64,437,473	**\$66,450,561
Other Operational Expenditures	\$5,145,336	\$4,234,370
Capital Expenditures	\$5,760,097	\$3,831,645
<b>TOTAL</b>	<b>*\$75,436,677</b>	<b>\$74,616,957</b>

\* The 2024 budget is currently under review by the Province’s Director of Police Services.

\*\* Salaries/benefits were overspent by \$2.0M due to retroactive salary increases from collective bargaining with CUPE 402 and the Surrey Police Union.

## POLICING TRANSITION FUND

Fund total: \$63,684,000

2020-22 Expenditures	\$34,300,815
2023 Expenditures	\$9,077,979
	<ul style="list-style-type: none"> <li>• Technology 38%</li> <li>• HR/Training 38%</li> <li>• Facilities/Equipment 18%</li> <li>• Legal/Financial 4%</li> <li>• Communications 2%</li> </ul>
Remaining	\$20,305,206





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