



SURREY POLICE SERVICE

2020/2021 Report to the Community

SAFER. STRONGER. TOGETHER



SURREY
POLICE SERVICE



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



MESSAGE FROM CHIEF CONSTABLE NORM LIPINSKI

Surrey is in a unique position to create a modern version of its first municipal police department, which served the City between 1887 and 1951. I'm honoured to be a part of the team that is making it happen.

This transition is special—it is a once-in-a-lifetime opportunity to build a partnership with citizens from the ground up, and to create a policing model shaped by the expectations and input of our communities, the expertise of skilled police personnel, and the experience and acumen of our partners in business, health, education and the many organizations focused on quality of life in Surrey. Ideas come from everywhere. At SPS we value all input because, in doing so, we learn what is important to people. The road is long and we are committed to building trust along the way.

Policing is challenging work in the best of times. Our mandate of preventing and solving crime is still central to our purpose, however, as 24/7 first responders, police are increasingly required to respond to social issues where people's safety may be in jeopardy. Never have these issues been so complex and far-reaching as they are today. Recognizing this, we will work with our partners to develop innovative approaches and meaningful solutions to issues such as mental health, addiction and homelessness. This is a shared goal and responsibility of the Surrey Police Board, SPS, our partners, and the community.

This transition is being managed by skilled and dedicated individuals who believe deeply in public service. Together, we are committed to holding ourselves to high standards of accountability and transparency. I am equally focused on making sure our teams are healthy and mentally strong. It is essential to take care of the people who take care of our community.

We are eager to get our police officers working in Surrey, but this transition will occur only when it can happen securely and seamlessly. The safety of citizens and the police officers who serve them is just too important to do otherwise.

The transition is progressing well; every day we move forward. Sometimes the gains are big, other days it is a series of small, incremental steps. We will continue to stand up for the citizens of Surrey and work to be the police service you want us to be.

We are safer and stronger, together. Thank you for the opportunity to serve.

Respectfully,

A handwritten signature in black ink, appearing to read 'Norm Lipinski'. The signature is stylized and fluid.

Chief Constable Norm Lipinski

MESSAGE FROM THE POLICE BOARD

As the inaugural Surrey Police Board, it is an honour and a privilege to work with SPS, the City of Surrey and the Province of British Columbia in navigating this historical transition to a police service that is tailor-made for, and accountable to Surrey. Together, our job is to represent your public safety interests and to ensure the distinct needs of each of Surrey's town centres are considered when establishing policing priorities. Local civilian oversight is a fundamental benefit of a municipal police service.

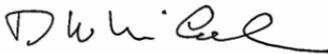
This Board is united in its determination to support SPS in meeting the needs and expectations of our community and of those who dedicate their lives to keeping it safe.

In this report to the community, the first for SPS, you will read about the work undertaken so far in managing what is the largest police transition in Canada's history, as well as information about SPS including its structure and budget model.

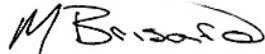
The Board wishes to extend its heartfelt thanks to everyone who is working collaboratively to make sure this transition is successful—the City of Surrey Police Transition team, the Surrey Police Transition Trilateral Committee, and of course, the Surrey RCMP, whose members and support staff continue to serve our City. We also extend a special thank you to the sworn and civilian staff who have joined SPS in these early days to help build a new vision for public safety, joining Canada's other major cities in having a police model with municipal roots.

The road to a local police service is not yet perfectly paved, but we know the SPS team, under the leadership of Chief Constable Norm Lipinski, will make this progressive, modern, diverse and accountable police service a reality.

Respectfully,



Doug McCallum, Chair



Meena Brisard



James Carwana



Chief Harley Chappell



Cheney Cloke



Manav Gill



Elizabeth Model



Jessie Sunner



ACCOUNTABILITY THROUGH CIVILIAN OVERSIGHT

WHO WE ARE

Progressive, inclusive, and responsive to the community—these are the building blocks of the Surrey Police Service (SPS) as we strive to build a world class policing service. A modern and innovative approach to policing, designed to address local policing issues, Surrey’s growing population, and the unique needs of Surrey’s six distinct town centres.

As a municipal police service readying itself for operations, SPS is governed by a diverse, provincially-appointed police board that is committed to civilian oversight. SPS is led by veteran police leader, Chief Constable Norm Lipinski, who was chosen by the Board to build and bring to life a new era of policing.

There are common attributes in every successful organization. First among them is being clear on, and committed to, a shared purpose. At SPS, our motto is **Safer. Stronger. Together**. This is a testament to our core belief that everything we do is rooted in the people we serve—those who live in Surrey, those who work here, and those who visit.

OUR 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.

OUR VALUES

HONOUR

We serve our community with pride and can be depended on to uphold the public’s trust in everything we do.

INTEGRITY

We are honest, ethical and accountable, committed to doing what is right and to guarding the rights and security of others.

RESPECT

We recognize each person’s inherent dignity and worth, and work to build strong, healthy, collaborative relationships within our community and team.

COURAGE

We respond to the moral and physical challenges of policing with purpose and determination, persevering in the face of adversity and fear.

COMPASSION

We work to listen, understand and help, responding to the suffering of others with empathy, humility and concern.

INCLUSIVENESS

We welcome and celebrate diverse peoples, cultures and ideas, knowing that—together—we can achieve more.

SAFER. STRONGER. TOGETHER



BENEFITS OF A MUNICIPAL POLICE SERVICE

SPS WILL BE NIMBLE AND REACT QUICKLY TO CHANGING NEEDS

Municipal police services have the ability to develop policies and programs to quickly respond to the changing social environment within the City. They can also bring ideas to life at the local level, creating a unique police service that is tailor-made for the community it serves.

SPS WILL HAVE A SIGNIFICANT AMOUNT OF CIVILIAN OVERSIGHT

Municipal police services are governed by a police board and accountable to independent provincial bodies (Office of the Police Complaints Commissioner and Independent Investigations Office). The Surrey Police Board is reflective of the City of Surrey, and is balanced in terms of gender, ethnicity and age. The Board will set its priorities and budget based on the needs and expectations of the citizens and business owners of Surrey.

MANY SPS OFFICERS WILL STAY IN SURREY FOR THE THEIR ENTIRE CAREERS

Municipal police officers tend to spend their entire careers with the police service they joined. As a result, these officers have a deep understanding of the community and are committed to long term solutions.

ABOUT OUR CREST

Flanked by the words honour, integrity and respect, the shield within the SPS crest has three key visual elements: the Coast Salish eye, a fess (check) pattern, and six stars.

The Coast Salish eye, designed by Semiahmoo First Nation artist Leslie Wells, is at the top of the shield, acknowledging the First Peoples who first inhabited this land. Surrey is situated on the traditional ancestral and unceded territories of the Katzie, Kwantlen and Semiahmoo First Nations.

The fess (check) pattern is a nod to Sir Robert Peel, acknowledged as the founder of modern, democratic policing principles. The six stars represent the six town centres in Surrey: Cloverdale, Guildford, Fleetwood, Newton, South Surrey, and Whalley/City Centre.



Coast Salish Eye



The Fess Pattern



The Six Stars



THE JOURNEY SO FAR

Surrey is expansive, diverse, and rich in culture. It is a growing metropolitan hub with new residents arriving every month. The establishment of SPS has a significant part to play in making Surrey one of the best places to live, work and play; a place where all people are welcome, businesses are prosperous, and residents feel secure.

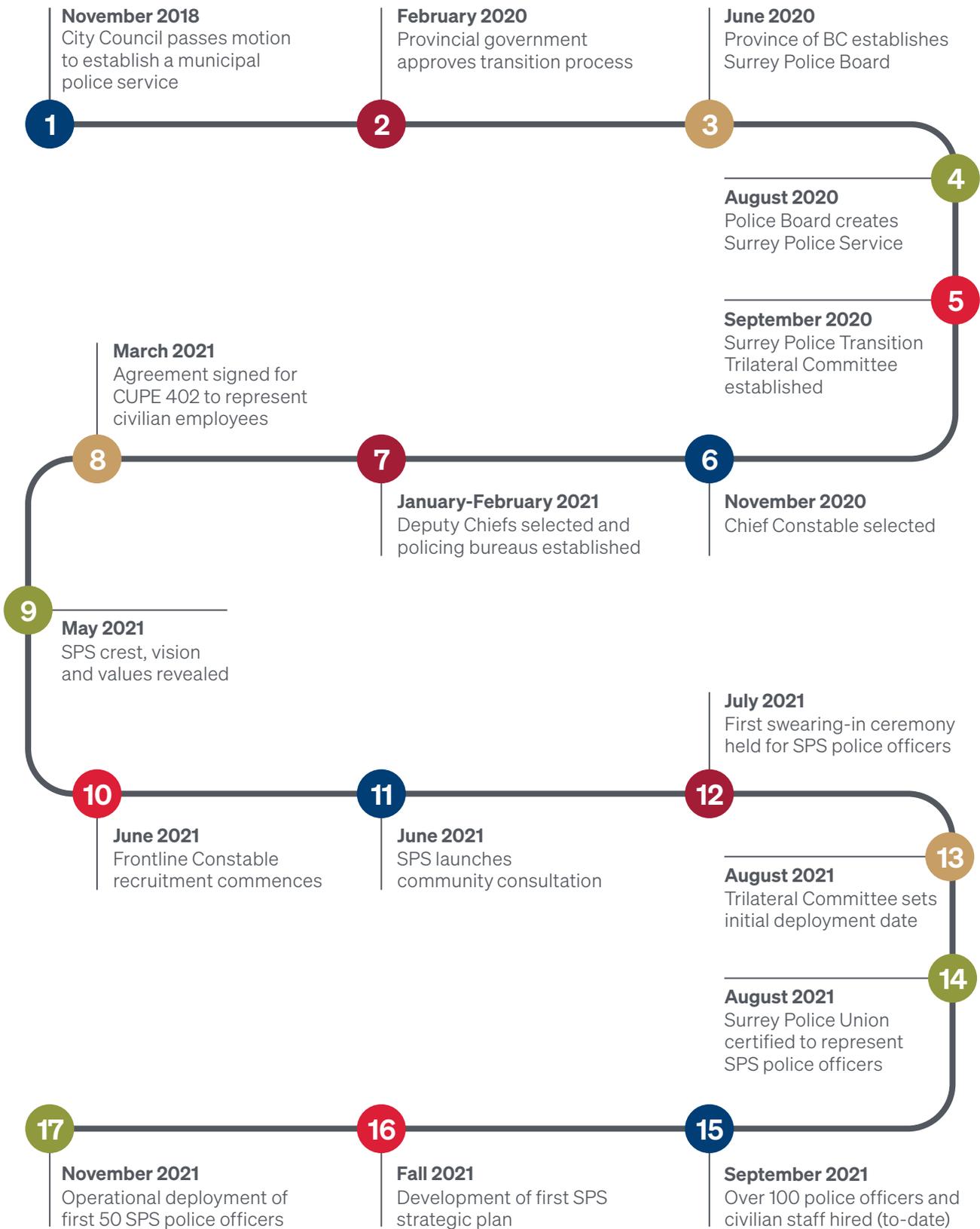
The citizens of Surrey have made it clear that a top concern for their community is public safety. In November 2018, Surrey City Council responded to that concern, approving a motion to establish an independent, locally-led municipal police service.

Based on the findings of two studies, the Province of BC approved the police transition in February 2020, and established the Surrey Police Board in June 2020. The formation of this legal oversight body and the hiring of a first Chief Constable, two major milestones, followed in June and December 2020 respectively.

In order to facilitate a timely and orderly policing transition, three levels of government formed the Surrey Policing Transition Trilateral Committee (SPTTC). The SPTTC was established in September 2020 and includes representatives from Canada, British Columbia and the City of Surrey. The Committee provides guidance and oversight of many aspects of the transition. The RCMP and SPS also participate in and support the work of the SPTTC by offering subject matter experts to plan and implement the transition.



MAJOR MILESTONES



OUR STRUCTURE

SPS has established three policing bureaus: Support Services, Community Policing and Investigative Services, in addition to the Office of the Chief Constable. Together with the support of the Lower Mainland Integrated Teams, these Bureaus will support our operations, our prevention and intervention strategies, and our investigative efforts.

SUPPORT SERVICES BUREAU

At the heart of every organization are its people. Our Support Services Bureau is focused on ensuring that SPS is comprised of skilled and experienced sworn and civilian staff who are dedicated to making Surrey the safest place possible. The health and wellness of SPS personnel are integral to delivering quality police services. We will take care of the people that take care of the City.

Responsible for recruitment, leadership and operational skills training, the Support Services Bureau will also ensure that the right people are in the right roles at the right time, with the right tools and the right guidance. This Bureau will include a team dedicated to the implementation of technology and information management systems that support employees in their work, and a quality assurance unit that will ensure investigations are managed effectively and in accordance with law and policy. Professional Standards will investigate matters related to conduct, and our teams in facilities, records, departmental security, fleet, shipping and receiving, court services, front counter and clerical support will keep administration operations running smoothly.

COMMUNITY POLICING BUREAU

Our Community Policing Bureau will be comprised of frontline patrol officers, as well as teams who will work directly with residents to address local safety issues, and with community partners to address challenges arising from complex social concerns such as mental health, addiction and homelessness. This Bureau will include teams dedicated to crisis prevention and intervention, diversity and Indigenous relations, community support, emergency planning, road safety, calls for service, and prisoner management.

SPS has a foundational philosophy of community engagement and partnerships to collaboratively address public safety issues in each town centre. While our Frontline officers will hold the primary responsibility of providing the initial response to calls for service, we will also ensure that they have the capacity to engage with the community on a regular basis.

Community consultation will also be an ongoing practice for SPS, with the objective of promoting trust, respect and collaborative problem solving to prevent and reduce crime and its impacts.

We recognize that communication and relationship building, particularly with our youth and vulnerable populations, will be key components in finding solutions and getting people the help and support they need.

INVESTIGATIVE SERVICES BUREAU

The Investigative Services Bureau will pursue a collaborative approach to public safety involving the Community Policing Bureau as well as our extensive network of law enforcement and community partners.

This Bureau will be responsible for investigating a wide range of criminal activity that requires enhanced investigative resources, skills and techniques. The Investigative Services Bureau encompasses three main sections: Major Crimes, Special Investigations, and Proactive Enforcement. These sections will be composed of multiple plainclothes units and specialty teams engaged in conventional and covert investigations into a variety of serious crimes against persons, power-based crimes, gang activity, financial crimes, property crimes, weapons and drug trafficking.

Officers with the Investigative Services Bureau will gather and handle information, intelligence, and evidence from a variety of sources including the community. Dedicated investigators will employ investigative techniques pursuant to legislation, policy and Major Case Management principles, with the aim of enhancing public safety in Surrey.

LOWER MAINLAND INTEGRATED TEAMS

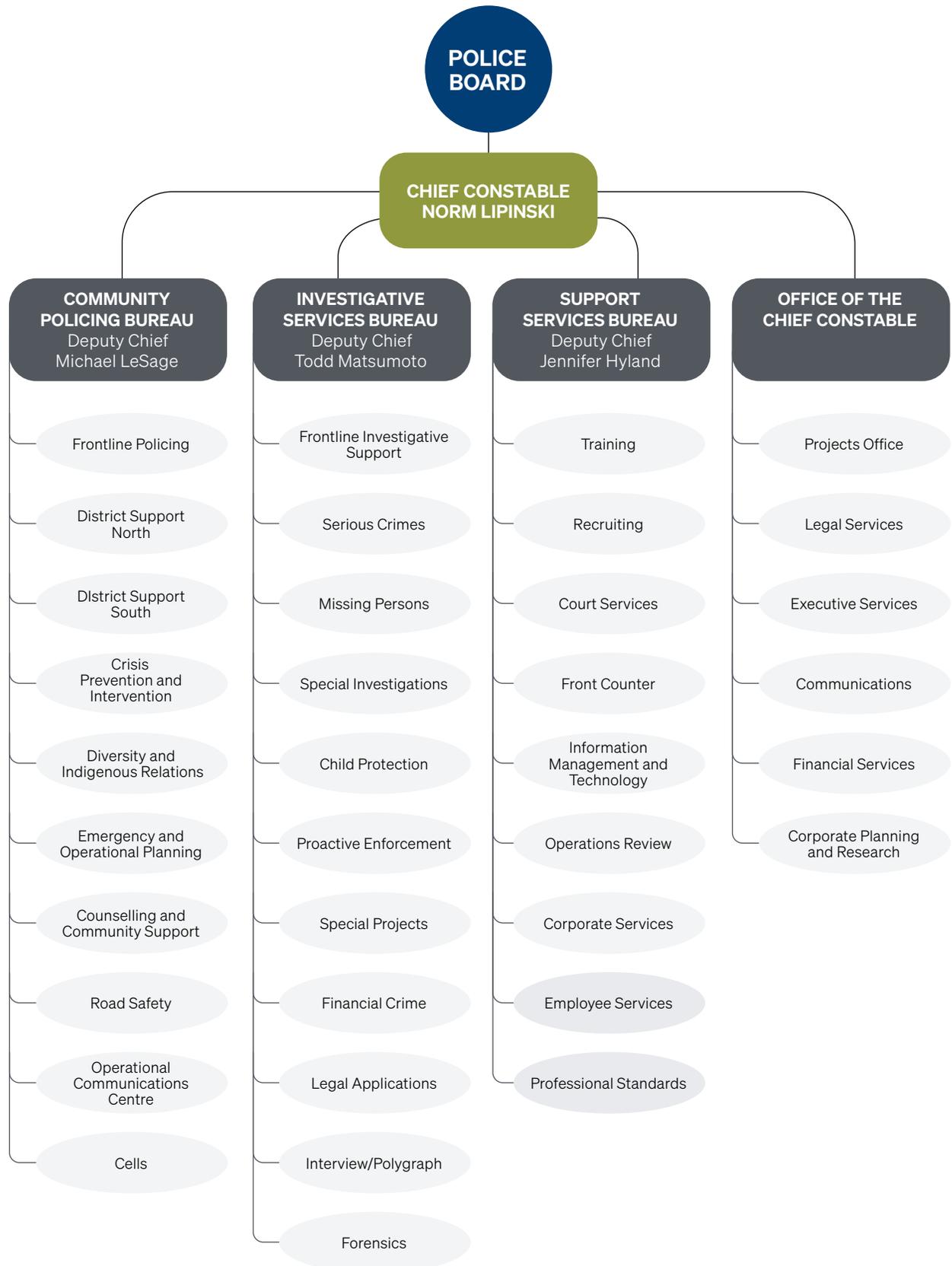
SPS will participate in the Lower Mainland Integrated Teams, which provide specialized police services to many police agencies and RCMP detachments in the region. These teams include:

- Emergency Response Team (ERT)
- Integrated Collision Analysis and Reconstruction Service (ICARS)
- Integrated Forensic Identification Service (IFIS)
- Integrated Homicide Investigation Team (IHIT)
- Integrated Police Dog Services (IPDS)

These policing teams provide an efficient service delivery model and coordinated response across the Lower Mainland for files and investigations that require a high degree of specialization.



ORGANIZATIONAL CHART



FINANCIAL INFORMATION

POLICING TRANSITION AND BUDGET PROCESS FOR 2021

A significant amount of collaboration between the City of Surrey, the Surrey Police Board and SPS is required to prepare the budget and financial plan for policing during the transition phase. Our shared goal is to ensure both the RCMP and SPS have the resources they need while staying within the City's approved budget for policing. Essentially, as the SPS builds up, the RCMP will scale down and their respective budgets will reflect this.

Recognizing the interdependencies between the RCMP contract costs and SPS, a unified budget approach was taken by incorporating three components of expenditures: SPS Operating, City Policing Support Services, and RCMP Contract. In 2021, a budget total of \$184.1M was approved by Council for policing in Surrey. The SPS team and the City are working to refine the 2021 operational budget based on the timing of the project.

Department Summary	2021 Budget	2022 Plan	2023 Plan	2024 Plan	2025 Plan
SPS Operating	61,142M	148,036M	192,567M	198,218M	204,034M
City Policing Support Services	26,028M	8,252M	2,326M	2,326M	2,326M
RCMP Contract	96,892M	33,112M	–	–	–
Total Police Funding	\$ 184,062M	\$ 189,400M	\$ 194,893M	\$ 200,544M	\$ 206,360M

ONE-TIME FUNDING

In addition to the above financial plan, City Council also approved a one-time budget of \$63.7M over a five-year period related to the establishment of SPS. This one-time budget is the key investment by the City to build an independent municipal police service. This investment includes funding for information technology, infrastructure and recruiting.

Summary	2021	2022	2023	2024	Total
Police Transitional One-Time Funding	\$ 23,084M	\$ 5,400M	\$ 5,000M	\$ 5,000M	\$ 63,684M

Spending against the budgets is reported to the Police Board on a monthly basis and can be found in every Board agenda online at surreypoliceboard.ca.

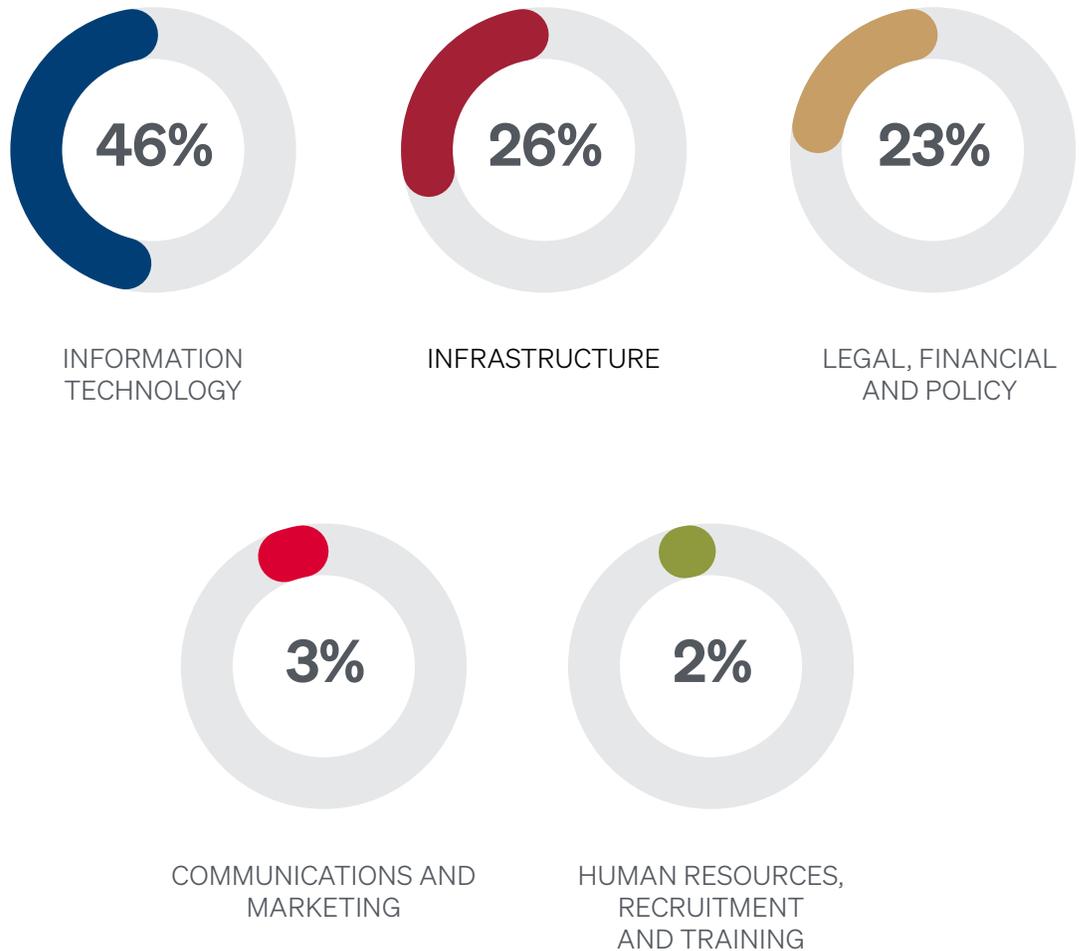
BUDGET PROCESS FOR 2022

For 2022, the draft budget for SPS will be formulated by a financial working group comprised of the SPS representatives, and the City's Senior Finance Team and Policing Transition Team, in collaboration with the Surrey Police Board's Finance Committee. The goal of this working group is to collaboratively work on the 2022 budget allocations based on the deployment of SPS and contraction of the RCMP contract.

The provisional 2022 budget will be presented to the Police Board for review in the fall of 2021. Once the Board approves the 2022 budget, it will be submitted to City Council by November 30, 2021 in order to meet its statutory obligations under the Police Act.

POLICE TRANSITIONAL ONE-TIME FUNDING

The \$43.7M available for 2021 is projected to be spent as follows:



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