



SURREY
POLICE SERVICE

2026 Strategic Plan

January 12, 2026

Approved by Surrey Police Board on March 12, 2026

Surrey Police Service 2026 Strategic Priorities	
Complete the Transition	<ol style="list-style-type: none"> 1. Transition 2. Facilities 3. Assets 4. Communication 5. Financial
Optimize Community Policing	<ol style="list-style-type: none"> 1. Crime Prevention 2. Community Safety – Extortions/Gangs 3. Traffic Safety 4. Customer Service 5. Emergency Preparedness
Optimize Community and Business Engagement	<ol style="list-style-type: none"> 1. Community Engagement 2. Business Engagement
Invest in Our People	<ol style="list-style-type: none"> 1. Recruiting 2. Training 3. Wellness
Optimize Technology	<ol style="list-style-type: none"> 1. Body Worn Cameras 2. Drones 3. Digital Evidence Management 4. Automated License Plate Readers

Priority 1: Complete the Transition

The Surrey Police Service (SPS) remains committed to completing the historic transition to a municipal policing model, ensuring a deliberate, district-by-district transfer of responsibilities from the RCMP through to the end of 2027. This priority reflects our responsibility to deliver a seamless and stable transition—one that strengthens local accountability, enhances service integration, and advances the vision of a modern police service built in and for the city of Surrey. Through disciplined planning and operational readiness, SPS will assume full policing jurisdiction with no compromise to public safety or community confidence.

To achieve this, SPS will advance key areas that support a successful transition: securing appropriate facilities and infrastructure, managing critical assets, implementing clear communication with all partners and the public, and exercising strong financial governance. This includes ensuring that our operational environments, tools, and technology align with the demands of a growing city, while maintaining transparency and fiscal responsibility. By completing the transition with purpose and precision, SPS will lay the foundation for a fully realized municipal police service that is ready, resilient, and accountable to the people of Surrey.

Transition	1. Key Activity: Develop a Transition Plan for Cloverdale District. Measurement: Plan drafted, approved by Police Board, and implementation underway.
Facilities	1. Key Activity: Develop a SPS Facilities Plan. Measurement: Plan drafted, approved by Police Board, and implementation underway.
Assets	1. Key Activity: Develop a Vehicle Plan to support service delivery. Measurement: Plan drafted, approved by Police Board, and implementation underway.
Communication	1. Key Activity: Keep employees informed through internal communications. Measurement: Plan drafted, approved by Police Board, and implementation underway.
Financial	1. Key Activity: Develop a 2026 Financial Plan that takes into account the RCMP demobilization. Measurement: Develop Financial Plan in consultation with the Board and City of Surrey.

Priority 2: Optimize Community Policing

The Surrey Police Service (SPS) is committed to delivering a community policing model that is proactive, visible, and rooted in local needs. Through focused efforts in crime prevention and community safety, SPS will work collaboratively with residents, businesses, schools, and other partners to reduce harm and enhance quality of life across Surrey's neighbourhoods. Our approach emphasizes early intervention, data-informed deployment, and evidenced-based strategies that address the root causes of crime and disorder before they escalate. Focus will be placed on key areas such as intimate partner violence, traffic safety, and organized criminality.

Optimizing community policing also means elevating the service experience for those who rely on police assistance. SPS will enhance customer service standards, ensure timely response, and strengthen public readiness through emergency preparedness initiatives. By combining prevention, engagement, and preparedness, SPS will help build communities that see their police service not only as responders in crisis, but as trusted partners in long-term public safety.

Crime Prevention	<ol style="list-style-type: none"> Key Activity: In collaboration with the City of Surrey, conduct an efficiency review of all crime prevention programs. Measurement: Review completed and adjustments are made. Key Activity: Enhance awareness of intimate partner violence. Measurement: Public awareness campaign.
Community Safety	<ol style="list-style-type: none"> Key Activity: Employ strategies to reduce the Crime Severity Index below the provincial average. Measurement: Target achieved. Key Activity: Continue to work with multiple law enforcement agencies and reduce the number of extortions and related shootings. Measurement: Reductions over 2025 metrics.
Traffic Safety	<ol style="list-style-type: none"> Key Activity: With the City of Surrey, develop strategies to reduce the number of traffic fatalities below the provincial average (rate per 100,000). Measurement: Target achieved.
Customer Service	<ol style="list-style-type: none"> Key Activity: Develop strategies to respond to all 911 calls withing 8 minutes (90th percentile). Measurement: Target achieved. Key Activity: Conduct a national review on response times for non-emergency call response and develop recommendations to the Police Board. Measurement: Recommendations assessed by Police Board and a plan is developed.
Emergency Preparedness	<ol style="list-style-type: none"> Key Activity: Develop a plan for enhanced emergency preparedness in regards to the FIFA World Cup. Measurement: Plan developed and implemented.

Priority 3: Optimize Community and Business Engagement

The Surrey Police Service (SPS) is committed to deepening its relationship with the diverse communities it serves by advancing meaningful, accessible, and responsive engagement. Through a deliberate focus on community and business engagement, SPS will strengthen trust, enhance public dialogue, and ensure that local voices play an active role in shaping policing priorities and safety outcomes. This includes meeting residents through neighbourhood outreach, youth engagement, cultural partnerships, or advisory forums. We want to ensure that every community in Surrey is heard, represented, and respected.

Optimizing community and business engagement means moving beyond traditional consultation and building ongoing, collaborative relationships rooted in transparency and accountability. SPS will implement engagement strategies that inform, empower, and educate, promoting shared responsibility for public safety. By fostering mutual understanding and open communication, SPS will reinforce its commitment to service legitimacy, inclusive policing, and the creation of safe, connected communities across Surrey.

<p>Community Engagement</p>	<ol style="list-style-type: none"> 1. Key Activity: With the Police Board, develop a comprehensive Community Engagement Plan. Measurement: Target achieved. 2. Key Activity: Continue to work with local land-based and urban indigenous populations to develop SPS’s Indigenous Strategy. Measurement: Completion of an Indigenous Strategy. 3. Key Activity: Develop a culturally responsive enhanced policing service agreement for Semiahmoo First Nation. Measurement: Enhanced policing service agreement established. 4. Key Activity: Work with the Surrey School District, independent schools and local youth service agencies to develop a Youth Strategy. Measurement: Youth Strategy developed.
<p>Business Engagement</p>	<ol style="list-style-type: none"> 5. Key Activity: Continue to engage with all community groups and businesses through presentations, focus groups, and needs assessments. Measurement: Number of engagements. 6. Key Activity: Continue to build partnerships with the City of Surrey, business community, and other key stakeholders to support coordinated responses to ongoing extortion-related issues and other emerging crimes. Measurement: Number of joint programs.

Priority 4: Invest in Our People

The Surrey Police Service (SPS) is committed to building a modern, resilient organization by investing in the people who provide our service to the community. Through a strategic focus on recruiting, SPS will continue to attract a diverse, highly skilled workforce that reflects the community we serve and embodies our values of honour, integrity, respect, courage, compassion, and inclusiveness. We will strengthen our talent pipeline through targeted outreach, career pathway development, and professional civilian and sworn recruitment designed to meet the evolving needs of Canada's fastest-growing city.

Equally, SPS recognizes that recruitment alone is not enough—we must cultivate excellence through comprehensive training and support holistic wellness to sustain it. We will enhance training programs that prepare our members for the complexities of frontline policing, leadership roles, and emerging public safety challenges. At the same time, we will embed wellness into every stage of the employee lifecycle, advancing mental health supports, peer programs, and a culture of dignity and respect. Through these commitments, SPS will foster a professional environment where our people can thrive, grow, and deliver exceptional service to the residents of Surrey.

Recruiting	<ol style="list-style-type: none"> Key Activity: Hire experienced officers and recruits. Measurement: Number of officers hired as per 2026 budget. Key Activity: Hire civilian positions. Measurement: Number of civilians hired as per 2026 budget.
Training	<ol style="list-style-type: none"> Key Activity: Develop future leaders. Measurement: Number of police/civilian members trained. Key Activity: Strengthen skill development. Measurement: Number of police officers trained in Investigative, Corporate and Community Policing Bureaus.
Wellness	<ol style="list-style-type: none"> Key Activity: Continue the development of Wellness programs and resilience training. Measurement: Number of police/civilian members trained. Key Activity: Track and report staff vacancy numbers. Measurement: Maintain vacancy rate at or below the established industry benchmark. Key Activity: Track and report employee long term sick leave usage. Measurement: Maintain sick leave usage at or below the established industry benchmark.

Priority 5: Optimize Technology

The Surrey Police Service (SPS) is committed to leveraging modern technology to enhance efficiency and transparency, strengthen investigative capability, and improve the safety of both our officers and the community we serve. Through the adoption of body-worn cameras, SPS will reinforce public trust and accountability, ensuring interactions are documented with the highest standards of professionalism. Investments in drones, and automated license plate readers will expand our capacity to prevent and respond to crime with precision, enabling timely intelligence and enhanced situational awareness across Surrey’s rapidly growing urban environment.

Central to this priority is the development of a robust digital evidence management framework that ensures secure, efficient, and lawful handling of digital information. By modernizing our technological infrastructure, SPS will not only support frontline operations but also provide prosecutors, partners, and the public with reliable, verifiable evidence. Optimizing technology at the Surrey Police Service is about integrating innovative capabilities in a way that advances community safety, strengthens investigations, and supports a future-ready municipal police service.

Body Worn Cameras	1. Key Activity: Continue to expand the Body Worn Camera deployment. Measurement: Expand by 25. Target achieved.
Drones	1. Key Activity: Continue to expand the drone deployment. Measurement: Expand by 5. Target achieved.
Digital Evidence Management	1. Key Activity: Fully implement Digital Evidence Management. Measurement: Target achieved.
Automated License Plate Reader	1. Key Activity: Purchase an Automated License Plate Reader and develop program. Measurement: Target achieved.