

March 11, 2021

Statement from the Surrey Police Board

We, as the Surrey Police Board, believe it is necessary to clarify a number of items related to the Surrey Police Service (SPS) and specifically, the compensation of staff.

Setting compensation policies is within the mandate of the Board, and requires a rigorous, thoughtful, and methodical approach in order to balance the need to attract and retain top talent, while being mindful of our responsibility to remain within budget parameters.

Under this mandate, the Board undertook an examination of police executive compensation across the country in order to establish our philosophy and structure.

The comparator group was composed of ten municipal and regional police departments whom the Board determined perform similar work in a similarly-sized organization. Among the comparator departments were Vancouver, Calgary, Edmonton and Ottawa.

The Board approved the compensation policy for the Chief Constable on October 13, 2020 and subsequently approved the compensation policy for the Deputy Chief Constables on December 15, 2020. The Deputy Chief Constable compensation is consistent for all three Deputy Chiefs. These policies, as noted, are designed to attract, engage, and retain exceptional employees. Our compensation philosophies for the Chief Constable and Deputy Chief Constable can be found [here](#).

The Board has set a pay target for its Chief and Deputy Chiefs in the 65% percentile, meaning SPS executives will not be paid the highest in the country, but they will not be paid the lowest either. As a Board, we stand behind our compensation policies and we recognize the importance of offering competitive wages and benefits that are in line with other police agencies across Canada as well as the City of Surrey.

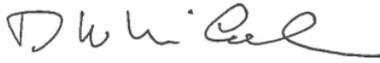
There are many competing interests that are coming to the foreground as we move through the establishment of a municipal police department. This has led to misinformation being circulated, which is of considerable concern to us. While we support diversity of opinion, it is important to ensure information is available to the public. Recently, the SPS launched [#SPSfacts](#) on its web site, Facebook and Twitter to provide accurate information on the progress of the SPS and we encourage all residents to check back often for accurate information.

The Board and the SPS remain dedicated to our shared goal of a modern, inclusive and community-centred police service in the City of Surrey. Like the other major urban centres in Canada, we believe the residents deserve a locally-led police service that is responsive, focused and accountable to local needs.

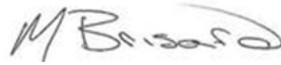
Last, but not least, we remain honoured to serve our City and continue to support Chief Constable Lipinski and his team as they work tirelessly to bring policing into the hands of Surrey residents.

Respectfully,

Surrey Police Board



Doug McCallum
Chair



Meena Brisard
Board Member



James Carwana
Board Member



Harley Chappell
Board Member



Cheney Cloke
Board Member



Manav Gill
Board Member



Elizabeth Model
Board Member



Jessie Sunner
Board Member