



SURREY POLICE BOARD

Regular Meeting Agenda

Venue: Virtual
Date: November 30, 2023
Time: 2:15 PM

ITEM	PRESENTER
A. CALL TO ORDER	
The Surrey Police Board recognizes that our work takes place on the ancestral, traditional, and unceded territories of the Coast Salish Peoples.	Mike Serr
B. ADOPTIONS	
1. Adoption of the Agenda – November 30, 2023	Mike Serr
2. Adoption of Minutes – October 25, 2023	Mike Serr
C. DELEGATIONS	
1. No Delegations.	
2. No Delegation Requests	
D. REPORTS	
EXECUTIVE DIRECTOR REPORT	
1. Administrative Procedures Report 2023-R012 - For Decision	Melissa Granum
CHIEF CONSTABLE REPORTS	
1. Chief Updates – Verbal - For Information	Chief Lipinski
2. Hiring, Diversity and Deployment Update Report 2023-R013 – For Information	Chief Lipinski
3. Community Engagement Update Report 2023-R014 – For Information (Presentation)	Chief Lipinski
4. Financial Update - Year to Date Expenditures – October 31, 2023 Report 2023-R015 – For Information (Presentation)	Chief Lipinski
E. INFORMATION	
No information.	

F. CORRESPONDENCE

No correspondence.

G. NEW BUSINESS

No new business.

H. NEXT MEETING

The next meeting of the Surrey Police Board will be held on January 25, 2024.

Mike Serr

I. ADJOURNMENT

Mike Serr



SURREY POLICE BOARD

Regular Meeting Minutes

Venue: Virtual
Date: October 25, 2023
Time: 5:00 PM

Present:

Cheney Cloke
James Carwana
Harley Chappell
Manav Gill
Avtar Johl
Elizabeth Model
Jessie Sunner

Regrets:

Brenda Locke, Chair
Meena Brisard

Staff Present:

Norm Lipinski, Chief Constable
Jennifer Hyland, Deputy Chief
Mike LeSage, Deputy Chief
Todd Matsumoto, Deputy Chief
Melissa Granum, Executive Director
Marion Chow, Executive Assistant
Nathan Wong, Senior Manager, Finance

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

A. CALL TO ORDER

The October 25, 2023, Regular Board meeting was called to order at 4:00 PM.

MOTION TO APPOINT AN ACTING CHAIR

It is in order for the Board to pass a motion to appoint an “Acting Chair” pursuant to Section 25 (2) of the Police Act, which states:

(2) If the mayor is absent or unable to act, the municipal police board members present at a meeting of the municipal police board must elect from among themselves a chair to preside at the meeting.

It was

Moved by James Carwana
Seconded by Harley Chappell

That Director Cloke be appointed Acting Chair for the Surrey Police Board meeting of October 25, 2023.

Carried.

B. ADOPTIONS

1. Adoption of the Agenda – October 25, 2023.

It was

Moved by Harley Chappell
Seconded by Jessie Sunner

That the agenda of the Surrey Police Board meeting of October 25, 2023 be adopted.

Carried.

2. Adoption of Minutes – September 27, 2023

It was

Moved by Elizabeth Model
Seconded by Harley Chappell

That the minutes of the Surrey Police Board meeting of September 27, 2023 be adopted.

Carried.

C. DELEGATIONS

1. No Delegations.
2. No Delegation Requests

D. REPORTS

CHIEF CONSTABLE REPORTS

1. **SPS 2024 Community Consultation Plan**
Report 2023-R011 - For Information

The Surrey Police Board received the report for information.

2. **Transition Updates**
- Verbal - For Information

The Surrey Police Board received the verbal report for information.

COMMITTEE REPORTS

FINANCE COMMITTEE REPORTS

1. **Financial Update - Year to Date Expenditures – September 30, 2023**
Report 2023-FIN011 – For Information
(Presentation)

The Surrey Police Board received the report for information.

E. INFORMATION

No information.

F. CORRESPONDENCE

No correspondence.

G. NEW BUSINESS

No new business.

H. NEXT MEETING

The next meeting of the Surrey Police Board will be held on November 29, 2023.

I. MOTION TO HOLD A MEETING IN A CLOSED SESSION

It is in order for the Board to pass a motion to close the meeting to the public pursuant to Section 69 (2) (c), and (d) of the *Police Act*, which states:

It was

Moved by Manav Gill
Seconded by Harley Chappell

That the Board close the meeting to the public pursuant to Section 69 (2) (c) and (d) of the Police Act, which states:

(2) if it believes that any of the following matters will arise in a meeting or hearing held by it, a board or committee may order that the portion of the meeting during which the matter will arise be held in private:

- (c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- (d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

Carried.

J. ADJOURNMENT

It was

Moved by Elizabeth Model
Seconded by James Carwana

That the October 25 Surrey Police Board meeting be adjourned.

Carried.

The Surrey Police Board meeting adjourned at 4:23 PM.

Certified correct:

Marion Chow, Executive Assistant

Cheney Cloke, Vice Chair



REPORT DATE: November 21, 2023

REGULAR

BOARD MEETING DATE: November 30, 2023

BOARD REPORT # 2023-R012

TO: **Surrey Police Board Administrator**

FROM: **Executive Director**

FILE: **60550-20-02**

SUBJECT: **Administrator Procedures**

RECOMMENDATION

The Executive Director recommends that the Surrey Police Board Administrator approve the procedures outlined in this report.

This report provides initial guidance on procedures to be followed by the Administrator during regular and closed meetings, which remain known as “Board meetings”. The Administrator has been appointed by Order-in-Council No. 618-2023, effective November 16, 2023, under section 8(2) of the *Police Amendment Act, 2023*.

1. **Police Act duties and functions:** the Administrator will perform all duties and functions of the Surrey Police Board under the *Police Act*, R.S.C. 1996, c. 367 until the appointment is revoked by the Provincial Government. During the appointment, the Administrator is deemed to be both the Board and the Chair of the Board.
2. **Meetings of the Board with the Administrator:** agendas, rules of procedure, meeting minutes, records of decision, and public announcements used by the Surrey Police Board from June 2020 to the present are continued in the same form and content, with the necessary changes being made to reflect the solitary decision-making status of the Administrator. The Administrator has full authority to establish policy and procedures for meetings of the Board and the administration of the Office of the Administrator, within the authority, duties and responsibilities assigned to Police Boards under the *Police Act*.
3. **Presentations to the Administrator:** the Administrator can acknowledge receipt of presentations and correspondence to the Administrator by recording these as:
 - a. Received for information;
 - b. Received for action/decision; or
 - c. Received for referral to a stated party or person.

4. **Time limits on speeches and presentations:** no time limits exist for speeches, presentations and questions by the Administrator. The Administrator may impose time limits on speeches, presentations and other oral submissions by persons giving presentations to the Administrator. The imposition of time limits on speeches and presentations in meetings of the Administrator is at the discretion of the Administrator.
5. **Committees:** the Administrator will act as “Committee of the Whole” for all matters that formerly were considered by Committees of the Surrey Police Board. The Administrator will make decisions in one stage, instead of the Surrey Police Board’s review and recommendation by Committee, followed by approval of the full Board. The former Committees of the Board included:
 - a. Governance Committee
 - b. Finance Committee and,
 - c. Human Resources & Compensation Committee.
6. **Decisions and votes in meetings:** the Administrator is not required to vote on receipt of presentations, delegations, correspondence and motions. Instead, the Administrator will state “approved” or “not approved” for decisions where the Surrey Police Board would have approved or not approved a decision or motion by a vote of the Board directors.



Melissa Granum
Executive Director



REPORT DATE: November 23, 2023

REGULAR

BOARD MEETING DATE: November 30, 2023

BOARD REPORT # 2023-R013

TO: Surrey Police Board Administrator

FROM: Chief Constable

FILE:

SUBJECT: Hiring, Diversity and Deployment Update

RECOMMENDATION

The Chief Constable recommends that the Surrey Police Board Administrator (the "Board") receive this report for information.

BACKGROUND

SPS continues to attract high quality applicants with diverse backgrounds, skills, and qualifications with a focus on recruiting police officers who are representative of the communities we serve. As of November 15, 2023, SPS has 394 employees, comprised of 336 sworn and 58 civilian staff.

DISCUSSION

Experienced Officer Hiring and Deployment

Hiring and deployment of SPS officers into the RCMP Municipal Police Unit (MPU) is ongoing, to meet the direction and expectations of the Minister of Public Safety and Solicitor General. Hiring and deployments are guided by the Minister's direction to align with the joint SPS-RCMP HR Strategy and Plan.

Currently 194 SPS Officers are operationally deployed into the MPU. 25 officers that were previously deployed are awaiting redeployment (illness, injured, maternity/paternity, personal leaves, etc.). 42 Experienced Officers are waiting for deployment assignments and are meanwhile temporarily assigned to building the organization. 64 Experienced Officers make up the SPS core administration, including the Executive Leadership Team.

SPS officers that have not been deployed are assigned to critical infrastructure roles, working to build the necessary systems and supports for the department, such as: HR, IT, Recruiting, Training, Professional Standards, Policy Development, and Planning. Civilian employees perform important administrative and management functions, such as: Administrative Support, Finance, Facilities Management, Communications, and Legal Services.

Experienced officers have come from 27 different police agencies across Canada, providing SPS with a broad spectrum of perspectives and experience. To date, 109 officers have been hired with RCMP backgrounds, and 179 have come from municipal or other police departments. 48 new recruits make up the balance.

Recruit Hiring

37 new recruits have completed their training and are now deployed into the MPU. 11 recruits are currently in various stages of training. Recruitment is underway for JIBC Class 173 in January 2024.

Recruit Class 1 (168)

SPS's first 14 Recruits graduated from the JIBC on March 10th, 2023. These 14 Qualified Municipal Constables officially began their policing careers in Surrey on March 13th, 2023.

Recruit Class 2 (169)

12 SPS Recruits in Class 169 graduated from the JIBC on July 7th, 2023.

Recruit Class 3 (170)

11 SPS recruits in Class 170 graduated from the JIBC on November 10th, 2023.

Recruit Class 4 (171)

4 SPS recruits in Class 171, scheduled to graduate from the JIBC on March 8, 2024.

Recruit Class 5 (172)

7 SPS recruits in Class 172, scheduled to graduate from the JIBC on July 5, 2024

Recruit Class 6 (173)

10 potential SPS recruits in Class 173, scheduled to begin training at the JIBC on January 8, 2024

Diversity Statistics

The SPS Recruiting Unit strives to ensure that the composition of SPS reflects the diversity that exists in the City of Surrey. A diverse workforce will help SPS to engage with citizens and ensure that SPS hears and understands their concerns, perspectives and needs. SPS also believes it is important for the public and potential applicants to know about the organization and people that have chosen to work at SPS.

The current composition of SPS sworn officers includes:

- **20% female overall**
 - **33% of new Recruits are female**
- **50% culturally diverse backgrounds, including:**
 - **4.5% Indigenous**
 - **22% South Asian**
- **35 languages spoken**

CONCLUSION

The above matters are provided for the Administrator's awareness and information. Regular updates will be provided.



Norm Lipinski, OOM, LLB, MBA
Chief Constable



REGULAR

REPORT DATE: November 23, 2023

BOARD MEETING DATE: November 30, 2023

BOARD REPORT # 2023- R014

TO: **Surrey Police Board Administrator**

FROM: **Chief Constable**

FILE: **60550-20-03**

SUBJECT: **Community Engagement Update**

RECOMMENDATION

The Chief Constable recommends that the Surrey Police Board Administrator (the " Board") receive this report for information.

BACKGROUND

Ongoing community engagement forms part of SPS's commitment to ensuring that interested and affected parties are an integral part of developing the community policing model. Consultation informs the SPS strategic planning process and will continue to influence policies and operational strategies as they are developed. A high level of community involvement will help to raise the profile of SPS and build trust and partnerships within the community.

This information is being presented to the Board to support the Administrator's understanding of the work of SPS.

DISCUSSION

SPS officers frequently engage with the public while out on patrol, and our Community Policing Bureau (CPB) staff conduct regular community consultation meetings to further inform the development of the Community Policing Model. These engagements take the form of proactive opportunities, invitations from community groups, and strategic consultations. The Community Policing Bureau produces regular reports to capture these activities and ensure all SPS officers are aware of upcoming opportunities and invitations to engage with the public.

Some examples of recent engagement activities include:

- Officers attended the City Dream Centre and received information on the organization's services including the food hamper and school meal programs. Members then arranged to attend the following week to assist with the Christmas hamper program.
- Officers attended the Sources Senior's Casual Walk at the Semiahmoo shopping centre and participated in the hour long walk around the mall with the seniors, sharing stories, concerns and laughter, finishing with a coffee/tea at the end.
- Attended the Youth Space 2SLGBTQ+ drop in and engaged with staff and youth in candle making, UNO and Karaoke. This engagement was very well received in building relationships with our vulnerable youth.

- Attended the Surrey Crime Prevention Society and met with organizers who introduced the members to SCPS's initiatives and invited collaboration between their organizations.
- Dropped in at the Surrey Christmas Bureau and arranged for further volunteer opportunities in the weeks ahead to help distribute Christmas gifts to enrolled families. While there, members met with Team A of the volunteer youths from Guildford Park Secondary school.
- Attended the Surrey Community Action Team (CAT) and received information on the various initiatives CAT is working on as well hearing input from other partner organizations including Fraser Health, Rain City Housing, Progressive Intercultural Community Services (PICS) and others.
- Attended the City of Surrey Healthier Communities area at City Hall. SPS has a long-standing relationship with this area and has worked with them on several initiatives. They once again connected with managers in the age friendly, sport Surrey and youth squad areas. Were given youth rec centre passes for distribution in the community which were passed on to the Youth Unit.
- Spoke with the team from North Surrey Adult Probation to discuss potential partnerships between probation and SPS and how to develop an effective stream of communication.
- The Youth Services team met with the Clinical Operations Manager, Community Health Specialist and public health nurses from Fraser Health and staff from Sources to discuss potential harm reduction initiatives for youth.
- Attended Mackie's Place drop in youth event held in North Surrey. Interacted with youth and had several conversations with youth-based community partners. The event was well attended with over 40 young persons in attendance.

Community members are pleased to see SPS officers actively participating and contributing to good work in the community and have provided significant positive feedback. Members of the public frequently tell us that they are impressed with our level of involvement and care for the community. By investing in relationships with our communities, we can bring missing voices to the table, actively listen to, and consider their diverse and rich perspectives and experiences. Our aim is to strengthen trust and confidence in each other and empower communities' voices in how we provide policing services.

CONCLUSION

Community engagement activities provide important opportunities for SPS officers and employees to demonstrate their commitment to the values of the organization, and strengthen connections and partnerships, in turn supporting the development of our Community Policing model.

The above matters are for the Administrator's awareness.



Norm Lipinski, OOM, LLB, MBA
Chief Constable



REGULAR

REPORT DATE: November 24, 2023
BOARD MEETING DATE: November 30, 2023
BOARD REPORT # 2023-R015

TO: Surrey Police Board Administrator

FROM: Chief Constable

FILE: 60550-20-03

SUBJECT: Financial Update – Year-To-Date Expenditures (October 31, 2023)

RECOMMENDATION

The Chief Constable recommends that the Surrey Police Board Administrator receive this report for information.

PURPOSE

This report summarizes 2023 year-to-date expenditures incurred up to October 31, 2023.

BACKGROUND

Based on our rate of expenditure up to the end of Q3 (September 30th), along with anticipated costs in Q4, the latest financial projection for total 2023 expenditures is presented below:

2023 Surrey Police Service Financial Projection

(as of September 30, 2023)

	Projected as of Sep.
SPS Operations	
Board Remunerations	\$ 93,771
Salaries and Benefits	64,437,473
Other Expenditures	5,145,336
Total SPS Operations	69,676,580
Capital Expenditures	5,760,097
TOTAL SPS EXPENDITURES	75,436,677

The City’s proposed five-year (2023 – 2027) operating budget for police services is summarized in the following table (in thousands):

SUMMARY	2023 BUDGET	2024 PLAN	2025 PLAN	2026 PLAN	2027 PLAN
City Police Support Service	\$115,989	\$ 27,407	\$ 30,176	\$ 32,204	\$ 34,341
RCMP Contract	165,225	186,235	197,986	209,237	220,365
Surrey Police Service	48,751	-	-	-	-
TOTAL	\$329,965	\$213,642	\$228,162	\$241,441	\$254,706

Discussions with the City on SPS's 2023 budget allocation have occurred after the Province's direction on the police transition. The City has indicated that the 2023 budget allocated to SPS remains at \$48.75M; however, it is acknowledged that the amount is based on a financial model to retain the RCMP and wind down SPS.

DISCUSSION

SPS Operations

As of October 31, 2023, year-to-date expenditures (operating and capital, not including the Police Transition Project expenditures) totalled \$59.61M (79.0% of projected), presented below:

Year-to-Date Expenditures Summary (Projected vs. Actual)

As of October 31, 2023

	2023 PROJECTED	YTD ACTUAL	% Spent	REMAINING AMOUNTS
<i>SPS Operations</i>				
Board Remunerations	93,771	72,197	77.0%	21,574
Salaries and Benefits	64,437,473	53,017,550	82.3%	11,419,923
Other Expenditures	5,145,336	3,272,936	63.6%	1,872,400
Total SPS Operations	\$ 69,676,580	\$ 56,362,683	80.9%	\$ 13,313,897
Capital Expenditures	\$ 5,760,097	\$ 3,244,012	56.3%	\$ 2,516,085
TOTAL SPS EXPENDITURES	\$ 75,436,677	\$ 59,606,695	79.0%	\$ 15,829,982

Year-to-date, SPS expended \$72K for board remuneration, \$53.02M for employee salaries and benefits, \$3.24M on capital expenditures, and \$3.27M on other operating expenditures. (Appendix I provides a breakdown of spending by Bureau.)

At the end of October, we had 386 active employees (336 sworn members, 39 regular/permanent civilians, and 11 temporary civilians). Of these employees, 20 were assigned to temporary positions in recruiting, security clearance, auxiliary/on-call staff for backfill, and various other roles as part of the policing transition and establishing SPS; their salaries and benefits are allocated to the One-time Policing Transition Project fund.

SPS Operations include salaries and benefits of \$53.02M for 366 employees (325 sworn members and 41 civilians) engaged in policing and day-to-day business operations.

Other operating expenditures of \$3.27M included \$262K for training courses and seminars; \$546K paid to JIBC for recruit training; \$273K of electronic communications-related expenses; \$203K of travel expenses (majority of which is training related); \$37K of memberships and professional dues; \$90K for lease and

rentals (vehicles and firearm training range); \$269K for supplies and materials; \$19K for publications and reference materials; \$1.57M for outsourced services.

One-Time Policing Transition Project (City of Surrey budget)

For awareness, the City’s one-time policing transition project fund expenditures are reported below:

One-Time Policing Transition Fund Summary

As of October 31, 2023

	TOTAL FUND AVAILABLE	YTD ACTUAL EXPENSES	REMAINING FUND BALANCE
	2023	2023	2023
<i>Project Summary</i>			
One-Time Policing Transition**	\$ 24,383,185	\$ 6,823,293	\$ 17,559,892

*** Total fund available in 2023 includes \$19.383M carried forward from prior years.*

Appendix II presents the details of the policing transition project costs related to establishing SPS based on our last financial forecast (prepared on September 30, 2023). Year-to-date expenditures as of October 31, 2023, totalled \$6.82M of \$24.38M available.

CONCLUSION

Expenditures to date supporting SPS’s operations and the One-time Policing Transition Project have been trending low due to reduced activities as we waited for a decision/direction on the police transition. We anticipate this trend to continue for the remainder of the year as stakeholders plan the details of the policing transition.



Norm Lipinski, OOM, LLB, MBA
Chief Constable

- Appendix I Surrey Police Service Year-to-Date Expenditures – October 31, 2023 (Projected vs. Actual)
- Appendix II One-Time Policing Transition Fund as of October 31, 2023

APPENDIX I

**Surrey Police Service
Year-to-Date Expenditures - October 31, 2023
(Projected vs. Actual)**

	2023 PROJECTED	YTD ACTUAL	% Spent	REMAINING AMOUNTS
<i>Surrey Police Board</i>				
Board Remunerations	93,771	72,197	77.0%	21,574
Salaries and Benefits	328,238	268,406	81.8%	59,832
Other Expenditures	64,367	48,133	74.8%	16,234
Surrey Police Board	\$ 486,376	\$ 388,736	79.9%	\$ 97,640
<i>Office of the Chief Constable</i>				
Salaries and Benefits	2,931,322	2,372,103	80.9%	559,219
Other Expenditures	268,995	106,907	39.7%	162,088
Office of the Chief Constable	\$ 3,200,317	\$ 2,479,010	77.5%	\$ 721,307
<i>Community Policing Bureau</i>				
Salaries and Benefits	41,623,974	34,301,349	82.4%	7,322,625
Lower Mainland Integrated Teams	-	-	-	-
Other Expenditures	436,500	239,861	55.0%	196,639
Community Policing Bureau	\$ 42,060,474	\$ 34,541,210	82.1%	\$ 7,519,264
<i>Investigative Services Bureau</i>				
Salaries and Benefits	3,544,852	2,924,103	82.5%	620,749
Other Expenditures	196,484	40,411	20.6%	156,073
Investigative Services Bureau	\$ 3,741,336	\$ 2,964,514	79.2%	\$ 776,822
<i>Support Services Bureau</i>				
Salaries and Benefits	16,009,087	13,151,589	82.2%	2,857,498
Other Expenditures	4,178,990	2,837,624	67.9%	1,341,366
Support Services Bureau	\$ 20,188,077	\$ 15,989,213	79.2%	\$ 4,198,864
Total Operation Expenditures	\$ 69,676,580	\$ 56,362,683	80.9%	\$ 13,313,897
Capital Expenditures	\$ 5,760,097	\$ 3,244,012	56.3%	\$ 2,516,085
TOTAL SPS EXPENDITURES	\$ 75,436,677	\$ 59,606,695	79.0%	\$ 15,829,982

One-Time Policing Transition Fund

As of October 31, 2023

(Forecasted September 30, 2023)

	2020 - 2022 Expenditures	Oct YTD Expenditures	2023 Forecast	% Spent	2024 Forecast	2025 Forecast	Total Forecasted Transition Project Cost
Recruitment, Assessment, and Training	\$ 5,834,920	\$ 2,339,734	\$ 2,863,935	82%	\$ 3,252,539	\$ 1,607,975	\$ 13,559,369
Human Resources	1,587,861	473,889	567,811	83%	2,133,682	-	4,289,354
Communications and Marketing	918,518	156,910	184,900	85%	226,100	169,500	1,499,018
Financial Services	701,474	29,345	39,127	75%	295,218	-	1,035,819
Legal	1,067,615	216,992	264,761	82%	309,452	-	1,641,828
Strategy and Policy	782,059	-	-	-	-	-	782,059
Information Technology Systems and Capital	17,854,328	2,250,620	3,649,143	62%	10,967,759	-	32,471,230
Armory, Outfit and Other Equipment Capital	3,561,458	1,166,542	1,857,423	63%	-	-	5,418,881
Fleet Conversion, Capital, and Other Infrastructure	1,474,767	189,261	220,600	86%	753,004	-	2,448,371
Facilities Improvement and Outfitting	517,815	-	-	-	-	-	517,815
Total Expenditures:	\$ 34,300,815	\$ 6,823,293	\$ 9,647,700	71%	\$ 17,937,754	\$ 1,777,475	\$ 63,663,744
Prior Year Fund Carry Forward:	\$ -	\$ 19,383,185	\$ 19,383,185		\$ 14,735,485	\$ 1,797,731	\$ -
Budget Allocation:	53,684,000	5,000,000	5,000,000		5,000,000	-	63,684,000
Accumulated Fund Balance (Carry Forward):	\$ 19,383,185	\$ 17,559,892	\$ 14,735,485		\$ 1,797,731	\$ 20,256	\$ 20,256 *

* \$20,256 overall contingency/unallocated

- Recruitment, Assessment, and Training expenses include costs incurred to support the recruiting surge for SPS, security clearances, testing and assessment of candidates, and training of new hires; year-to-date expenditures totalled \$2.34M (82% of the projected amount for 2023).
- Human Resources expenses include personnel in various temporary roles (auxiliary staff) and HR consultant(s) to support establishing SPS; year-to-date expenditures totalled \$474K (83% of the projected amount for 2023).

- Communications and Marketing expenditures include consultants managing public relations and brand development expenses to support the establishment of SPS; year-to-date expenditures totalled \$157K (85% of the projected amount for 2023).
- Financial Services expenses include outsourced financial service consultants and personnel to support setting up SPS's finance and payroll systems and databases; year-to-date expenditures totalled \$29K (75% of the projected amount for 2023).
- Legal expenditures are specialized legal services for matters related to collective bargaining, human resources, trademarks, and other establishment legal costs; also included is the cost of in-house counsel seconded from the City. The year-to-date expenditures totalled \$217K (82% of the projected amount for 2023).
- Information Technology Systems and Capital costs include IT operating systems setup, external consultants for project management, building our technology infrastructure (data centre, dispatch systems, administrative systems), and the procurement of related assets; year-to-date expenditures totalled \$2.25M (62% of the projected amount for 2023).
- Armoury, Outfit, and Other Equipment Capital costs are related to firearms, uniforms, personal issue kits, and other specialty equipment for policing; year-to-date expenditures totalled \$1.17M (63% of the projected amount for 2023).
- Fleet Conversion, Capital, and Other Infrastructure expenditures include expenses to convert the incoming fleet of RCMP vehicles, initial SPS vehicles ordered in 2021, and temporary personnel costs allocated by the City to support building SPS's infrastructure; year-to-date expenditures totalled \$189K (86% of the projected amount for 2023).