

June 13, 2023

CONFIDENTIAL

Terry Waterhouse
General Manager, Community Services
13450 104 Avenue
Surrey, BC

Dear Terry,

Re: Surrey Police Board Response to City of Surrey Letter dated June 9, 2023

The Surrey Police Board has received the letter you sent to Chief Constable Lipinski ("Letter from Surrey Police Union regarding interpretation of Letter of Understanding D dated March 14, 2022").

The Surrey Police Board remains committed to its responsibilities to public safety and policing under the *Police Act*. We continue to take the steps needed to ensure a successful policing transition, whichever model the Provincial Government confirms in the near term.

In its reports to the Province, the Surrey Police Board has consistently identified the potential severance costs for ending the operations of Surrey Police Service as being \$81 million. Nothing in the clarification of Letter of Understanding D (i.e., the Letter of Intent) changes that obligation. We caution the City of Surrey from relying on the Surrey Police Union's letter.

The Surrey Police Board continues to direct the Chief Constable to support City staff's work to prepare a report for Council. Once the Province has made its final review of the Surrey Policing Transition, the Board will direct the Chief Constable and staff to meet with City staff to further define the transition plan.

Respectfully,



Jessie Sunner
Vice Chair
Surrey Police Board

c.c. Chief Constable Lipinski
Vincent Lalonde, City Manager
Kam Grewal, General Manager, Finance
Jamie Lipp, Assistant Deputy Director of Police Services

June 13, 2023

Terry Waterhouse
General Manager, Public Safety
City of Surrey

Dear Terry,

Re: Individualized HR Plans

In our recent report to the City, we provided clarity on the support we can provide to both the City and the province, in the development of individualized HR plans. We want to ensure our commitment to cooperating to the best of our ability is fully understood as the City develops its full report to Council.

We are aware that City staff are preparing a report for Council's decision on the future of policing in Surrey. The Surrey Police Board and Surrey Police Service (SPS) are prepared to collaborate with City staff to ensure Council has all material information related to SPS to make an informed decision.

One of the City staff's request for information, which we recognize originates from provincial requirements imposed on Surrey should it decide to retain the RCMP, is an item related to individualized HR plans for all Board employees (with the exception of pre-existing CUPE positions). There are legal and practical barriers to SPS obtaining and/or supplying this information to either City staff or City Council.

Specifically:

1. SPS has found no legal basis to require SPS officers to disclose their career plans - SPS's officers are covered by a Collective Agreement (and therefore the *BC Labour Relations Code*), the *BC Human Rights Code*, and the *Freedom of Information and Protection of Privacy Act*. The Surrey Police Union has indicated that it will not encourage their members to participate in such a process to elicit each member's career plans.
2. Even if SPS could collect the information sought, it would not be possible to meet with every eligible employee and their union representative, if applicable, to gain the requested information in a reasonable time period. We also note that meeting with employees to gather this information would have a significantly negative impact on their morale.
3. Any information gathered from an employee with respect to their career plans would not be legal binding upon their future actions.
4. If this information was collected, it is considered personal information and could not be disclosed to City of Surrey, without the employee's consent.

Given the urgency of moving forward with a decision on policing, it may be more reasonable that the City extrapolate the information from the patterns of SPS officer turn-over, in determining its course of action.

The Surrey Police Union's survey of its members indicated that 95% of members have confirmed they will not work for the RCMP (this is the only evidence-based data that exists related to personal employment decision by SPS officers). In addition to employment uncertainty, some SPS officers have referenced the behaviours by both RCMP officers and RCMP management towards SPS officers as the key reason for not being willing to work for the RCMP.

Since the inception of SPS, all officers who have chosen to leave employment with SPS have moved to an independent municipal police service, other non-RCMP policing units, or have left the policing profession. Recently two SPS officers have provided notice that they plan to leave SPS to return to the RCMP but they have refused to be deployed in the Lower Mainland.

Please be assured that the Surrey Police Board and SPS remain willing to cooperate on the individualize HR plan model, within its legal and resources constraints.

Regards,



Norm Lipinski, OOM, LLB, MBA
Chief Constable

cc: Mr. Jamie Lipp, Executive Director, Community Safety Unit, Policing and Security Branch
Melissa Granum, Surrey Police Board

From: [Lewis, Glen PSSG:EX](#)
To: [Sims, Brian A PSSG:EX](#); [Lipp, Jamie M PSSG:EX](#)
Subject: Fwd: Surrey Business Continuity Plan
Date: Thursday, June 15, 2023 3:33:01 PM

See below

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From: Brewer, John <john.brewer@rcmp-grc.gc.ca>
Sent: Thursday, June 15, 2023 3:29 PM
To: Lewis, Glen PSSG:EX <Glen.Lewis@gov.bc.ca>
Subject: Surrey Business Continuity Plan

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi Gken,

The Surrey RCM and E Division have taken preliminary steps to prepare for such an event. After learning of the union's letter of intent, the RCMP has taken the following steps to insure business continuity in Surrey:

In light of the leaked letter and comments from the SPS Police Board, as well as comments from the SPS Union and SPS senior management, the Surrey RCMP and "E" Division have put in place a Business Continuity / Contingency Plan^{s.13; s.15}
s.13; s.15

It should also be noted, however, that the Officer in Charge of Surrey Detachment has compiled a list of^{s.1} SPS Officers who have indicated they will be submitting their applications to join the RCMP if the decision to retain RCMP is made. Also the RCMP has completed hiring of two SPS Officers to date and have 12 additional SPS applications in progress. It is strongly believed, given the first hand information of Surrey RCMP members and management and, as evidenced by the applications of SPS Officers (even without a decision) that the likelihood that very few or no SPS Officers join the RCMP is remote. The RCMP has not pro-actively engaged any SPS Officer about joining the RCMP. These are all voluntary indications from SPS Officers.

Still, Surrey RCMP, with support from "E" Division, is prepared to cover all or partial vacancies from SPS officers should they occur.^{s.15; s.16}

s.15; s.16

s.15; s.16

Priority is to identify PBL resources

first and augment with MBL and FBL if needed.

Short Term (Under 24-48 hours notice):

The number of SPS resources identified are approximately^{s.15; s.16} members per watch.

Surrey RCMP has several options in this regard.^{s.15; s.16}

s.15; s.16

Surrey RCMP will also issue overtime call outs for members at short notice from Surrey Members. This will result in multiple additional members if needed.

In addition, should these efforts be insufficient, overtime callouts beyond Surrey will be issued to intake Front Line members.

Intermediate Term (After 48 to 96 hours): The redeployment of internal resources can remain in place during this period and be lessened as required.

Surrey Detachment ^{s.15}

Overtime callouts for RCMP Officers from other locations, in addition to Surrey RCMP members, can be utilized.

Long Term (Over 72 hours to 30+ days): Members from business lines outside of the PBL will be replaced with PBL members from across the division as needed. The deployment plan will be assessed daily and weekly and numbers adjusted accordingly.

Outside of the Business Continuity / Contingency Plan the RCMP has a robust EPO process tailored for Surrey that will begin to on board volunteer SPS members immediately once screened for acceptance into the RCMP. I can say, this process will be measured in days and weeks not months.

The RCMP welcomes any opportunity to further expand on this information as required.

There will be a follow up letter on this from Will Ng as well.

Regards,
John

OPERATIONAL STABILITY

As Canada's national police force, and as the province of BC's provincial police force, there is an expectation that the RCMP will bring stability to uncertain situations to ensure public safety is maintained. There are countless examples to illustrate this, such as:

- Providing support for wildfires and flood relief across BC;
- Standing up Command structures to ensure public safety throughout the Freedom Convoy protests in Surrey and Alberta;
- Leading police command for major international events such as the Vancouver 2010 Olympics;
- Coordinating all police efforts and command at major community events such as the Vaisakhi Day Parade in Surrey (with an attendance of well over 500,000 people).

Mobilizing appropriate resources for large scale, unpredictable situations is what the RCMP does on a regular basis. Municipalities across the country depend on the RCMP to provide assistance and support in uncertain times.

Stability Through Planned Demobilization

There are various options to explore to arrange structured wind down plans which will provide for increased stability through the re-staffing plan. For example, s.13; s.15

s.13; s.15

In these examples, there would be a clearly established rhythm to demobilizations enabling prioritized proactive hiring and onboarding of the SPS Officers, and allow for forecasted planning and considerations with different candidate pools.

Mitigation Strategies: Significant Event

In the event that Surrey requires mitigation strategies to be implemented, the RCMP will leverage the various options at its disposal to ensure that effective and stable resourcing levels are maintained throughout the duration of the staffing plan.

The RCMP has a proven ability to implement short, medium or longer terms solutions and has the capacity to provide support to address large deficiencies until more permanent solutions are implemented. As demonstrated, these strategies, regardless of size or duration, can be implemented without compromising public safety.

Should all operational SPS Officers suddenly depart s.13; s.15

s.13; s.15

thus removing themselves from operational duties, the immediate operational requirement would be based on replacing the following SPS frontline resources, broken down as follows:

Table 3: SPS Frontline Resources

s.15; s.16

In the immediate term, the Surrey RCMP would initiate a callout for overtime from the opposite Watches in the Detachment. To supplement the overtime resources, the Detachment would also re-mandate members from other support units. This approach was implemented to ensure stability during COVID and would be easily replicated within the Detachment.

After these immediate actions are taken s.13; s.15

SPS Officers, specific operational plans will be actioned, in tandem with the overall staffing plan for Surrey, to ensure appropriate resourcing in short, medium and longer term scenarios.

If temporary resources are required on a longer term basis, the RCMP would leverage the same types of mitigation strategies used elsewhere during other unanticipated urgent circumstances. These include:

- Secure support from s.15; s.16

presently working in the Lower Mainland;

- Re-mandate s.15; s.16

s.15; s.16

- Provide overtime opportunities for off-duty RM's throughout the Lower Mainland in other business lines;

- Secure support from s.15; s.16

s.15; s.16 resources interspersed throughout the Lower Mainland various business lines.

Sent from my Bell Samsung device over Canada's largest network.



Royal Canadian Mounted Police Gendarmerie royale du Canada
Commanding Officer Commandant divisionnaire

June 15, 2023

The Honourable Mike Farnworth, M.L.A.
Minister of Public Safety and Solicitor General
128 Parliament Buildings
Victoria, British Columbia
V8V 1X4

[by email: PSSG.Minister@gov.bc.ca]

Dear Minister Farnworth:

It has come to my attention that you have not been briefed on critical information that the RCMP provided in our submissions to the province as it pertains to operational contingency plans should we require additional resources. At the request of the province, RCMP mitigation strategies were thoroughly outlined in our supplemental report last February.

I would like to make it abundantly clear that the RCMP is prepared to address any resourcing requirements affected by SPS officers who walk out or are otherwise directed not to come to work. In fact, we have already taken preliminary steps to prepare for such an event. After learning of the union's letter of intent, the RCMP has taken the following steps to ensure business continuity in Surrey:

In light of the leaked letter and comments from the SPS Police Board, as well as comments from the SPS Union and SPS senior management, the Surrey RCMP and "E" Division RCMP have put in place a Business Continuity / Contingency Plan^{s.15}

s.15

It should also be noted, however, that the Officer in Charge of Surrey Detachment has compiled a list of s.15 SPS Officers who have indicated that they will be submitting their applications to join the RCMP if the decision to retain the RCMP is made. Additionally, the RCMP has completed the hiring of two SPS Officers to date and have 12 additional SPS applications in progress. It is strongly believed, given the first-hand information from Surrey RCMP members and management and, as evidenced by the applications of SPS Officers (even without a decision), that the likelihood that very few or no SPS Officers

CO: T23-0191 / vf

will join the RCMP is remote. The RCMP has not pro-actively engaged any SPS officer about joining the RCMP. These are all voluntary indications from SPS Officers.

Still, the Surrey RCMP, with support from "E" Division, is prepared to cover all or partial vacancies from SPS officers should they occur. s.15; s.16

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s.15; s.16 The priority is to identify PBL resources first and augment with MBL and FBL if needed.

Short Term (Under 24-48 hours notice):

The number of SPS resources identified are approximately ^{s.15;}_{s.16} members per watch.

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Surrey RCMP will also issue overtime call outs for members on short notice from Surrey Members. This will result in multiple additional members, if needed.

In addition, should these efforts be insufficient, overtime callouts beyond Surrey will be issued to intake Frontline members.

s.15; s.16

Intermediate Term (After 48 to 96 hours): The redeployment of internal resources can remain in place during this period and be lessened as required.

Surrey Detachment ^{s.15}

s.15

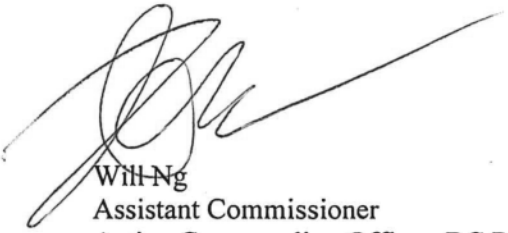
Overtime callouts for RCMP Officers from other locations, in addition to Surrey RCMP members, can be utilized.

Long Term (Over 72 hours to 30+ days): Members from business lines outside of the PBL will be replaced with PBL members from across the division as needed. The deployment plan will be assessed daily and weekly and numbers adjusted accordingly.

Outside of the Business Continuity / Contingency Plan the RCMP has a robust EPO process tailored for Surrey that will begin to on board volunteer SPS members immediately once screened for acceptance into the RCMP. I can say, with certainty, that this process will be measured in days and weeks not months.

In addition to what has already been provided to the province, attached to this letter is detailed information regarding mitigation strategies the RCMP could utilize should a significant event such as a walk out occur. The RCMP welcomes any opportunity to further expand on this information as required.

Sincerely yours,



Will Ng
Assistant Commissioner
Acting Commanding Officer, BC RCMP

14200 Green Timbers Way
Mailstop #308
Surrey, B.C. V3T 6P3

cc. Glen Lewis, Acting Assistant Deputy Minister and Director of Police Services, Policing and Security Branch

MITIGATION STRATEGIES FOR SURREY DETACHMENT

OPERATIONAL STABILITY

As Canada's national police force, and as the province of BC's provincial police force, there is an expectation that the RCMP will bring stability to uncertain situations to ensure that law and order, and public safety is maintained. There are countless examples to illustrate this, such as:

- Providing support for provincial wildfires and flood relief across BC;
- Standing up Command structures to ensure public safety throughout the Freedom Convoy protests in Surrey and Alberta;
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- Coordinating all police efforts and command at major community events such as the Vaisakhi Day Parade in Surrey (with an attendance of well over 500,000 people).
- Ensuring police service delivery throughout the COVID-19 pandemic.

Mobilizing appropriate resources for large scale, unpredictable situations is what the RCMP does consistently and on a regular basis. Municipalities across the country depend on the RCMP's interoperability to provide assistance and support during uncertain times.

Stability Through Planned Demobilization

There are various options for structured wind down plans. For example,^{s.13; s.15}
s.13; s.15

In these examples, there would be a clearly established rhythm to demobilizations enabling prioritized proactive hiring and onboarding of the SPS Officers, and allow for forecasted planning and considerations with different candidate pools.

Mitigation Strategies: Significant Event

In the event that Surrey requires mitigation strategies to be implemented, the RCMP will leverage the various options at its disposal to ensure that effective and stable resourcing levels are maintained throughout the duration of the staffing plan.

The RCMP has a proven ability to implement short, medium or longer terms solutions and has the capacity to provide support to address large deficiencies until more permanent solutions are implemented. As demonstrated in the past, these strategies, regardless of size or duration, can be implemented without compromising public safety.

Should all operational SPS Officers suddenly depart^{s.13; s.15}

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If temporary resources are required on a longer term basis, the RCMP would leverage the same types of mitigation strategies used elsewhere during other unanticipated urgent emergencies. These include:

- Secure support from^{s.15; s.16} presently working in the Lower Mainland;
 - Re-mandate^{s.15; s.16}
- s.15; s.16
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 - Secure support from^{s.15; s.16} resources interspersed throughout the Lower Mainland and various business lines.



Royal Canadian Mounted Police Gendarmerie royale du Canada

Commanding Officer Commandant divisionnaire

June 16, 2023

Mr. Glen Lewis

Acting Assistant Deputy Minister and Director of Police Services
Policing and Security Branch

Via Email: [glen.lewis@gov.bc.ca]

Dear Mr. Lewis:

I would like to take this opportunity to provide important and vital information to you regarding the RCMP's heightened readiness to deploy and plan to avoid any disruptions to service delivery in Surrey should a sudden change in SPS staffing occur.

I would like to make it abundantly clear that the RCMP is prepared to address any resourcing requirements affected by SPS officers who walk out or are otherwise directed not to come to work. In fact, we have already taken preliminary steps to prepare for such an event. After learning of the union's letter of intent, the RCMP has taken the following steps to ensure business continuity in Surrey:

In light of the leaked letter and comments from the SPS Police Board, as well as comments from the SPS Union and SPS senior management, the Surrey RCMP and "E" Division RCMP have put in place a Business Continuity / Contingency Plan s.13; s.15

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Canada

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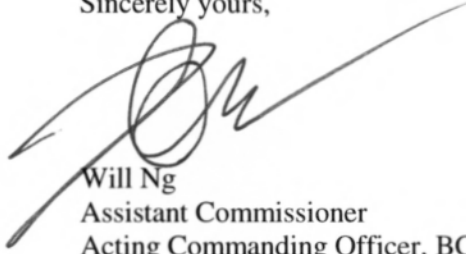
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The RCMP welcomes any opportunity to further expand on this information as required.

Sincerely yours,

A handwritten signature in black ink, appearing to be 'Will Ng', written over a horizontal line.

Will Ng
Assistant Commissioner
Acting Commanding Officer, BC RCMP

14200 Green Timbers Way
Mailstop #308
Surrey, B.C. V3T 6P3

Attach: Mitigation Strategies For Surrey Detachment / vf

MITIGATION STRATEGIES FOR SURREY DETACHMENT

OPERATIONAL STABILITY

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Royal Canadian Mounted Police Gendarmerie royale du Canada
Commanding Officer Commandant divisionnaire

June 21, 2023

Mr. Glen Lewis
Acting Assistant Deputy Minister and Director of Police Services
Policing and Security Branch

Via Email: [glen.lewis@gov.bc.ca]

Dear Mr. Lewis:

Subject: Surrey Policing Transition – Mitigation Strategies

I am writing regarding some important developments pertaining to the current status of policing in Surrey.

Firstly, since my June 16th, 2023, letter to you regarding the RCMP's mitigation strategies ^{s.13; s.15}
^{s.13; s.15} the RCMP has received several unsolicited offers of assistance from other municipal police agencies in the Lower Mainland. With these additional options available to us, the Province should be well assured that sufficient resources will continue to be deployed to ensure public safety in Surrey.

I will also add that in our regular meetings with SPS, they have indicated their intentions to work with the RCMP's transition team to ensure public safety through their demobilization plans. We are also confident that the RCMP and SPS share a commitment to ensure public safety in Surrey.

Secondly, I would like to ensure there is a clear understanding of the work that remains in order to satisfy the conditions set out in your "*City of Surrey's Police Model Transition and Decision to Retain the RCMP*" Report (Report) issued on April 28th, 2023.

Based on the May 29th, 2023, preliminary meeting held between the City, members of the RCMP Surrey Project team and representatives of your staff to discuss the conditions, it was acknowledged that there remains significant, collaborative work to be undertaken by all parties in order to fully meet the requirements.

In order to fully address the concerns regarding our re-staffing plans, the RCMP requires significantly more information from your staff. In the meeting, your staff simply indicated the plans needed to "*provide considerably more details*". As the RCMP has not received an unredacted version of your report, the vast majority of your analysis of our plans remains unavailable to us. Christal Engleder indicated she would

look through the redacted information in an effort to provide additional information. We have not yet received any follow-up correspondence in this regard.

I also want to stress, once again, the RCMP's commitment to deliver on our re-staffing plan in Surrey, as a separate and distinct effort from other staffing priorities across the province.

It has been over six months since the initial RCMP submission and several metrics have changed as a result of national labour conditions. We have updated data to share with you about our cadets and the positive impacts our pre-posting agreements are having in driving up applications. Our Experienced Police Officer (EPO) Program is over-performing across all regions in Canada with 600 applications in process. This is an all-time record for EPO applications. We also have significant developments in relation to our hiring plans for SPS Officers in order to meet our targets to re-staff Surrey.

We have advanced over a ^{s.15} unsolicited applications from SPS Officers in progress and to date ^{s.15} SPS Officers have indicated their intention to patch over to the RCMP in the event the transition is cancelled. The RCMP has compiled a list of these SPS Officers and is prepared to provide you with a viewing so that it can be validated. Given the confidential and sensitive nature of the application process, the document will not be shared electronically or with others.

The RCMP remains exceptionally well positioned to deliver on its resourcing objectives in consideration of the provincial and national policing environment as the largest police force in Canada. I will add this is also against the backdrop of the commitments the RCMP Commissioner has made in reference to the RCMP's resourcing plans for Surrey.

I would welcome the opportunity to meet with you to discuss the fulsome details of these important resourcing efforts, and provide additional assurances of the RCMP's continued commitments to meet the policing requirements across this province

Sincerely,



Will Ng
Assistant Commissioner
Acting Commanding Officer
BC RCMP

14200 Green Timbers Way
Mailstop #308
Surrey, BC V3T 6P3

From: [Lewis, Glen PSSG:EX](#)
To: [Snoddon, Michael PSSG:EX](#)
Cc: [Lipp, Jamie M PSSG:EX](#)
Subject: Letter 1
Date: Monday, July 3, 2023 12:35:00 PM
Attachments: [20230621 LTR CO to LEWIS 2023-0191 \(signed WN\).pdf](#)

Michael- this is the first RCMP letter. s.13; s.16
s.13; s.16

Glen

Get [Outlook for iOS](#)

CONFIDENTIAL

June 9, 2023

File: 2470-01

Surrey Police Service
13450 – 104 Avenue
Surrey, BC V3T 1V8

Attn: Norm Lipinski, Chief Constable**Re: Letter from Surrey Police Union regarding interpretation of Letter of Understanding D dated March 14, 2022 (the “LOU”)**

I write further to the submission of requested documents to me by the Surrey Police Service on June 7, 2023. I make particular reference to the letter dated May 30, 2023, from the Surrey Police Union (the “SPU”) to the Surrey Police Board (the “SPB”) regarding the SPU’s position on the interpretation of the LOU and the Letter of Intent dated November 16, 2022 (the “LOI”).

An open and transparent relationship between the City of Surrey and the Surrey Police Board vis-à-vis issues directly impacting the City is of paramount importance, particularly as Council prepares to make an important decision with respect to the future model of policing in Surrey.

The City, despite earlier requests and the serious implications of the LOI for the City, was not provided a copy of the LOI until June 7, 2023. The City has now reviewed the LOI, and the other related documents in the SPS submission to the City of June 7, 2023, and note that the document itself appears to be contradictory. The LOI states that its purpose is merely to confirm and clarify the parties’ intention with respect to the interpretation and application of the LOU. At the same time, the LOI contains provisions that are unquestionably inconsistent with the LOU.

In particular, the LOU expressly provides that if the SPB provides Notice of Termination in the event there is a decision to cease or reverse the transition to the Surrey Police Service, the SPB may, at its sole discretion, elect between requiring the employees to continue with their duties, assignments, tasks or projects for a period of eighteen months (the “Notice Period”); assign the employee to other duties; or pay severance. At the time the LOU was entered into the parties would necessarily have contemplated that the SPS Officers assigned into the Municipal Police Unit (“MPU”) would be under the command and control of the RCMP. Despite this fact and the clear language of the LOU, the LOI states in section 4 that the Notice Period will be terminated for any employee required to work under the command and control of the RCMP. In other words, the LOI

contradicts the LOU by purporting to remove the option for SPB to provide working notice to its employees while they continue to be assigned to the MPU following a decision by Council to transition back to the RCMP. Under such circumstances, the LOI appears to contemplate working notice for Board employees in the MPU only starting after the RCMP has completed its re-staffing of the MPU.

Further, the SPU indicates in its letter that it expects that if the City and Province cease the transition to the SPS its members will promptly be relieved of their duties and provided severance payments. The City is, frankly, perplexed by this position: even if the LOI was intended to modify the terms of the LOU, there is nothing in either the LOI or the LOU that would support the position that the SPS Officers assigned into the MPU would be relieved of their duties upon a decision being made to retain the RCMP as the Police of Jurisdiction. In our view, such an agreement would be inconsistent with the Board's statutory duty under section 26(1) of the Police Act to provide policing and law enforcement in the municipality.

The City further notes that the SPU's letter seeks a response from the SPB if it disagrees with the SPU's interpretation of the LOU. As the payor of expenditures by the SPB, we demand that the SPB immediately advise us of its own interpretation of the LOU and LOI and do so before any response is sent to the SPU. In particular, the City demands fulsome answers to the following questions from the Board:

1. Does the Board take the position that the LOI was intended to modify the rights and obligations set out in the LOU? If so, please explain this position.
2. Does the Board have the option under the LOU of providing working notice to its employees while they continue to be assigned to the MPU following a decision by Council to transition back to the RCMP? Please explain.
3. Does the Board agree with the SPU that under the LOU, employees assigned to the MPU must be promptly relieved of their duties and provided severance payments if the City and Province cease the transition to the SPS? Please explain.
4. Has the Board made any decision on whether it will relieve employees assigned to the MPU of their duties and provide severance payments if the City and Province cease the transition to the SPS? Please explain.

Beyond these questions it is extremely important for the Board and the SPS Executive to be aware that there is currently no SPS budget allocation for the payment of severance to any employee of the Surrey Police Board. Any change to this requires authorization via an updated budget submission, negotiations with the City, and the approval of Council. Please confirm that the Surrey Police Board and the Surrey Police Service are aware that there is currently no SPS budget allocation for severance in the 2023 – 2027 Financial Plan adopted by Council.

The Board's interpretation of the LOI, and its relationship to the LOU, and its position on severance payments, is highly relevant to Council's decision on the policing transition. Currently, the City only has SPU's interpretation, which the City believes is unreasonable for the reasons stated above. Council will be expected to be making its decision on the policing transition very soon. Accordingly, the City requires the Board's response to this letter by 4:00 pm Monday, June 12, 2023.

Thank you for your prompt attention to this matter.

Sincerely,

A handwritten signature in dark ink, appearing to read "Terry Waterhouse". The signature is fluid and cursive, with the first name "Terry" being more prominent.

Terry Waterhouse
General Manager, Community Services

TW/ar

c.c.

Vincent Lalonde, City Manager
Kam Grewal, General Manager, Finance
Jamie Lipp, Assistant Deputy Director of Police Services
Melissa Granum, Executive Director, Surrey Police Board

<https://surreybc.sharepoint.com/sites/community.services.hub/gm-admin1/dailies/2023/correspondence/2023-06-09-ltr-to-spb-re-spu-interpretation-of-lou-d.docx>
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