



Item .....	01
Meeting .....	2008 Jun 16

COUNCIL REPORT

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**TO:** CITY MANAGER **DATE:** 2008 June 11

**FROM:** OFFICER IN CHARGE, RCMP

**SUBJECT:** STRATEGIC HUMAN RESOURCE PLAN  
BURNABY DETACHMENT

**PURPOSE:** To present to Council for approval the proposed increase in complement for Burnaby RCMP Detachment.

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**RECOMMENDATION:**

1. **THAT** Council approve the deployment of new Regular Member (R/M) resources for Burnaby Detachment in accordance with the framework described in this report.

**REPORT**

As of 2008 April 01, the approved establishment of Burnaby Detachment is two hundred and ninety-six (296) Regular Members (R/M), including those R/M's assigned to work within Lower Mainland Integrated Teams.

In planning for growth of the City of Burnaby, and after discussions with senior staff and Mayor Derek CORRIGAN, it is recommended that the Burnaby Detachment human resource establishment be increased by twenty-five (25) Regular Members.

This report will provide the strategic framework for the deployment of these new R/M resources for Burnaby Detachment.

In determining how these resources are to be allocated in the most effective manner, the following parameters were addressed and considered:

- Community concerns around crime, and the fear/perception of crime.
- Community expectations of service delivery performance by Detachment personnel.
- Ensuring maximum impact on community safety and the security of the City of Burnaby.

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The priorities identified within our Detachment Annual Performance Plan:

- Youth
  - Drugs
  - Traffic Enforcement
  - Community Safety
  - Communication (Internal and External)
- The priorities to be identified within our Burnaby Detachment Strategic Plan, which is currently under review and development.
  - The initiatives identified within the Burnaby Detachment Crime Reduction Strategy, currently under development, to address:
    - Chronic and prolific offenders
    - The root cause of crime
    - Crime hot spots
  - Enhancing investigative, supervisory and leadership capacity within Detachment structures and teams, to minimize administrative burdens, and to maximize front-line operations and our Crime Reduction Strategy.
  - The “strategic vision” of the OIC Burnaby Detachment, which encompasses the following principles:
    - Wide community trust and support, based upon integrated partnerships with the community to keep Burnaby safe and secure for all citizens.
    - An effective Strategic Communications Strategy to tell the Burnaby Detachment story well, to ensure community understanding and awareness of the programs and services available from Burnaby Detachment.
    - An effective Crime Reduction Strategy that employs intelligence-led and evidence based initiatives to suppress crime and apprehend/prosecute offenders, to keep Burnaby safe for all citizens.
    - Burnaby Detachment is a safe and supportive working environment, and is a preferred career destination for all employees.
    - Burnaby Detachment is recognized as a leader in the policing community for the innovative programs and services that are provided with and for the community.

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**DEPLOYMENT OF NEW REGULAR MEMBER (R/M) POSITIONS:**

The following resource deployments have been selected in consultation with the Burnaby Detachment Senior Leadership and Management Teams, to ensure maximum strategic effect on community safety and security.

**Note: These deployments include twenty-three (23) R/M positions already scheduled for 2008, including six (6) new R/M positions, two (2) R/M position that were civilianized, and fifteen (15) R/M positions recaptured from Lower Mainland Integrated Teams, which are funded separately by the City of Burnaby. Added to the twenty-five (25) new R/M positions proposed, this totals the forty-eight (48) R/M positions described below.**

**Anti-Graffiti Coordinator – One (1) Position**

To proactively address and coordinate intelligence-gathering, prevention and enforcement activities related to graffiti and vandalism. Partnership with the City of Burnaby's Anti-Graffiti Coordinator to advance the Anti-Graffiti Strategy, and liaise with Municipal PD and RCMP agencies to identify and prosecute prolific offenders.

**Domestic Violence Unit – Two (2) Positions**

To proactively address and coordinate high risk domestic violence cases, liaise with police investigators and community partners, support intervention strategies and prosecutions to ensure high risk offenders are effectively managed.

**High Risk Offender Team – Three (3) Positions**

To focus on high risk sexual offenders residing in our community, enforcing compliance with Court ordered restrictions, Probation Order conditions, Judicial Interim Release conditions, curfews, and reporting requirements, support/lead activities related to surveillance, investigations and prosecutions of these offenders to enhance community safety.

**Training Coordinators (Cadet Field Coaching / Use of Force) – Two (2) Positions**

Coordinate all training and development activities related to the Cadet Field Coaching Program, and the new Immediate Action Rapid Deployment (IARD) and Safe Schools training programs.

**Advisory NCO – General Duty Watch – Four (4) Positions**

To add leadership and supervision capacity to each General Duty Watch, 2i/c Watch, assist Watch Commander with operational and administrative tasks related to the supervision of four other Corporals and 22 Constables on each Watch. Assorted duties will include monitoring Cellblock operations, conducting Bail Hearings, supervision of the Operational Communications Center, and responding to public enquiries at the Detachment Front Counter.

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DEPLOYMENT OF NEW REGULAR MEMBER (R/M) POSITIONS....CONTINUED

**General Duty Watch - Constable Investigators - Four (4) Positions**

To add capacity on each General Duty Watch, to enhance front-line policing services, 24/7 911 emergency call response, follow-up on investigations of crime, capacity to perform proactive and preemptive community patrols, and targeted enforcement initiatives to promote community safety.

**Traffic Services - Constable Investigators - Two (2) Positions**

To add capacity to this team for enforcement initiatives targeted towards impaired driving, aggressive driving, and locations with high crash statistics.

**Neighborhood Liaison Officers – District CPO – Eight (8) Positions**

To add capacity within each District Community Policing Office, to enhance work on issues, concerns and trends identified by the community (e.g. prostitution, graffiti, B&E, vandalism, property crime, street level drug activity, etc), and address growth being within each quadrant of the City of Burnaby.

**School Liaison Officers - Three (3) Positions**

To add capacity within this program, and add SLO presence at Burnaby North and Burnaby South High Schools, two of the largest schools in the Province.

**Serious Crime Investigators – Two (2) Positions**

To add capacity to this investigative team, focused on serious criminal offences and investigations (e.g. murder, attempt murder, aggravated assault, kidnap, conspiracy, etc) utilizing Major Case Management principles and structures.

**Sex Crimes Investigator – One (1) Position**

To add capacity to this investigative team, focused on serious sexual offences and investigations, providing support and expertise to GD and Team GIS in relation to sex crime and child sexual abuse investigations.

**STRIKE Force Investigators - Two (2) Positions**

To add capacity to this strategic, intelligence led enforcement/suppression team focused on prolific offenders engaged in serious crimes (e.g. armed robbery, B&E, auto theft, etc).

**Drug Investigators - Two (2) Positions**

To add capacity to this strategic, intelligence-led investigative team, focused on the interdiction of drug production and trafficking activities (e.g. grow ops, crystal meth labs, street-level dealers, etc).

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DEPLOYMENT OF NEW REGULAR MEMBER (R/M) POSITIONS....CONTINUED

**Economic Crime Unit - One (1) Position**

To add capacity to this investigative team, focused on high-dollar economic crimes, frauds, identity theft, copyright infringement, theft of proprietary information, etc.

**Problem Oriented Policing Sections (POPS) - Four (4) Positions**

To add capacity to this team, which will take lead role in our Crime Reduction Strategy, and provide capacity to create two separate teams to permit shifting and overlapping of resources on targets/projects.

**Community Policing/Victim Services - One (1) Position**

To add capacity to this unit, to ensure efficient coordination of Community Policing programs and services, and serve as 2i/c of Unit to assist the NCOi/c with supervision of programs and personnel.

**Crime Analysts – Two (2) Positions**

To add capacity within our Crime Analysis Section at Burnaby Detachment, to ensure the efficient collection, analysis and tracking of criminals and crime trends, providing detailed analysis and intelligence products to investigative teams (e.g. STRIKE, POPS, and General Duty) for better targeting, enforcement and crime suppression activities.

**Information Administrator (Major Case Management Unit) - One (1) Position**

To coordinate preparation and disclosure of information and material in major crime investigations (e.g. attempt murders, conspiracy, fatal MVA's) using established standards and protocols, electronic disclosure requirements. This Civilian Member (C/M) position to be supported by two Municipal Employees, taking away such administrative duties from Regular Members.

**Emergency Planner / Business Continuity / Major Events – One (1) Position**

To provide specific expertise and skill sets in relation to Emergency/Business Continuity Planning, using ICS planning principles, take lead role in Emergency Planning (e.g. floods), oversight of our Emergency Command Vehicle, and Major Event Planning (e.g. Hats Off Day Parades, Deer Lake Park Events, public relation events, etc).

**Advisory NCO – Operations Officer – One (1) Position**

Assist the Operations Officer with the supervision of more than 175 R/M's and M/E's engaged in Operations, support at meetings, ensuring timely and thorough completion of reports, internal/external communications, responding to community concerns and enquiries, and managing incoming correspondence and requests for information.

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DEPLOYMENT OF NEW REGULAR MEMBER (R/M) POSITIONS....CONTINUED

**Advisory NCO – Client Services Officer – One (1) Position**

Assist the Client Services Officer with the supervision of more than 149 R/M's and M/E's engaged in Detachment Administration, support at meetings, ensuring timely and thorough completion of reports, internal/external communications, responding to community concerns and enquiries, and managing incoming correspondence and requests for information.

BUDGET AND INFRASTRUCTURE IMPACTS

Financing for these new Regular Member (R/M) resources has been determined and confirmed with the Finance Department, and will be reflected/included in upcoming annual budgets.

Although the R/M positions have been named and described in detail in this report, they will be strategically deployed in consultation with the Burnaby Detachment Senior Leadership/Management Teams, and the Community Policing Committee, factoring in emerging trends and pressures as required.

We have considered the physical space impacts of assimilating these additional/new resources within our current Detachment and Community Police Office infrastructures.

At this time, our analysis suggests we will be able to accomplish this goal in the short term, with minimal costs or negative impacts to staff and/or operations. New infrastructure will include computers, work stations and other related equipment, with much of these costs captured within the budget forecasted for each position. New positions will be integrated within existing teams, re-located to alternate work spaces, co-located with other staff, or decentralized to our District Community Policing Offices to maximize space allocations.

Infrastructure and space impacts are and will continue to be evaluated, and recommendations will be made in due course, as necessary.

CONCLUSION

These additional resources will provide us the capacity to address the parameters outlined in this report, ensuring community safety and security for all citizens.

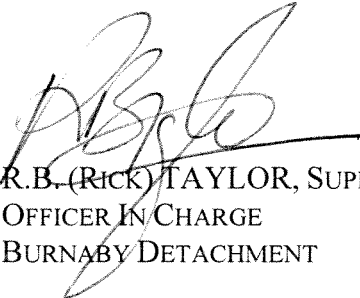
As can be seen from this report, our intention is to add new specialized investigative teams, enhance existing teams and units, and enhance leadership/supervisory capacity at all levels. This will, in real and measurable terms, have the net effect of putting more police officers back on front-line policing.

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CONCLUSION....CONTINUED

Burnaby Detachment is the second largest RCMP Detachment in Canada, second only to Surrey Detachment, and the third largest police service in the Province of British Columbia, third only to Vancouver and Surrey.

As the Officer In Charge of Burnaby Detachment, my vision is that we will look, speak, and perform like the very large, professional police service we truly are. In partnership with our community and the City of Burnaby, my staff and I will continue to work tirelessly to achieve this goal. We will continue to provide the highest quality of policing services the citizens of Burnaby expect, are entitled to, and are accustomed to receiving.



R.B. (RICK) TAYLOR, SUPERINTENDENT  
OFFICER IN CHARGE  
BURNABY DETACHMENT