

To: GVTA Police Board

From: Chief Officer Robert Kind  
Greater Vancouver Transportation Authority Police Service

Date: January 25, 2006

**Subject: GVTAPS 2005 Priorities and Goals - Achievements [Report #2006-01]**

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*Staff Recommendation:*

That the Greater Vancouver Transportation Authority Police Board receives as information the Greater Vancouver Transportation Authority Police Service 2005 Priorities and Goals - Achievements Report.

**PURPOSE**

This report assists the Greater Vancouver Transportation Authority Police Board and Police Service (GVTAPS) in complying with requirements of s. 4.2 of the *Police Act* and Board policy regarding reporting requirements on the activities, programs and strategies to achieve annual priorities and goals.

**BACKGROUND**

In 2005 the Chief Officer submitted annual priorities and goals for the roll out and operations of the transit police service, which were subsequently approved by the GVTA Police Board. In accordance with the process outlined by Police Services Division, these priorities and goals were filed with, and accepted by, Police Services Division.

2005 was a challenging year, with many complexities to be worked through in rolling out the transit police service. The TransLink Transit Security Special Provincial Constables are to be commended on their hard work to become eligible for appointment as a Designated Constable. It is also important to recognize both sworn and civilian personnel for their extra efforts in assisting with the implementation of the police service and their willingness to adapt to new processes and operational requirements. While roll out occurred later in the year

than initially anticipated, this delay did allow for certain information technology and communications systems to be installed and key policies to be approved prior to roll out, as well as associated training to be completed.

Appendix A outlines the 2005 priorities/goals and summary of achievements. Significant implementation progress was made in 2005 and I am very pleased with the operational results from the first month of Designated Constable deployment.

## **CONCLUSION**

I am proud of the dedication and accomplishments of transit police personnel in 2005 and I appreciate the support and assistance from the GVTA Police Board, TransLink, Justice Institute of British Columbia, Police Services Division, jurisdictional police agencies and consultants in helping advance the implementation of the transit police service.

*Original signed by Chief Kind*

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Chief Officer Robert. H. Kind



## Greater Vancouver Transportation Authority Police Service 2005 Priorities and Goals – Achievements

Priorities/Goals	Achievement Status
<b>PART A – GVTAPS DEVELOPMENT/ROLL OUT</b>	
<p><b>Organization</b></p> <ol style="list-style-type: none"> <li>1. Determine organizational structure required to deliver the new police service over the long term (to be approved by Police Board), and develop phases for implementation of model.</li> <li>2. Identify additional human resources required to implement the first phase of the new organizational structure, and secure any additional financial resources required.</li> <li>3. Develop strategic planning process for implementation in 2006.</li> </ol>	<ul style="list-style-type: none"> <li>• New organizational structure proposed and approved by the Police Board in 2006 budget process (a 3-year plan to increase core staffing).</li> <li>• Financial resources secured for 21 additional positions (combined sworn and civilian) in 2006 – based on partial year phase-in.</li> <li>• New organizational structure also reflected projected staffing requirements for proposed expanded rapid transit coming on line in 2009/2010 (Canada Line &amp; Evergreen Line).</li> <li>• Advancement of strategic planning process deferred to January 2006. Strategic plan may require adjustments to organizational structure.</li> </ul>
<p><b>Human Resources</b></p> <ol style="list-style-type: none"> <li>1. Appointment of qualified TransLink Transit Security personnel as Designated Constables.</li> </ol>	<ul style="list-style-type: none"> <li>• 75 Designated Constables appointed as of Jan. 6, 2006 (Chief Officer, Deputy Chief Officer, 4 Staff Sergeants, 4 Sergeants and 65 Constables).</li> </ul>

<b>Priorities/Goals</b>	<b>Achievement Status</b>
<ol style="list-style-type: none"> <li>2. Determine 2005 recruit numbers and implement recruit selection process and strategies in accordance with Police Board policy (in GVTAPS Policies and Procedures Manual).</li> <li>3. Hire or have seconded additional civilian personnel required for the first phase of new organizational structure (e.g., Information Technology, Officer Manager, Executive Administrator, Freedom of Information Coordinator, Human Resources Coordinator).</li> <li>4. Establish internal human resources capacity (e.g., personnel management systems, job descriptions, promotion requirements, performance evaluation, personnel records).</li> <li>5. Appoint training officer and develop training plan for Designated Constables in order to comply with provincial requirements and Police Board policy.</li> <li>6. Initiate security enhancements.</li> </ol>	<ul style="list-style-type: none"> <li>• Job descriptions developed for all ranks and selection process developed and implemented for Staff Sergeant and Sergeant positions. Tracking of SPC qualifying components done. Promotion systems and performance evaluation systems yet to be established.</li> <li>• Recruit qualifications and selection process approved in GVTAPS Policies and Procedures Manual.</li> <li>• Officer Manager and Senior Human Resources Advisor hired. Other positions deferred to 2006 and 2007 staffing plans. Shared services model currently used for Freedom of Information and Information Technology.</li> <li>• In 2005 the training function was added to the duties of existing staff as an interim measure. A job description for a Training Officer is completed and hiring scheduled for early 2006.</li> <li>• Mandatory police officer training (e.g., firearms, use of force, Emergency Vehicle Operation) for roll out completed in 2005.</li> <li>• Human resource security strategy developed and implementation near completion.</li> </ul>
<p><b>Information Management and Technology</b></p> <ol style="list-style-type: none"> <li>1. Contract negotiated with E-COMM for GVTAPS (down-stream agency) to access certain services (e.g., PRIME, CAD, radios, CPIC interface), and then “go live”.</li> <li>2. Training of designated personnel (sworn and civilian as appropriate) in PRIME and CPIC before “go live” date.</li> </ol>	<ul style="list-style-type: none"> <li>• Completed service contract with E-COMM and all informatics and communications equipment necessary for PRIME and E-COMM was purchased and now operational. CPIC Level IIA access received and went live.</li> <li>• Constable seconded as E-COMM/PRIME liaison.</li> <li>• Sworn Members and specified civilian personnel have completed PRIME training. Members have completed E-COMM radio training. Operations Communications staff also completed CPIC and PoliceCAD training.</li> </ul>

<p><b>Facility and Equipment</b></p> <ol style="list-style-type: none"> <li>1. Firearm procurement for Designated Constables and meet storage requirements.</li> <li>2. Update fleet for police use.</li> <li>3. Identify facility requirements in order to meet safety, security and confidentiality requirements of a police service, and commence renovations and/or physical security changes that are required at a minimum.</li> </ol>	<ul style="list-style-type: none"> <li>• Glock firearm and associated equipment purchased and issued to Designated Constables. Successful firearms training required in order to be eligible for appointment as Designated Constable.</li> <li>• Commenced marking of police vehicles and installation of lights.</li> <li>• Firearms and Use of Force policies approved in GVTAPS Policies and Procedures Manual, including transportation and storage requirements.</li> <li>• Building security enhancements initiated and building security policy drafted for submission to Police Board.</li> <li>• Facility renovation and expansion plan in early phase.</li> </ul>
<p><b>Policies and Procedures</b></p> <ol style="list-style-type: none"> <li>1. Establish administrative and operational policies for the GVTAPS that enable the GVTAPS to meet the provincial standards for police departments (contained within GVTAPS Policies and Procedures Manual), and continue work on procedure development in support of policies, as well as other additional policies.</li> </ol>	<ul style="list-style-type: none"> <li>• Nearly all policy areas required by provincial standards are covered in GVTAPS Policies and Procedures Manual and approved by the GVTA Police Board. The manual is now available electronically to all GVTAPS personnel and in-house training has commenced on contents.</li> <li>• Work continues on new policy chapters specific to GVTAPS needs, amendments to existing chapters as required for operational effectiveness, and addition of procedures to some policies.</li> </ul>

**PART B – 2005 OPERATIONAL GOALS**

**Drug Trafficking and Related Crime**

1. In collaboration and cooperation with Jurisdictional Police Departments (JPDs), to plan and execute drug enforcement initiatives aimed at suppressing, disrupting and prosecuting drug traffickers and reducing related crime on TransLink property and in the surrounding areas.

*GVTAPS Members working in cooperation with JPD members will contribute towards the development of professional linkages and working relationships between the JPDs and GVTAPS, while providing an integrated policing approach to an identified crime and public disorder problem in the Transportation Service Area.*

- As the rollout was delayed until December 2005, advancement of joint drug enforcement initiatives was also delayed
- Involved in one joint force operation.
- First month operations results include: Assault (15), Mischief (21), Weapons – Possess Contrary to Order (3)/Prohibited (2), Disturbance (24), Breach Probation (9), Drugs (21), Liquor Act (16), SIPP/Detain Intoxicated Person (47), Warrant Executed – RCMP (11)/Municipal Police (26), Assist Police – RCMP (14)/Municipal Police (25).

**Crime Prevention and Community Partnerships**

1. To develop a meaningful community policing partnership in one more neighbourhood surrounding a key TransLink facility (e.g., Broadway-Commercial) by working with the JPD and local groups/networks, such as the partnership that TransLink has already established with the Joyce/Collingwood neighbourhood.
2. To initiate Transit Centre Liaison Officer (TCLO) and GVTAPS Member involvement in schools in the respective depot areas, in coordination and cooperation with JPD School Liaison Officers, to enhance safety and crime prevention (e.g., personal safety, graffiti, and vandalism) related to bus transportation.

- GVTAPS formed a partnership with the Collingwood Community Policing Centre, and staff and volunteers from the Collingwood Community Policing Centre are working together with the Vancouver Police Department and GVTAPS to enhance the safety and security of the transit system and their neighbourhood.
- At the Broadway SkyTrain Station an Outreach Office has been established which will be used by: Collingwood Community Policing Centre, Grandview Woodland Community Policing Centre, Vancouver Police Department & GVTAPS to provide the public with greater accessibility to police and community policing volunteers, and enhance service delivery to local residents and transit users.
- GVTAPS was involved in joint police meetings with local businesses at Broadway and Commercial, which successfully dealt with crime issues in the area.
- Involved in various inter-jurisdictional police meetings, including School Liaison Officer meetings.
- GVTAPS launched a public website for the police service to coincide with the roll out.

**Capacity Building**

1. To identify and commence training for GVTAPS Members to enhance GVTAPS operational capacity and efficiency (e.g., drug enforcement, impaired driving, traffic enforcement, police assessor, SPAC).

- Members completed seminars on the *Police Act* complaint process and selected individuals took an extensive complaint investigation course.
- All Members took PRIME and E-COMM radio training.
- Selected Members have also taken training related to Assessor for Police Academy Assessment Centre, Impaired Driving, anti-terrorism and investigations, and media relations.
- Chief Officer and Deputy Chief Officer participated in numerous conferences and training initiatives, which also enhanced linkages with jurisdictional police agencies.
- Civilian training conducted in the areas of: PRIME, E-COMM radios, PoliceCAD, CPIC, and orientation re firearms in the workplace.