



## Staffing Level Comparison 2001 to 2012

### Effects of staffing reductions and the effects of deployments to Field Operations

Society of British Columbia Conservation Officers

This document has been produced by the Society of British Columbia Conservation Officers. The document compares staffing levels from 2001 to 2012 and how the Service's field presence and focus has changed due to organizational changes and how staff are deployed throughout the Province. The tables clearly show that the burden of work has been transferred to our field Conservation Officers over the past decade; yet their numbers have drastically declined. The tables also demonstrate that staffing levels have not recovered since positions were lost and offices were closed in 2001.

Please note that in 2001: Senior CO's (SCO), District CO's (DCO), Industrial Investigations Officers (IIU), Wildlife Control CO's (WCO) and field CO's all responded to complaints, dealt with problem wildlife and investigated all types of environmental crime from time to time. As of 2008, by-in-large only field CO's respond to complaints/calls for service.

#### Region 1 – Vancouver Island

2001		2012	
<b>Campbell River</b>	5 (1SCO, 1DCO & 3 CO's)	Campbell River	4 (1 Sgt & 3 CO's)
<b>Duncan</b>	3 (1 SCO, 1 DCO, 1 CO)	Duncan	2 (1 Sgt & 1 CO)
<b>Nanaimo</b>	7 (1 REM, 1 DCO, 1WCO, 1 CO, 2 IIU)	Nanaimo	9 (2 Ins, 1Sgt, 2 CO's, 4 D/Sgt)
<b>Port Alberni</b>	2	Port Alberni	2
<b>Port Hardy</b>	2	Port Hardy/McNeil	1
<b>Victoria</b>	2	Victoria	2
		Queen Charlotte	1
<b>Total CO's</b>	<b>20</b>	<b>Total CO's</b>	<b>21</b>
<b>Field Strength</b>	<b>19</b>	<b>Field Strength</b>	<b>12 = ~ 37 percent reduction.</b>

#### Region 2 –Lower Mainland

2001		2012	
Chilliwack	5 (1 SCO, 1DCO, 2 CO's, 1 IIU)	Chilliwack	3 (1 Sgt, 2 CO's)
Powell River	2	Powell River	2
Sechelt	2	Sechelt	2 (1 Sgt, 1 CO)
Squamish	3 (1 DCO, 2 CO's)	Squamish	5 (1 Ins, 1 Sgt, 3 CO's)
Maple Ridge	2	Maple Ridge	4
Surrey	9 (1 REM, 1 SCO, 2DCO's, 2 CO's, 2 IU CO's, 1 SIU)	Surrey	4 ( 2 CO's, 2 D/Sgt)
		North Vancouver	1
<b>Total CO's</b>	<b>23</b>	<b>Total CO's</b>	<b>21</b>
<b>Field Strength</b>	<b>22</b>	<b>Field Strength</b>	<b>15 = ~ 32 percent reduction</b>



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2001		2012	
Clearwater	2	Clearwater	2
Clinton	1		Closed in 2001
Kamloops	5 (1 REM, 1 SCO, 1 DCO, 1 CO, 1 IIU)	Kamloops	11 (2 Ins, 1 Sgt, 2 CO, 5 D/Sgt PIB, 1 D/Sgt SIU)
Lillooet	2	Lillooet	1
Merritt	2	Merritt	3
Salmon Arm	1		Closed in 2001
<b>Total CO's</b>	<b>13</b>	<b>Total CO's</b>	<b>17</b>
<b>Field Strength</b>	<b>12</b>	<b>Field Strength</b>	<b>8 = ~ 33 percent reduction.</b>

#### Region 4 – Kootenay

2001		2012	
Castlegar	2	Castlegar	2
Creston	2	Creston	2 (1 Sgt, 1 CO)
Cranbrook	5 (1SCO, 1 IIU & 3 CO's)	Cranbrook	5 (Ins, 4 CO's)
Fernie	2	Fernie	4 (1 Sgt, 3 CO's)
Invermere	2	Invermere	2
Nakusp	1	Nakusp	Closed in 2001
Nelson	5 (REM, SCO, 2 CO and 1 IIU) still confirming IIU.	Nelson	2 (1 CO, 1 D/Sgt)
Golden	2	Golden	1
		Revelstoke (opened 2002)	1 Sgt
		Grand Forks	1
<b>Total CO's</b>	<b>21</b>	<b>Total CO's</b>	<b>20</b>
<b>Field Strength</b>	<b>20</b>	<b>Field Strength</b>	<b>15 = ~ 25 percent reduction</b>



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#### Region 5 – Cariboo

2001		2012	
Alexis Creek	2		Closed in 2001
Bella Coola	2		Closed in 2008
Quesnel	2		3 (2 CO's, 1 D/Sgt) *** D/Sgt may be PG based.
100 Mile House	2		2
Williams Lake	5 (REM, SCO, DCO, 1CO, 1 IIU )		5 (2 SGT's, 1 D/SGT, 2 CO's) * WL Conflict Sgt. reports to PG.
<b>Total CO's</b>	<b>13</b>	<b>Total CO's</b>	<b>10 *</b>
<b>Field Strength</b>	<b>12</b>	<b>Field Strength</b>	<b>6 = ~ 50 percent reduction</b>

#### Region 6 - Skeena Region

2001		2012	
Burns Lake	2 CO'S	Burns Lake	2
Houston	1 CO	Houston	Closed in 2001
Smithers	4 CO'S (REM, SCO,DCO,CO)	Smithers	4 (1 Ins, 1 Sgt & 2 CO's)
New Hazelton	2 CO'S	New Hazelton	Closed in 2001
Terrace	4 CO'S (1 SCO, 1DCO, 1 CO, 1 IIU)	Terrace	4 (1 Sgt & 3 CO's)
QCI	2 CO's	QCI	Moved to Region 1 2010
Dease Lake	2 CO's	Dease Lake	1
Atlin	1 CO's	Atlin	1
<b>Total CO's</b>	<b>18</b>	<b>Total CO's</b>	<b>12</b>
<b>Field Strength</b>	<b>17</b>	<b>Field Strength</b>	<b>9 = ~ 47 percent reduction</b>

#### Region 7a – Omineca

2001		2012	
Vanderhoof	2 CO'S	Vanderhoof	1
Prince George	7 (REM, SCO, 2 IIU, DCO, 2CO's)	Prince George	9 (2 ins, 1 sgt, 2 d/sgt, 4 CO's)
Valemount	1	Valemount	Closed in 2001
MacKenzie	2	MacKenzie	1
<b>Total CO's</b>	<b>12</b>	<b>Total CO's</b>	<b>11</b>
<b>Field Strength</b>	<b>11</b>	<b>Field Strength</b>	<b>6 = ~ 45 percent reduction</b>



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#### 7b – Peace

2001		2012	
Chetwynd	2	Chetwynd	1
Dawson Creek	2	Dawson Creek	4 (1 Ins, 1 Sgt & 2 CO's)
Fort Nelson	2	Fort Nelson	2
Fort St. John	6 (1 SCO, 1 DCO, 2 CO's, 2 IIU)	Fort St. John	4 (1 Sgt & 3 CO's)
Total CO's * REM in PG.	12	Total CO's	11
<b>Field Strength</b>	<b>11</b>	<b>Field Strength</b>	<b>8 = ~ 27 percent reduction</b>

#### 8 - Okanagan

2001		2012	
Grand Forks	1 – Moved to Kootenay in 2008.		
Kelowna	2	Kelowna	3
Merritt	Moved to Okanagan in 2008	Merritt	3
Penticton	3 (Rem, SCO, 1CO)	Penticton	4 (Ins & 1 Sgt, 2 CO's)
SIU	2 (no call response)	Penticton SIU	3 (1 Ins and 2 D/Sgt)
Princeton	1	Princeton	1
Vernon	2	Vernon	3 (Sgt & 2 CO's)
Total CO's	11	Total CO's	17
<b>Field Strength</b>	<b>8</b>	<b>Field Strength</b>	<b>11 = ~ 23 percent increase</b>

### Roll Up

2001		2012	
Total # CO's	143	Total # CO's	139
Field Strength (FTE's)	132	Field Strength (FTE's)	90 (difference of 44)
% of deployment related to field work/call response	92 percent of force	% of deployment dedicated to field work/call response	Only 64 percent of force

Since 2001, we have lost 42 field officers = a 32 percent reduction in field officer response.

For Fiscal Year 2002/03 the RAPP line received 2119 poaching/polluting calls and 8094 PW complaints. For FY 2011/12 the RAPP line received 4826 poaching polluting calls and 26779 PW complaints. A 56 percent and 70 percent increase.

- Field officer / field strength – means a uniformed officer that responds to calls for service as they relate to dangerous wildlife or violations in progress. Also provides a proactive patrol presence.



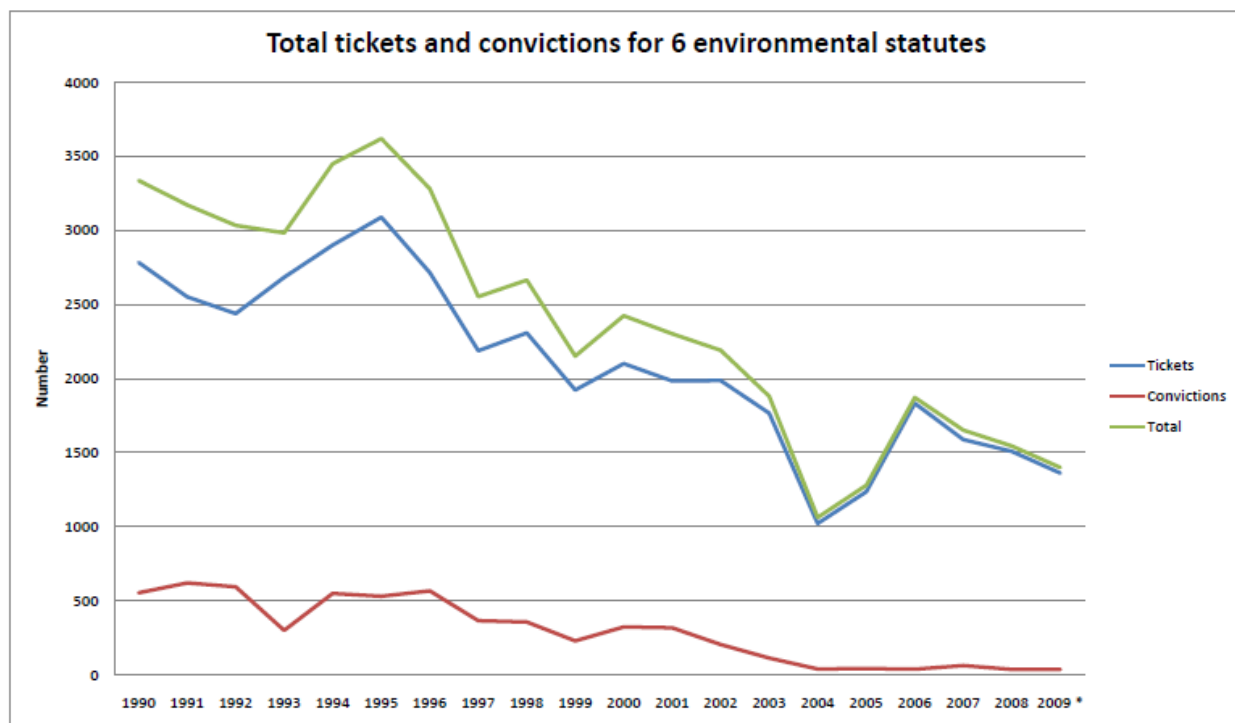
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Taken from the West Coast Law Society's online blog entitled: **BC's plummeting environmental enforcement dated March 2, 2010. Unknown author.**

The graph individually and in combination compares the number of tickets and convictions by Conservation Officers from 1990 to 2009.



<http://www.wcel.org/resources/environmental-law-alert/bc%E2%80%99s-plummeting-environmental-enforcement>

**Editor's notes:** Reductions to admin support and HQ staff have not been included in this comparison on purpose. Although it should be noted that similar cuts or reductions have occurred with respect to administrative support staff during the study period. It could be said, that such reductions to admin support have further attributed to lack of field presence, as COs are then required to spend more time on office administration.

Budget decreases during this time were not factored in or studied.

Expanded mandates and new legislation that have been added to COS responsibility during this study period, did not result in staffing increases