

From: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>

To: "Direct to Mayor and Council - DL"

Date: 12/13/2024 3:30:35 PM

Subject: RE: Fact correction opportunity - CoV staffing levels

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Dear Mayor & Council,

In follow up to questions from Councillors Kirby-Yung and Fry as it relates to fact correction around City staffing levels, please see below some points for your consideration.

Should you have follow up questions, we will be glad to address them through the weekly Council Q&A process.

Best,  
Paul

**Paul Mochrie** (he/him)  
City Manager  
City of Vancouver  
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The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh (Squamish), and səliłwətaʔ (Tsleil-Waututh) Nations.

**Q: How many people are on the sustainability/climate team?**

A: The City of Vancouver has 40 staff whose work is dedicated to sustainability, climate change mitigation and climate change adaptation. It would be erroneous to say the City has 700 staff that work full time on climate change, but many people across departments have jobs that contribute to goals in the Climate Emergency Action Plan, the Climate Change Adaptation Strategy and related policies, such as transportation engineers, landscape planners, facilities managers, urban foresters, waste management *etc.*

**Q: Comparison of staffing levels between Vancouver and other Metro Vancouver municipalities such as Surrey.**

A: Due to various factors, it is challenging to make an apples-to-apples comparison between Vancouver and other Metro Vancouver municipalities.

While all municipalities aim to provide excellent services to their residents and businesses, differences such as population density, service-delivery methods, the range of services offered and infrastructure result in varying staffing levels and compositions, particularly for Vancouver. Here are a few examples:

- **Service delivery.** Vancouver provides and staffs many services in-house, such as garbage collection, which some other municipalities such as Surrey, contract out. This includes areas like waste management and certain public works.
- **Population density and infrastructure:** Vancouver has a higher population density and more extensive infrastructure, including more than 20 fire halls and community centres. This requires a larger workforce to maintain and operate these facilities.
- **Aging infrastructure:** Vancouver's aging and heritage infrastructure demands more maintenance and upgrades,

- contributing to a higher staffing complement.
- **Unique challenges as a central city.** Vancouver faces unique challenges, such as managing issues related to the Downtown Eastside and being a regional hub for related services. The City also hosts an outsized number of major events and protests draw crowds from across Metro Vancouver. These necessitate higher staffing for public safety, sanitation and other services.

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**From:** Kirby-Yung, Sarah <[Sarah.Kirby-Yung@vancouver.ca](mailto:Sarah.Kirby-Yung@vancouver.ca)>  
**Sent:** Wednesday, December 11, 2024 8:23 AM  
**To:** Mochrie, Paul <[Paul.Mochrie@vancouver.ca](mailto:Paul.Mochrie@vancouver.ca)>; Direct to Mayor and Council - DL  
**Cc:** City Manager's Correspondence Group - DL  
**Subject:** RE: Fact correction opportunity - CoV staffing levels

Thanks very much for this Paul. I've been hearing this several times on Jas Johal as well and find some of the assertions frustrating.

I appreciate the fact checking.

As you indicate, we are often doing interviews on that show and network and it's helpful to have this info at hand. It would also be helpful to have some additional facts on a couple of fronts.

Firstly, how many people are on the sustainability/climate team? There have been wild statements ongoing about 700 staffers.

Additionally, how does Vancouver's total staff complement compare to Surrey's? Also to other local area municipalities would be helpful. And for Surrey if there are differences in the total staffing complement, what function areas are they in? And why is our staffing per capita higher than Surrey's?

Thanks in advance, like to have facts on hand to address and counter these points that keep recurring when they are not countered.

**Sarah Kirby-Yung, MBA** she/her  
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I am humbly thankful that I live and work on the territories of the xʷməθkʷəy̓əm ([Musqueam](#)), Skwx̱u817\_wú7mesh ([Squamish](#)) and səliłwətaʔ / səliłwitulh ([Tsleil-Waututh](#)) Nations.

**From:** Mochrie, Paul <[Paul.Mochrie@vancouver.ca](mailto:Paul.Mochrie@vancouver.ca)>  
**Sent:** Wednesday, December 11, 2024 7:49 AM  
**To:** Direct to Mayor and Council - DL <[CCDTMACDL@vancouver.ca](mailto:CCDTMACDL@vancouver.ca)>  
**Cc:** City Manager's Correspondence Group - DL <[CMCG@vancouver.ca](mailto:CMCG@vancouver.ca)>  
**Subject:** Fact correction opportunity - CoV staffing levels

Good morning Mayor and Council,

You may be aware that a radio news show continues to seed inaccurate information about City of Vancouver staff levels, despite our attempts to correct this information. Specifically, the host continues to present an erroneous assertion that

2/26/2025

the City's staff complement has grown from 1800 to 9000 people since 2008. We have provided below accurate information on this matter.

In instances where you may have an opportunity to correct this detail in media interviews, we would appreciate you taking this into consideration.

**Myth: the City had 1200 employees in 2008, which has grown to 9000 employees.**

**Fact: the City had ~7000 employees in June 2008. The City had ~9500 employees as of June 2024.**

If you have any questions about the foregoing, please reach out to Maria at [maria.pontikis@vancouver.ca](mailto:maria.pontikis@vancouver.ca) or me.

Best,  
Paul

**Paul Mochrie** (he/him)  
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