

# Services Provided by City Departments

## ADMINISTRATION DIVISION

### Chief Administrative Officer: Scott Hartman

The Office of the CAO is responsible for the overall administration of all City departments. It develops corporate policy and provides leadership and direction for senior staff in the day-to-day and long-term business affairs of the City in accordance with Council's Strategic Plan. The Administration Division also provides advice to Council on City organizational and operating policies and procedures.

The division consists of Maple Ridge Fire Department, Human Resources, Legal and Legislative Services and Economic Development. It is also the liaison with and has oversight of the Officer in Charge of the Ridge Meadows RCMP Detachment.

### Maple Ridge Fire Department

#### Fire Chief: Michael Van Dop

Our MISSION STATEMENT states exactly what we do: Protecting Life, Property and the Environment.

We achieve our mission with dedicated and well-trained firefighters, line officers, administrative support staff and chief officers. The Fire Department conducts its strategic planning and operates to support a resilient community by delivering exceptional customer service in a fiscally responsible manner. Further, the Fire Department is committed to developing and strengthening our composite model using a core of full-time firefighters for the day-to-day duties and responses, while maintaining a large pool of well-trained, paid-on-call firefighters for large scale fires and other incidents. This composite model is very innovative in our industry and is also fiscally responsible.

There are **four main tenants** of our service delivery that benefit our Citizens and the City:

#### Fire Prevention

The Department is actively engaged in proactive fire prevention measures that have a positive impact in the community and for the City. We conduct fire and life safety inspections, public education, consult on development planning and initiate and manage bylaws that contribute to promoting a Safe and Resilient City. Further, by being proactive, the City and its citizens enjoy the benefits of the ensuing fiscal responsibility that is realized.

#### Administration

The "business end" of the Fire Department is the responsibility of the Administration Division. This group is charged with the difficult task of balancing service demands with affordability in a sustainable fashion.

Here, we conduct the day-to-day duties of running the Fire Department.

#### Operations

The Fire Department relies heavily on cross-training in multiple disciplines to ensure the Department functions safely, effectively and efficiently in a multitude of operations, e.g., fires, medical aids, rescues of both people and animals and other public assistance. The Chief Officers each assume specialized administrative duties as well as assuming the role of Duty Chief on a rotating basis.

#### Emergency Program

The Emergency Program ensures the City of Maple Ridge, businesses and its residents are adequately prepared to respond to an emergency event. The Program provides opportunities for coordinated joint operations and training to staff, volunteers, businesses and community in the areas of preparation, response and recovery. The objective is to ensure those involved in the emergency response system are well versed and capable of implementing the British Columbia Emergency Management System (BCEMS) model.

In an emergency, citizens may find themselves on their own for an extended period of time. The intent is to encourage residents to develop personal and family emergency plans and to volunteer to assist their neighborhood and their community to begin the recovery process. Mutual aid between communities forms part of this Department's role.

The Emergency Program is also responsible for providing Emergency Support Services (ESS). ESS is a provincial emergency response program through which staff and local ESS volunteers provide short-term assistance to residents of Maple Ridge who are evacuated from their homes due to fire, floods, earthquakes or other emergencies.

This assistance includes food, lodging, clothing, emotional support and other services to meet immediate needs. ESS is typically available for 72 hours, but, in some instances, the Province may extend support for a longer period of time. The Province may also require assistance from Maple Ridge to support other Emergency Operations Centres (EOCs) and ESS Reception Centres.

#### Human Resources

##### Executive Director, Human Resources: Michelle Lewis

The Human Resources Department seeks to have Maple Ridge recognized as an employer of choice as we recruit and retain our team members to be part of our organization and community. Our team is focused on delivering innovative, client-centered services, with a

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results-oriented approach that harnesses the potential of our most valuable resource – our people.

We work with the leadership of our Organization to attract, develop and retain the talented and passionate people that help deliver Council's vision for the community. Our diverse and inclusive workforce needs to reflect the community we serve, bringing a strong shared vision and commitment to deliver on our City's corporate initiatives, values, strategies and the needs of the citizens we serve.

Human Resources includes many services, from recruitment, selection, onboarding, total rewards, employee/labour relations, health and safety, disability management to organizational design, succession management and employee experience and engagement. Our goal is to support our colleagues as they develop and grow to their full potential in their career with the City. We want to ensure each employee is valued and respected for their contribution as part of the overall Organization.

## Legal & Legislative Services Department

**General Counsel & Executive Director Legislative Services: Patrick Hlavac-Winsor**

Legal & Legislative Services (LLS) is the liaison between the contract legal service providers, Council and staff. The Department is also responsible for providing Council with up-to-date legislative, statutory and procedural information in the increasingly complex legal environment in which local governments operate. The Risk Management Program for loss control and insurance and Property Management fall under Legal & Legislative Services.

Our Department provides legislative, statutory and procedural support to the Organization. Responsibilities include agenda preparation, meeting management, recording of official minutes, administration and certification of bylaws, and the execution of legal documentation. We also administer the Corporate Records Management Program and are responsible for compliance with Freedom of Information and Protection of Privacy legislation. The general local and school district elections, by-elections, assent of the electors and plebiscites are conducted through LLS.

Property Management of the City's land and property assets also falls under this Department. The property team is responsible for leading and managing all land-related matters, including the negotiation, acquisition and disposition of free-hold properties, statutory rights-of-way and resolution of various property disputes and historical encroachments, while operating within the framework of the Community Charter and Land Title Office. The property team also manages the City's rental properties.

## Economic Development Department

**Director, Economic Development: Wendy Dupley**

The mission of the Economic Development Department is to build the most livable and sustainable community in Metro Vancouver, where citizens have opportunities for economic growth and where their children make their future homes. We provide investment attraction, business retention and expansion programs, as well as film production liaison services and tourism marketing and development. We work with local business associations such as the Downtown Maple Ridge Business Improvement Association, the Chamber of Commerce, and provincial and federal government agencies involved in business and economic development. We also provide administrative support and a staff liaison to the Economic Development Committee to Council, and its related task force groups.

## Ridge Meadows RCMP/Police Services

**Officer in Charge: Superintendent Wendy Mehat**

Ridge Meadows RCMP's strategic priorities are based on three broad focus areas: Community Safety, Effective & Efficient Policing and Communications & Public Relations. The Detachment achieves their objectives through a variety of critical partnerships with citizens and through community policing and crime prevention programs.

Ridge Meadows RCMP is proud to provide policing services for Maple Ridge and Pitt Meadows. The Detachment is fully integrated in both cities, with the hub of operations in Maple Ridge supplemented by a Community Police Office in Pitt Meadows.

Ridge Meadows RCMP has 103 uniformed officers assigned to Maple Ridge, with two officers funded by the Province of BC. Maple Ridge contributes the equivalent of ten members to specialized integrated teams, serving the Metro Vancouver region.

City civilian employees provide operational and administrative support for exhibits, prisoner guarding, client services, records management, crime analysis, court services, media relations, and fleet maintenance. In addition, the Detachment has a robust crime prevention unit with an active and dedicated volunteer base who are passionate about community and public safety. These volunteers are actively participating in programs such as Citizens on Patrol, Citizens Bike Patrol, Speed Watch, Block Watch and the RCMP Auxiliary Constable Program.

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## CORPORATE SERVICES DIVISION

**General Manager, Corporate Services:**  
**Christina Crabtree**

Corporate Services provides a wide variety of services to Mayor, Council and all City Departments. This diverse group of professionals provides support to all Divisions to keep Council's Strategic Priorities at the heart of the Organization's business and work plans. The focus is to provide transparency to citizens through our policies, planning, reporting, technology and engagement.

The Division is comprised of Finance, Information Technology, Corporate Communications, Corporate Planning & Consultation, Administrative Support and the civilian staff that support the Ridge Meadows RCMP Detachment.

### Finance Department

**Director of Finance (Chief Financial Officer):**  
**Trevor Thompson**

**Deputy Director of Finance (Corporate Controller):**  
**Catherine Nolan**

The Finance Department serves as business advisors to the organization, developing creative solutions to achieve the City's financial and business objectives. Through cooperative interaction with customers and staff we support the administrative and fiscal needs of the City within a framework that ensures sound fiscal governance.

We support Council's Open Government initiative through the provision of reports that enables Council to review and monitor City finances and through our involvement with Council's public input sessions.

Specific functions include preparing and monitoring the Five Year Consolidated Financial Plan and the Annual Consolidated Financial Statements, preparing and interpreting interim financial statements, levying and collecting City taxes and utility fees, processing accounts payable and receivable, developing and maintaining financial systems, investing and safeguarding Maple Ridge's financial assets, conducting internal audits and general cashing services. The Department is also responsible for payroll, City procurement, and for reporting on financial matters to the Audit & Finance Committee.

### Information Technology (IT) Department

**Chief Information Officer: Karen Stewart**

The goal of the Information Technology Department (IT) is to enable the City to leverage technology solutions that meet business objectives while providing an excellent customer experience. Beyond day-to-day operations, IT

is also responsible, in collaboration with senior staff and Council direction, for the corporate strategic technology direction and investments, developing common standards and architectures and providing business solutions to support all departments in delivering public services efficiently.

Day-to-day operations include managing and securing corporate computing devices, data resources and hardware and software infrastructure. The IT team supports the operation of 425+ business computers, 100+ virtual servers, 42+ physical servers, 1000+ networked devices and all associated telecommunications, applications and databases across 10+ locations.

More than 30 different enterprise-wide business systems run on the computing network, including financials, property, taxation, payroll, asset management, budget, recreation, business licenses, emergency incident management, action requests, Open Government, business analytics and the Geographic Information System.

The City of Maple Ridge depends on its server infrastructure to run enterprise applications, web services, telecommunications and Citrix virtual desktops which allow staff to work from anywhere, anytime and on any device. In 2020, the server infrastructure replacement project was completed and will accommodate growth on the existing hardware and reduce costs for the next 3-5 year cycle. This infrastructure also supports virtual Council Meetings and internal and external interactive online meetings.

The Department maintains corporate communication assets which include telephone, internet, email, networks, switches and servers. A major service area for the Department is in providing technical advice, security, data management and reporting as well as developing business solutions to maximize the use of our technology investments and add value to the business units in their use of information technology.

### Corporate Communications

**Manager, Corporate Communications: Fred Armstrong**

The Corporate Communications Department works with all City departments and Mayor and Council to provide important information to citizens and stakeholders of the City of Maple Ridge. This group develops content and messaging for the City's website, social media platforms, news releases and face-to-face interactions to provide timely information in a fashion that is open, transparent and accessible to the widest possible audience.

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## Police Services: Civilian Staff

**Senior Manager, Police Services: Maureen Jones**

There are 45.3 full-time equivalent Police Services City employees who provide support services to the Ridge Meadows RCMP Detachment in a variety of roles ranging from customer service, clerical support, cell guard duties and specialized service roles historically done by uniformed police officers. Many of these roles operate seven days a week and some on a 24 hour basis. The City wishes to acknowledge the contribution of dedicated volunteers who actively engage in RCMP Crime Prevention programs that link to police strategic focus areas.

## Corporate Planning and Consultation

The Corporate Planning and Consultation Department supports major corporate initiatives and assists in the development and implementation of the City's annual business planning process. The Department obtains and tracks corporate-wide metrics and studies the indicators to capture corporate priorities and strategic objectives which are available on the Open Government Portal and Performance Dashboard Hub.

This section is responsible for administering the corporate grant program and supports and liaises with other departments to develop applications and related Council reports.

Another key responsibility of the Department is to lead corporate and community initiatives to meet the City's sustainability goals and objectives. This is accomplished by providing innovative solutions through research and program development. This section provides recommendations on long-term Council goals concerning environmental sustainability, including the measurement of greenhouse gas emission reduction targets, expansion of the electric vehicle hubs in the city and in promoting green buildings and development through incentive programs in Maple Ridge.

## Executive Assistants

The City of Maple Ridge's Corporate Management Team and Council is supported by a team of administrative professionals who provide a wide range of services. These include providing solutions to optimize workflow to support strategic corporate initiatives and regularly engaging with internal and external stakeholders to deliver on a variety of projects.

The team conducts research, compiles data, prepares Council reports and implements systems for the Division that support tracking and communication of priorities and timelines. They are also responsible for responding to information requests from the public and within the organization to ensure that the leadership team and Council have the information they need to make key decisions.

## PLANNING & DEVELOPMENT SERVICES

**General Manager: Christine Carter**

The Planning & Development Services (PDS) Division provides a range of services relating to land development as directed by the Official Community Plan (OCP) and Council's Strategic Plan. This Division provides leadership in land use planning, development processing, the issuance of building permits and business licenses and bylaw enforcement. The Division creates policies and regulations that guide development in the community, with a goal of producing high quality and sustainable growth. PDS sees public consultations as being at the forefront of its activities and continues to build successful public consultation processes to engage and inform residents.

The Division consists of three departments: Planning, Licences & Bylaws, and Building.

## Planning Department

**Director of Planning: Chuck Goddard**

The Planning Department supports Council's direction through the creation and application of a number of policies, regulations and bylaws. These documents are not only used as a guide for decision making, but also establish the procedures under which development applications are processed.

The Department also maintains and updates information related to our community and its growth, and is responsible for disseminating such information. After Council has set policies and bylaws, the Department works to ensure that area residents are kept informed, and that development complies with zoning specifications, environmental legislation, health regulations and any form and character policies. To carry out this work, the Department coordinates the flow of information with a number of internal departments, stakeholder groups and agencies.

The Department also supplies information and works closely with external agencies, such as the Agricultural Land Commission, School District No. 42 and Metro Vancouver. The Department has a group of environmental specialists who are working so that Maple Ridge achieves the highest standards of environmental stewardship and sustainability. This team works in the field to assess the impacts of project applications, and also works with Council and the Environmental Advisory Committee to develop environmental policies to align with Council's vision and Provincial regulations. These policies and regulations form part of a comprehensive framework that is used to guide decisions around planning and land use in the community.

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## Licences & Bylaws Department

**Director of Licences & Bylaws Services: Michelle Orsetti**

The Licences & Bylaws Department contributes to the corporate vision by identifying policy initiatives that enhance Maple Ridge's "business friendly" approach by pursuing compliance of City bylaws in a fair and consistent manner. The ultimate goal is to gain voluntary compliance whenever possible. The Department works closely with the Economic Development Department, issuing business licenses and providing enhanced customer service.

The Licences & Bylaws Department also administers the dog license program and collaborates with the BC SPCA. The Department strives to maintain the quality of life and safety of residents through coordinated efforts with other City departments, government agencies and community partners, working as a team to promote a culture of compliance.

The Department is also responsible for the implementation of the Council Community Social Safety Initiative. The City of Maple Ridge has a specially trained team of Community Safety Officers who work closely with private security, the RCMP and social service agencies to address the issues of addiction, homelessness and mental health in the community to ensure that citizens and businesses feel safe and supported.

## Building Department

**Director of Building Services & Chief Building Official: Lee Lundgren**

The Building Department contributes to the corporate vision by ensuring that all construction works carried out within the City comply with the conditions detailed within the Maple Ridge Building Bylaw. The Department works closely with development and building communities through participation on the Development Liaison Committee and hosting Builders Forums. The Department also works closely with other Divisions to explore innovative ways to deliver services to enhance customer service.

## PARKS, RECREATION AND CULTURE DIVISION

**General Manager: Stephane Labonne**

The Parks, Recreation & Culture (PRC) Division consists of two departments: Parks & Facilities and Recreation & Community Engagement. Stephane Labonne, General Manager, took over leadership of the PRC Division replacing Scott Hartman who was promoted to CAO in the fall of 2021. He is excited to be working at The City of Maple Ridge and with the PRC team.

Since March of 2020 the COVID-19 pandemic has created many unique challenges for the organization and

the community. The PRC Division, the City's Emergency Operations Centre and the Leadership Team have worked collaboratively and collectively to minimize the pandemic's impact and ensure continuation of City services to residents each and every day.

The Division is responsible for the planning, development, operation and delivery of parks, recreation and cultural services to the citizens of Maple Ridge as well as the planning, development, and maintenance of all municipally owned buildings.

Programs and services include a wide range of recreation and skill development programs through partnerships that leverage expertise and funding from volunteers, non-profit organizations, private businesses, and other levels of government. A prime area of focus is creating opportunities to build individual, neighborhood and community capacity by connecting citizens and groups through volunteer opportunities, workshops, and planning sessions.

The Division also administers the City's grant programs and services that support festivals, neighborhood and community initiatives. The PRC Division delivers on Council's priorities regarding the Parks, Recreation and Culture Master Plan and a number of strategic plans developed with significant input from the community.

Current strategies include the Youth Strategy, the Sport and Physical Activity Strategy, an Age-Friendly Action Plan, and the Maple Ridge Culture Plan.

## Parks & Facilities Department

**Director of Parks & Facilities: Valoree Richmond**

The Parks & Facilities Department (P&F) has three main focus areas including Parks Planning & Construction, Facility Maintenance & Operations and Park Operations & Services. Our highly utilized parks, trails, and sports venues are vital in ensuring the community has places to connect and lead active lifestyles and each of the operational areas supports the health and wellness of our residents by adapting and responding to meet current and changing needs and growth across the community.

Since the start of the Covid-19 pandemic the P&F Department has continued to support all City service areas by increasing cleaning services in City facilities to meet Provincial Health Orders and Worksafe BC standards. In response to the significant and sustained increase in parks visits and trail use through 2021, service adjustments were made to ensure residents continue to enjoy clean, safe and inviting outdoor spaces.

Another of the City's recreation infrastructure projects was completed, with the Maple Ridge Secondary School Running Track upgrades, including track lighting, spectator seating, washrooms and a new field throw area, and a ribbon cutting ceremony was held in combination with the BC Games Legacy funding announcements. The Albion Community

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Centre construction transitioned from earthworks, servicing and foundation to the building construction with the building buttoned up in the fall in advance of the winter rain events. The Centre will be complete, with the doors opening to the community in 2022! The Silver Valley Gathering Place construction commenced, with planned amenities including the community's first parkour area, streetscape elements, bike pump track, community gardens, expanded pathways and a pavilion gathering space. The Gathering Place is anticipated to be completed for the community's use in the summer of next year. The synthetic sports field surface at Westview Secondary was replaced, with a new pro-quality hybrid turf system and shock pad for improved sports user safety. In the design stage is a new neighbourhood park for the Albion area on 241A Avenue and 112 Street. An initial public consultation provided the desired amenities and the community provided input through the detailed design phase as well. A significant grant was obtained to bolster the planned amenities at this location and construction is anticipated to commence in 2022.

## Parks Planning & Development

This section is responsible for the timely acquisition of parkland, along with the planning and development of new parks and renovation of existing park facilities as they reach the end of their useful life. This includes engaging with the community to develop conceptual plans for new parks, developing tender documents and overseeing the park construction as well as major infrastructure improvements to existing parks and recreation areas.

## Facility Maintenance & Operations

Facility Maintenance & Operations is responsible for the maintenance of a number of recreation facilities and City-owned buildings. This includes assessments and preventative maintenance programs, repairs and lifecycle replacement of building systems and components, including elevators, HVAC, roofing, mechanical, security and fire systems, along with routine building repairs and janitorial services. This section is also responsible for developing tender documents and overseeing construction of new city facilities, completing life-cycle repairs, replacement projects as well as major renovations.

## Parks & Open Spaces

This section is responsible for the maintenance of all municipal parks and open spaces, including our extensive trail network, sports fields, sports courts, playgrounds, skatepark, horticultural displays, urban forest and boulevard trees, dog off leash areas and a large number of greenbelt areas throughout the community. Parks & Open Spaces also manage a number of service contracts including mowing, tree work, litter and garbage pickup and disposal, as well as service agreements for park caretakers, washrooms and specified maintenance areas. This section is also responsible for the day-to-day

maintenance and coordination of interments at our two municipal cemeteries.

## Recreation & Community Engagement

**Director of Recreation & Community Engagement:  
Danielle Pope**

Recreation & Community Engagement (RCE) provides recreation, culture and social programs, services and spaces for residents and visitors of Maple Ridge. RCE prioritizes accessibility and inclusivity, investing in valued partnerships and opportunities that enhance the quality of life of citizens and support a healthy community.

Through 2021, the COVID-19 pandemic continued to challenge operations at City recreation facilities, programs and services. Adjusting to evolving provincial public health orders remained the top priority to ensure the safety of staff, customers, residents and visitors alike. Unique opportunities such as Youth Only fitness centre sessions have continued beyond public health orders and has proven to be a successful new program offering at the Maple Ridge Leisure Centre. In October, the community came out in droves to attend the City's signature Celebrate the Night event which was the first large scale in-person community event since the pandemic began. With performances, entertainers and food trucks fun was had by all!

The Recreation & Community Engagement Department is guided by a number Council approved plans including the Parks, Recreation & Culture Master Plan, Sport and Physical Activity Strategy, Youth Strategy, Culture Plan and the Age Friendly Action Plan.

In addition to these local strategies, Recreation and Community Engagement also aligns its service delivery with the priorities set in the National Framework for Recreation in Canada. This Framework for Recreation provides 5 Goals to support meaningful, accessible recreation experiences:

1. Active Living
2. Inclusion & Access
3. Connecting People & Nature
4. Supportive Environments
5. Recreation Capacity

In cooperation with the Parks & Facilities Department, services are delivered directly through the operation of facilities at the Maple Ridge Leisure Centre and Greg Moore Youth Centre and through our community partners such as Planet Ice, the ACT Arts Centre and the Fraser Valley Regional Library. Recreation and Community Engagement works with community networks and partners to ensure that there is an abundance of opportunities for citizens of all ages to connect, engage and participate that meet community needs.

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## ENGINEERING SERVICES DIVISION

### General Manager: David Pollock

The Engineering Services Division is responsible for the planning, design, construction, operation and maintenance of City infrastructure including roads, water, sewer and drainage. In addition, the division attends to enquiries and requests for assistance from the public. The development of Master Plans ensures the appropriate infrastructure, such as reservoirs, pump stations etc. are in place to support growth in the city. Staff strive to provide excellent customer service and present a business-friendly approach. The Division consists of two departments: Engineering and Engineering Operations serves as the liaison with the Ridge Meadows Recycling Society.

### Engineering Department

#### Director of Engineering: Forrest Smith

The Engineering Department is committed to ensuring that residents of the City of Maple Ridge can rely upon high quality infrastructure services including drinking water, sanitary sewage collection, rain water collection and conveyance as well as an efficient multi-modal transportation network.

Various initiatives and programs are developed and implemented to construct municipal infrastructure in support of ongoing growth throughout the City as well as ensuring the existing infrastructure elements are effectively operated and maintained through their complete life cycle.

The foundation for the management of municipal infrastructure is a suite of coordinated Master Plans that cover all infrastructure components. Capital project definitions, along with appropriate funding sources are developed for consideration in the City's Financial Plan.

Staff in Design and Construction oversee projects through conception, design, tendering, construction and administration for roads, sewers, drainage and water works. Infrastructure Development Engineering staff review land development applications for compliance with the City's Design Criteria standards and identify the scope of infrastructure servicing required in support of each project. City inspectors review the works constructed by private contractors to ensure conformance with the City's construction standards and remedy any deficiencies.

The water distribution and sewage collection systems are complex and regularly monitored to ensure optimal performance. Computer models assist in system planning for future growth as well as evaluating the performance of infrastructure in the built environment. For water, the

City monitors not only the quantity, but also the quality of water delivered to residents, collecting weekly from over 40 locations across the City for lab analysis.

The management of all engineering record drawings and data is handled by the Geomatics Section of the Department.

The management of the overall transportation system includes consideration of all travel modes; walking, cycling, transit as well as vehicles. Rapid growth throughout the City, especially where developments occur in a non-linear manner often provides challenges, notably for connectivity of sidewalks and bicycle facilities.

Transportation deals with over 400 service requests each year on traffic issues. Requests for neighborhood traffic calming are evaluated by Transportation staff who work with the RCMP and ICBC on a number of safety initiatives.

The City's ability to respond to large-scale emergency or disaster situations is critical and the Engineering Department plays a significant role within the City's Emergency Operations Centre, providing professional expertise and advice on a large range of hazard mitigation and risk management issues.

The Engineering Department works in close cooperation with other departments within the City and provide information and technical expertise to internal City committees as well as a number of external regional organizations such as TransLink and Metro Vancouver.

### Engineering Operations Department

#### Engineering Operations Director of Engineering Operations: Walter Oleschak (Acting)

The Operations Centre takes pride in providing efficient, proactive and responsive customer service to citizens of Maple Ridge. Personnel monitor and maintain roads, sidewalks, signage, street lights, traffic lights, stormwater management, sewage collection, water management and distribution, City fleet and equipment. Operational focus is on the health and safety of Maple Ridge citizens, while protecting the large investment in public works, underground infrastructure and environment. The Operations Centre is committed to providing essential and convenient services in a cost-effective and efficient manner to taxpayers to meet current and future needs.

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## Ridge Meadows Recycling Society

Ridge Meadows Recycling Society (RMRS), a community based, charitable non-profit organization, in partnership with the City of Maple Ridge, provides Blue Box recycling collection, operates the Maple Ridge Recycling Depot and Intermediate Processing Facility and offers education on environmental issues in Maple Ridge.

As a local employer, with a total of 67 full and part-time employees, the Society provides entry-level employment and training opportunities, as well as supported work and training for adults with developmental disabilities.

RMRS is an award-winning environmental organization that has a highly motivated team who promote the 3R's (Reduce, Reuse and Recycle), provide excellent customer service, seeks out partnerships to enhance recycling services and works to maximize financial and sustainability returns on recycled commodities. The Society works with WildSafeBC on the City's wildlife information campaigns to reduce wildlife conflicts in the urban interface.

