

DEPUTY CHIEF LAURENCE RANKIN
Vancouver Police Department



PROFESSIONAL EXPERIENCE AND LEADERSHIP

DEPUTY CHIEF – INVESTIGATION DIVISION

June 2016 to present

- Presently lead a division comprised of 368 sworn members and 60 civilian members.
- Oversight of all investigative areas of the Division, including: Major Crime, Special Investigations, Organized Crime, General Investigations, Forensic Services, Tactical Support, and Youth Services.
- Introduced investigative processes that aligned with current policing best practice.
- Initiated and oversaw the creation of in-house investigation training courses to ensure the VPD would comply with anticipated provincial standards. These courses included Forensic Interviewing, Major Crime Investigative Techniques, Affiant Course, the Online Undercover Course, and Trauma Training Informed Practices.
- Initiated monthly investigational and budgetary status updates from each unit within the Investigation Division.
- Author monthly investigational updates to the police board.
- Develop annual strategic investigational initiatives that identify activities, outcomes, target measures, leads, linkages/stakeholder, and budget implications to fighting violent crime and its causes.
- Facilitated PTEP Enforcement and PTEP Opioid (cost recovery) funding and funding from the Gangs and Guns Violence Action Fund (GGVAF). GGVAF funding has sourced the VPD Safe Cities initiative Inadmissible Patron Program, Restricted Weapon Registration System, Cellebrite Advanced Services, Blockchain Analysis Software, a Gangs and Guns analyst, and the IBIS and Confidential Informant database.
- Initiated the development of business rules and updated policy for each unit within the Investigation Division that ensured adherence to leading practices and addressed risk mitigation.
- Created the Cybercrime Unit to investigate advanced cyber-related crimes and support investigations of traditional crimes that have an online or technical component to them.
- Provided VPD executive oversight of joint forces operations with CFSEU/OCABC.

SUPERINTENDENT – PERSONNEL SERVICES

June 2015 – June 2016

- Oversaw the Human Resources, Training and Recruiting, and Professional Standards Sections.
- Initiated a department-wide audit for crime analysis practices and position allocation.
- Chaired the Position Control Committee ensuring civilian budget requirements were met.
- Co-chaired the Strategic Plan Alignment Committee, ensuring the fiscal obligations and organizational requirements of the Department were met.
- Advocated for and attained the expansion of the Peer Support Unit.
- Determined and recommended future hiring through VPD attrition data.
- Advocated and oversaw the purchase and implementation of a disability and attendance management software system for Police Employee and Advisory Services.
- Oversaw the development of an online course for the Professional Standards Section (PSS) investigators with the collaboration of PSS, Training and Recruiting Section, and CPKN. I secured additional funding for Use of Force training and certification for Force Options Training Unit members and facilitated resources to ensure training standards met internationally recognized leading practices.

INSPECTOR – MAJOR CRIME SECTION (MCS)

February 2013 – June 2015

- Formally accredited by the RCMP as a Major Case Management (MCM) Team Commander within the province of British Columbia.
- Undertook a lead change management role in ensuring the establishment of accountability processes within all units.
- Successfully supported others to reach their full potential, promoting a professional working environment and cooperative attitude centered on a clearly articulated vision.
- Fostered and maintained high morale and ensured that sworn and civilian members are supported and recognized for their work and success.
- Ensured that MCS investigators collaborated with municipal, RCMP, CFSEU/OCABC, and international police agencies in cross-jurisdictional investigations.
- Fostered relationships with community stakeholders and citizens impacted by crime, which has served to diffuse potentially contentious issues arising from criminal investigations.
- Oversaw the Major Crime Section's adherence to the Resource Allocation Review (RAR). I created positive messaging and influenced acceptance of the RAR expediting time-sensitive labour processes and defused potentially contentious staffing issues.

INSPECTOR – MAJOR CRIME SECTION (cont'd)

- Contributed to the Ministry of Justice-Police Services' steering committee for provincial standards for missing persons' investigations and inactive homicide file reviews.
- Developed a formal liaison process with the Independent Investigations Office of British Columbia (IIO), which effectively addressed issues that arose over the duration of IIO investigations.
- Designated as the primary liaison between the West Vancouver Police Department (WVPD) and VPD with respect to the existing *Policing Assistance Services and Secondment Agreement Respecting Investigations of Homicides and Specified Major Incidents*. I oversaw the drafting of a revised MOU and secondment agreement with WVPD incorporating defined budgetary terms and conditions.
- I undertook the following initiatives:
 - Pilot project with Ontario Justice and PowerCase (Major Case Management software) the results of which have contributed to anticipated revisions to RCMP national policy on electronic file management.
 - Pilot project for inactive homicide file reviews.
 - Development of business rules for the Investigation Division, Forensic Identification Unit (FIU) and the Covert Intercept Unit (CIU).
 - Development of an overtime cost tracking process for the British Columbia Municipal Undercover Program (BCMUP) in collaboration with VPD Finance Services Section.
 - Development of PRIME based templates that have significantly contributed towards the creation of a comprehensive MPU database. The templates have enhanced administrative and operational accountability, criminal analysis, and compliance with provincial standards. My efforts were aligned with recommendations arising from the Missing Women Commission of Inquiry and best practices as identified by Police Services.

INSPECTOR – INTEGRATED RIOT INVESTIGATION

May 2012 – February 2016

- In June 2012, I was assigned command of the Integrated Riot Investigation Team (IRIT) formed in the days subsequent to the Stanley Cup Riot of June 15, 2011. IRIT was composed of investigators from seven municipal departments and the RCMP. The team was faced with an investigation that involved an unprecedented number of suspects and corresponding criminal offences, and a vast amount of digital video evidence.
- Oversaw the development of protocol to process digital video evidence and liaised with the assigned Crown Counsel team to deliver evidence in a consistent format that would allow the effective prosecution those charged. The success of this process was reflected in the approval of charges against 300

INSPECTOR – INTEGRATED RIOT INVESTIGATION (cont'd)

individuals, of which 283 entered guilty pleas, making this the largest criminal investigation of its kind in Canadian history. This expertise has been shared with other large-scale investigations in St. Louis County, Boston, Brazil, and projects conducted by the RCMP in British Columbia and New Brunswick.

- Established performance metrics that consisted of time, resources, cost, scope, quality, and actions. These metrics were aligned with the VPD Strategic Plan and addressed investigative best practice, time-line and momentum, cost reduction, staff downsizing, and integration of partnerships.

INSPECTOR – GENERAL INVESTIGATION SECTION

August 2012 – February 2013

- Responsible for the supervision and co-ordination of all activities related to investigations. These responsibilities included: case management, coaching, evaluation, planning, and administration.
- Initiated the creation of business rules for the Investigation Division with representation from investigators from various investigative units.
- Expanded the role of the Crime Analysis Unit to assist in active criminal investigations within the Investigative Division.

STAFF SERGEANT – INTEGRATED RIOT INVESTIGATION

November 2011 – May 2012

- Responsible for the supervision and co-ordination of all activities related to investigations. These responsibilities included: case management, coaching, evaluation, planning, and administration.
- Developed and delivered a forensic interview training program for investigators.

STAFF SERGEANT- PROFESSIONAL STANDARDS SECTION

June – November 2011

- Responsible for the supervision and co-ordination of all activities related to investigations. These responsibilities included: case management, coaching, evaluation, planning, and administration.
- Developed and delivered forensic interview training to PSS investigators.
- Liaised with the Office of the Police Complaint Commissioner (OPCC) and VPU to address systemic problems related to controversial issues within the VPD on sensitive disciplinary issues. The Police Complaint Commissioner, Stan Lowe, formally recognized me for my efforts.

SERGEANT – MAJOR CRIME SECTION – HOMICIDE UNIT

September 2007 – June 2011

- Responsible for the supervision and co-ordination of all activities related to the Homicide Unit. These responsibilities included: case management, personnel deployment, coaching, evaluation, planning, and administration.
- Assisted in the selection and oversight of the Homicide Unit's first crime analyst.
- Designed and implemented a mentorship program within the Homicide Unit.

SERGEANT – POLYGRAPH UNIT

December 2002 - August 2007

- Coordinated and conducted:
 - Criminal and pre-employment polygraph examinations.
 - Forensic Interview Team (FIT) interviews of victims, witnesses, and suspects of major criminal investigations.
 - Meetings with investigators for the purpose of providing direction and guidance on victim, witness, and suspect interviews.
- Monitored and assessed polygraph examiners during their polygraph certification process at the Canadian Police College Polygraph School.
- I was an Applicant Selection Interviewer for the Canadian Police College Polygraph Course.
- Implemented a month long Mentorship Program within the Polygraph Unit allowing FIT members to develop their interviewing and supervisory skills by coordinating and conducting FIT interviews for investigative units.
- Provided ongoing coaching and mentoring for police interviewers.
- Arranged and supervised privately contracted polygraph examiners for Recruit Applicant Pre- Employment Testing.

CONSTABLE ASSIGNMENTS

- Sexual Offence Squad *April 2000 – November 2002*
- Robbery Squad – Home Invasion Task Force *June 1999 – April 2000*
- Domestic Violence and Criminal Harassment Unit *April 1998 – June 1999*
- JIBC Police Academy Recruit Instructor *March 1996 – April 1998*
- Emergency Response Team *November 1993 – March 1996*
- Patrol – District 3 *February 1988 – November 1993*
- South Crime Unit *January 1991 – January 1992*

COMMITTEES

- National Police Service Cybercrime Committee *October 2020 – present*
- B.C. Overdose Response Joint Task Force *August 2016 – present*
- CACP CTNS *June 2016 – present*
- CACP Cybercrime Committee *October 2020 – present*
- Crown Police Liaison Committee *June 2016 – present*
- BCACP Advisory Committee on MWCi *May 2016 – present*
- BCACP Office of Crime Reduction – Gang Outreach *May 2018 – present*
- CACP Countering Violent Extremism Sub-Committee *August 2018 – present*
- National Critical Infrastructure Team *March 2018 – present*
- Countering Radicalization to Violence Steering Committee *October 2017 – present*
- BCAMCP – Bill C-75 Working Group *August 2019 – January 2020*
- BCAMCP IIO MOU Committee *June 2017 – August 2019*
- CACP Professional Standards Committee *June 2015 – June 2016*
- Police Training Governance Steering Committee *June 2015 – June 2016*
- Police Academy Chief’s Committee *June 2015 – June 2016*
- B.C. Major Case Management Committee *May 2012 – June 2015*
- WorkSafeBC/Police MOU Working Group *January 2013 – June 2015*
- Workplace Incident Working Group *January 2014 – June 2015*

FORMAL EDUCATION

- Master of Arts (Criminal Justice)-University of the Fraser Valley *2014*
- Langara College - Criminal Justice Certificate Program *1985*

PUBLICATIONS

- Co-authored: A Three Tiered Approach to Trauma Training Informed Practices. *CACP Future of Policing* (Fall 2020).
- Co-authored: Chapter 8 – Strategies of The Interrogation of Pedophiles in *Child Abuse Investigation Handbook* (February 2006).
- Forensic Interviewing and Interrogation. *Telematic* (December 2005). *Journal of Clinical Criminology* www.criminologia.org.

PROFESSIONAL DEVELOPMENT

- Leadership in Counter Terrorism – (2017) a joint senior executive leadership program that exposes participants to case studies, literature and discussions on terrorism from international experts, academics, and practitioners.

PROFESSIONAL DEVELOPMENT (cont'd)

- Canadian Association of the Chiefs of Police (CACCP) 2015 Executive Global Studies Program
 - The 2015 cohort examined international approaches to cybercrime and identified the most effective roles for Canadian police within a collaborative framework. The cohort provided the CACCP with a national platform to influence the creation of federal legislation in Canadian law enforcement's efforts to combat cybercrime.
- Gold Public Order and Public Safety Commanders Course – College of Policing (United Kingdom) *March 2016*

AWARDS AND COMMENDATIONS

- 2018 Order of Merit of the Police Forces (M.O.M.)- presented by the Governor General of Canada
- 2014 Chief Constable's Unit Citation – Integrated Riot Investigation Team.
- 2011 Chief Constable's Unit Citation – Project E-Evian (Corruption investigation of former Cst. Peter Hodson).
- 2004 Chief Constable's Unit Citation – Project Sado - Coordinated and conducted two forensic interviews of accused.
- 2001 Inspector's Commendation – Serious Child Abuse Incident – Successful interview of accused who was ultimately convicted.
- 2000 Chief Constable's Commendation – Home Invasion Task Force