

PARKS, RECREATION AND CULTURE COMMITTEE

TO: *MAYOR AND COUNCILLORS*

SUBJECT: OPENING NEW RECREATION FACILITIES: PROJECT PLAN-PEOPLE-PLAY

RECOMMENDATION:

THAT the report titled “Opening New Recreation Facilities: Project Plan-People-Play”, dated February 25, 2026, of the Parks, Recreation and Culture Committee meeting, be received for information

REPORT

The Parks, Recreation and Culture Committee, at its meeting held on March 10, 2026, received and adopted the attached report providing Council with information on the Project Plan-People-Play.

On behalf of the Parks, Recreation and
Culture Committee,

Councillor D. Tetrault
Chair

Councillor J. Wang
Vice Chair

TO: PARKS, RECREATION AND CULTURE COMMITTEE (PRCC)
FROM: GENERAL MANAGER PARKS, RECREATION AND CULTURE
SUBJECT: **OPENING NEW RECREATION FACILITIES: PROJECT PLAN-PEOPLE-PLAY**
PURPOSE: To provide information on the Project Plan-People-Play.

RECOMMENDATION

THAT the report titled “Opening New Recreation Facilities: Project Plan-People-Play”, dated February 25, 2026, be received for information.

1.0 POLICY SECTION

The Project Plan-People-Play (the “P-P-P”) aligns with the following City plans and policies:

Corporate Strategic Plan (2022)

Social Sustainability Strategy (2011) – *Improving access to community services and programs.*

Healthy Community Policy (1991) – *Promoting active and healthy lifestyles.*

Benefits Based Approach (2024) – *Optimizing community impact of recreation services.*

Community Safety and Well-Being Plan (2025) – *Supporting community connection and engagement.*

2.0 BACKGROUND

The City’s investment in three new recreation centres marks a major expansion to meet community needs and support Burnaby’s rapid growth. The Burnaby Lake Recreation Centre (BLRC) will replace CG Brown Pool and Burnaby Lake Arena with one of the largest and most complex aquatic facilities in BC and an NHL-size rink. Cameron Community Centre and Library (CCCL) will become the City’s largest community centre, featuring an indoor aquatic facility similar in size to Edmonds’ Fred Randall Pool. Brentwood Community Centre (BCC) will be a non-aquatic, multi-level facility complemented by a podium park in one of Burnaby’s fastest-growing neighborhoods.

BLRC and CCCL are under construction and scheduled for handover to Parks, Recreation and Culture (PRC) in the first and second quarters of 2028. Construction of the BCC will begin in late 2027, with handover anticipated in the first quarter of 2030.

In 2024, staff developed the Project Charter for the P-P-P initiative, establishing the scope for a cross-City project team. The primary objective of the P-P-P is to ensure that the City has a fully capable workforce prepared for the opening of BLRC and CCCL, and to support a recreation delivery system that will double in size by the end of 2030. This project represents the largest operational expansion in the City's history.

On November 4th, 2025, two key positions, Recreation Expansion and Activation Lead and Workforce Planning and Recruitment Coordinator, were approved by Council begin the planning for staffing and programming for the new recreation facilities.

3.0 GENERAL INFORMATION

Staff are refining, mapping, and implementing the P-P-P initiative, designed as a comprehensive strategy to prepare for the opening of Burnaby's three major recreation centres and ensure operational readiness and sustainable service delivery.

The P-P-P's strategic pillars include:

- **Planning and Organizational Support** to ensure alignment across departments.
- **Staff Recruitment and Retention** strategy development.
- **Onboarding and Training**
- **Operational Readiness** including phased staff deployment, test programming, and facility trials.
- **Community Engagement** to foster local hiring, programming and build excitement.

Together, these pillars drive staffing, training, and process improvements to achieve day-one readiness and long-term operational success.

Next steps:

- Preparing "phased-in" operational launch scenarios
- Continuing investment in current staff ready for new opportunities
- Developing strategies for large-scale recruitment
- Exploring employment program funding opportunities
- Modernizing internal systems such as scheduling, time sheets, and payroll

4.0 COMMUNICATION AND COMMUNITY ENGAGEMENT

Communication plans for each project are under development to share progress, build excitement, and engage the public and staff. This includes external communication with the community through various City channels and continued outreach by City staff.

Staff have been connecting with peers throughout the Lower Mainland and across Canada to gather insights from similar facility openings and identify strategies to mitigate anticipated challenges.

Recruitment strategies will emphasize strong community engagement and communication, including partnerships with local school districts and post-secondary institutions. Efforts will focus on recruiting employees from diverse streams such as youth, older adults, and Indigenous communities.

5.0 FINANCIAL CONSIDERATIONS

Once fully operational, the three centres will require approximately 348 lifeguards and 542 PRC, Lands & Facilities (building maintenance and custodial), and support staff, representing 279 full-time equivalents (FTEs). Due to the significant number of part-time and auxiliary roles required to operate 7 days a week, 24 hours-a-day facilities, the total workforce is estimated at nine hundred people.

Staff are preparing phased-in operational launch scenarios for the three centres that illustrate how community needs will be met and outline the associated financial impacts. These scenarios will be presented to Council in late 2026 to gather input on the recommended opening options and obtain direction through the annual budget process.

Respectfully submitted,

Mary Morrison-Clark, General Manager Parks, Recreation and Culture

REPORT CONTRIBUTORS

This report was prepared by Isabelle Taillon, Recreation Expansion and Activation Lead, and reviewed by, Judy Hamanishi, Director Recreation, Tamara Loucks, Assistant Manager Budget and Reporting, Rebecca Thandi, Director PRC Strategic Initiatives, Frances Tang-Graham, Manager, Communication and Community Engagement, Kevan Cornes, Director of Facilities Management, Nancy Johnson, Director of Employment Services and Anita Bhandari, Chief Human Resources Officer.