



# DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

Information Item No. 2  
September 1, 2017

## NEW HIRES MAY 1 – AUGUST 31, 2017

- HR successfully recruited 9 civilian employees and 9 sworn police officers in the second trimester of 2017. The civilian positions were Administrative Support, Functional Analyst, Crime Analyst, Accounting Clerk, Traffic Support, Supply Assistant II, Victim Services Coordinator and Public Relations and Communications Manager.
- The demographics of our new hires are: 8 females and 3 Racially Visible Persons.

## STAFFING

Sworn Members	FTEs by Rank	Current Vacancies	Current FTEs
Chief	1	0	1
Deputy Chief	1	0	1
Superintendent	5	0	5
Inspector	7	0	7
Staff Sergeant	11	0	11
Sergeant	67	0	67
Constable	440	0	440
<b>Grand Total</b>	<b>532</b>	<b>0</b>	<b>532</b>
Civilians	FTEs by Bargaining Unit	Current Vacancies	Current FTEs
Halifax Regional Police Association (HRPA)	131.5	2	129.5
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	38.5	1	37.5
Non-Union (NUMEA)	28	2	26
School Crossing Guards (CUPE 4814)	154	8	146
<b>Grand Total</b>	<b>352</b>	<b>13</b>	<b>339</b>

## RETIREMENT/ RESIGNATIONS MAY 1 – AUGUST 31, 2017

- The following ranks have retired, resigned or passed away during the reporting trimester.
  - 7 Civilians (YTD: 14)
  - 1 Constable (YTD: 4)
  - 1 Sergeant (YTD: 1)
  - 1 Staff Sergeant (YTD: 1)
- The demographics of our retirements and resignations during this reporting trimester are: 6 females and 1 Racially Visible Persons.

## DEMOGRAPHICS (Sworn and Civilian)

	Women		Men	
Chief	0	0.00%	1	100%
Deputy Chief	0	0.0%	1	100%
Superintendent	2	40.0%	3	60.0%
Inspector	2	29.0%	5	71%
Staff Sergeant	1	9.0%	10	91.0%
Sergeant	11	16.0%	56	84.0%
Constable	86	19.5%	354	80.5%
<b>Total Sworn Officers</b>	<b>102</b>	<b>19%</b>	<b>430</b>	<b>81%</b>
Civilian	233	<b>69%</b>	106	<b>31%</b>
<b>Grand Total</b>	<b>335</b>	<b>39%</b>	<b>536</b>	<b>61%</b>

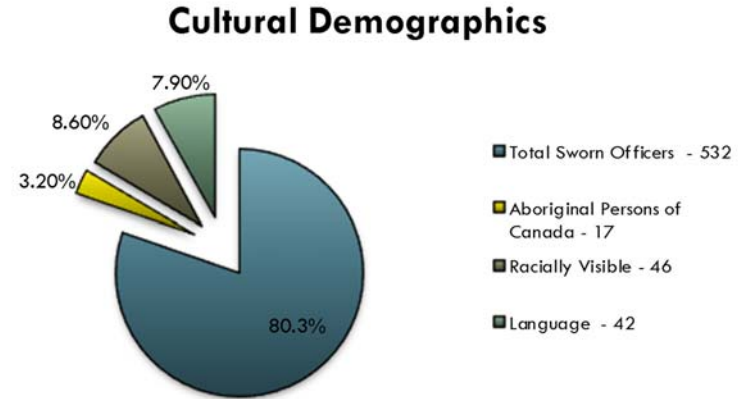


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**CULTURAL DEMOGRAPHICS** \*Note: Figures represented in this section are an estimate and not verified as accurate due to absence of mandatory employee self-identification results. Note that some staff are bilingual and multi-lingual with dialects in French, Spanish, Mandarin, Punjabi, Hindi, Serbo-Croatian, Italian, German and Arabic.

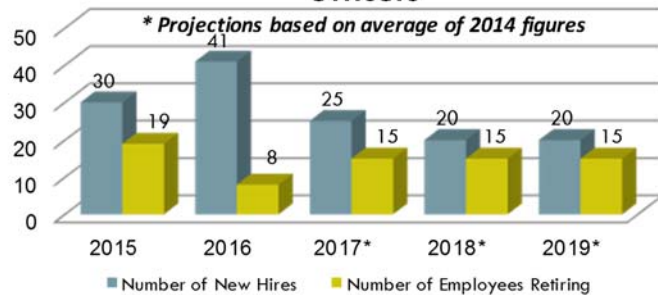
Cultural Demographics	Aboriginal Persons of Canada	Racially Visible	Language
Chief	0	0	1
Deputy Chief	0	0	0
Superintendent	0	1	0
Inspector	0	0	0
Staff Sergeant	0	0	0
Sergeant	0	7	3
Constable	17	38	38
Civilians	4	17	6
<b>Total</b>	<b>21</b>	<b>63</b>	<b>48</b>



\* Members are more than 100% because some people have more than one cultural characteristic.

## FUTURE POTENTIAL MOVEMENT OF PERSONNEL

### Retirement Projections for Sworn Officers



1. The Retirement Projections graph to the left is based on our history of attrition. Of interest in the projections is that our gender and cultural demographics have not been affected in the retirements and resignations.

2. The chart below reflects all officers that are eligible to retire in a given year.

### Future Retirement Projections

Year	Deputy Chief		Superintendent		Inspector		Staff Sergeant		Sergeant		Constable		Totals	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2016	0	0	0	0	0	0	0	0	1	0	7	0	8	0
2017	1	0	0	0	1	0	2	1	5	1	9	3	18	5
2018	1	0	1	2	2	0	7	2	19	1	35	3	65	8
2019	1	0	3	2	3	1	7	2	21	3	41	3	76	11