



DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

January 1, 2017

NEW HIRES SEPTEMBER 1 – DECEMBER 31, 2016

- HR successfully recruited 14 Civilian employees and 11 police officers in the third trimester of 2016. The civilian positions were Communications Specialist, Crossing Guards, Booking Technician, Civilian Communications Radio Technicians, Volunteer Programs Coordinator, Court Administration Clerk and Records Management Clerks.
- The demographics of our new hires are: 13 females, 1 Aboriginal Person of Canada and 2 Racially Visible Persons.

RETIREMENT/ RESIGNATIONS SEPTEMBER 1 – DECEMBER 31, 2016

- The following ranks have retired, resigned or passed away during the reporting trimester.
 - 8 Civilians (YTD: 14)
 - 8 Constables (YTD: 15)
 - 0 Sergeant (YTD: 1)
- The demographics of our retirements and resignations during this reporting trimester are: 5 females, 1 Aboriginal Persons of Canada and 2 Racially Visible Persons.

STAFFING

Sworn Members	FTEs by Rank	Current Vacancies	Current FTEs
Chief	1	0	1
Deputy Chief	1	0	1
Superintendent	6	0	6
Inspector	5	0	5
Staff Sergeant	12	0	12
Sergeant	66	0	66
Constable	440	0	440
Grand Total	531	0	531
Civilians	FTEs by Bargaining Unit	Current Vacancies	Current FTEs
Halifax Regional Police Association (HRPA)	125.5	1.5	124
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	36.5	2	34.5
Non-Union (NUMEA)	26	3	23
School Crossing Guards (CUPE 4814)	154	5	149
Grand Total	342	11.5	330.5

DEMOGRAPHICS (Sworn and Civilian)

Gender	Women	Men	
Chief	0	1	100%
Deputy Chief	0	1	100%
Superintendent	2	4	66.7%
Inspector	1	4	80%
Staff Sergeant	2	10	83.3%
Sergeant	10	56	84.8%
Constable	86	354	80.5%
Total Sworn Officers	101	430	81%
Civilian	216	114.5	35%
Grand Total	317	544.5	63%

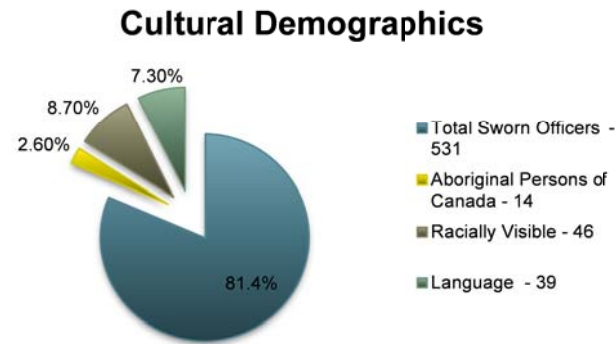


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CULTURAL DEMOGRAPHICS *Note: Figures represented in this section are an estimate and not verified as accurate due to absence of mandatory employee self-identification results. Note that some staff are bilingual and multi-lingual with dialects in French,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

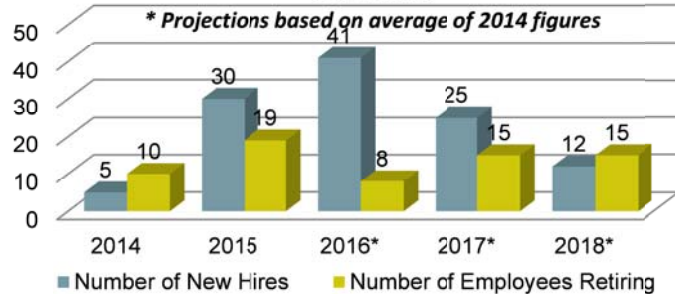
Cultural Demographics	Aboriginal Persons of Canada	Racially Visible	Language
Chief	0	0	1
Deputy Chief	0	0	0
Superintendent	0	1	0
Inspector	0	0	0
Staff Sergeant	0	0	0
Sergeant	0	7	3
Constable	14	38	35
Civilians	2	12	13
Total	16	58	52



* 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	2	0	7	1	14	1	31	3	55	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