



103 Thorne Ave  
Dartmouth, Nova Scotia  
B3B 0A4

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November 27<sup>th</sup> 2018

Dear Commissioner Craig,

In July, Chief Blais announced his retirement, expected to be effective by March.

On behalf of the Halifax Regional Police Association, I am writing to express our bewilderment and request an explanation from the HRM Board of Police Commissioners regarding an unexpected and sudden additional Inspector promotional routine being conducted by the Chief which closes on November 28<sup>th</sup>, 2018.

It is highly unusual for an outgoing executive employee to create a list of future management candidates for his or her replacement, more so when a list already exists, and we believe this is unprecedented territory for HRP and perhaps all HRM. New Chiefs often develop revised management structures and revised criteria for selecting and building their senior teams.

While it is not within the purview of an association to guide management structures and processes, it is HRPA members who have been solicited to participate as candidates in this rushed additional routine. The 2018 employee engagement survey has revealed very serious concerns amongst all HRP employees regarding confidence in senior police management and satisfaction with HRM as their employer. We would prefer to not see these results further deteriorate.

The prerogative of a new Chief need not be dictated by an outgoing Chief. If the Board is condoning an Inspector routine at this particular juncture, we envision significant additional disruption and demoralization within the service should the next Chief not choose to be bound by the outgoing Chief's plans.

Respectfully,

Dean Stienburg  
President

November 30, 2018

Dean Stienburg, President  
Halifax Regional Police Association  
Via email

Dear Mr. Stienburg:

Reference your letter dated November 27, 2018 via email concerning Inspector promotional routine

Thank you for your letter expressing your thoughts on the timing of the Inspector promotional routine given Chief of Police J.M. Blais announced retirement by March 31<sup>st</sup> 2019.

As the HRM civilian oversight body the Board of Police Commissioners takes appropriate and timely employee staffing levels and succession planning matters very seriously. Although we are not a management body, we do expect the Chief of Police to anticipate staffing changes for sworn and non-sworn employees at all levels within the Halifax Regional Police business unit and act to be prepared. The Inspector promotional routine is one such practice to help ensure timely replacements occur at the Inspector level.

It is not unusual for an executive member to continuously evaluate staffing realities and update lists of qualified people accordingly, whether they be current employees or potential employees. It is expected of any Chief of Police while employed by the Halifax Regional Municipality.

The Board of Police Commissioners acknowledges the results of the latest employee survey results that you allude to in your closing. We have started to examine the survey results and are working to better understand what the current situation is, why that is the case, and once we know, do what we can to help make any constructive improvements identified for all employees. We believe this is the desire of the Halifax Regional Police Association too.

Thank you again for your letter.  
Sincerely,

  
Steve Craig, Chair  
Board of Police Commissioners