

Halifax Regional Police (HRP) 19/20 Operating Budget – Compensation Pressures Breakdown

Wage Model development process is coordinated by the Position Management Section of HRM's Finance & Asset Management business unit, with assistance from business units and final approval by the Director/Chief of Police.

2018/19 Wage Model	82,334,200
HRPA Salary & Benefits: 2.75% annual rate increase as of April 1, 2019.	2,069,700
HRPA Step Increases: 137 HRPA employees will receive Step Increases in 19/20. Date individual step increase takes effect is based on the employees last start date with Halifax Regional Police:	1,023,700
- 2 at Staff Sergeant Levels, 16 at Sergeant levels, 84 at Constable levels	
- 35 HRPA civilians at different levels based on their specific positions	
Non Union Salary & Benefits: 2018 ISA increases.	279,100
CUPE 4814 Salary & Benefits: Retro-active annual increases of 2.04% in 2017, 3.85% in 2018%, in addition to 1.85% from April 1, 2019 to August 31, 2019 and 1.82% from September 1, 2019 to March 31, 2020.	148,100
NSUPE Salary & Benefits: Retro-active annual increase of 2% as of November 1, 2018 in addition to 2% as of November 1, 2019.	93,900
Working Days in 2019/20: There are 2 additional working day in the 2019/20 fiscal year. Working days are considered Monday through Friday. The number of working days each fiscal year varies based on where the weekdays fall each month. 2020 being a leap year does play a factor into there being 2 additional working days in the fiscal year.	661,100
Total Change	4,275,600
2019/20 Wage Model	85,706,700