



Item 10.1.5

Board of Police Commissioners
Halifax Regional Municipality
c/o HRM City Hall
Attn: BoPC Chair Lindell Smith

Board of Police Commissioners
April 19, 2021

C/Supt. Janis Gray
Officer in Charge
Halifax District
1975 Gottingen Street
Halifax, Nova Scotia
B3J 2H1

March 29th, 2021

Commissioner Smith

RE: RCMP Halifax District - Request for BoPC Support to Redirect Funds

Halifax District RCMP is requesting the conversion of two municipal employees, (ME) analyst positions, to RCMP Public Service Employee (PSE) analyst positions to allow staffing of these positions as RCMP criminal analysts. This memorandum will serve as notification of the RCMP's intent to seek support and resulting motion from the Board of Police Commissioners, to redirect funds from Halifax Regional Police, (HRP) to the RCMP, through HRM Finance, to allow staffing of these analyst positions as Public Service employees.

Background:

On November 20, 2017, Halifax District RCMP presented to the Halifax Board of Police Commissioners, (BoPC) requesting funding for two Criminal Analysts (Funding Request 2018/2019 Criminal Analysts (BoPC Item No. 9.1.3)). One analyst position was proposed for the Halifax District RCMP, Sackville location, and the second position was proposed to supplement the Real Time Crime Centre (RTCC), located in the Integrated Criminal Investigations Division (CID).

At the time, it was proposed that the analysts could be staffed with either Municipal Employees or, RCMP Public Service Employees.

The BoPC supported the recommendation to establish two permanent Municipal Employee Crime Analysts, beginning in 2018-2019. The HRP Chief at that time advised that the incorporation of the two positions would come back as part of the December 11, 2017, HRP budget review.

On December 18, 2017, during a BoPC Special Meeting, the Board Chair directed staff of HRP to prepare the final 2017-2018 operating budget for presentation to Halifax Regional Council. This budget was to include the two ME Crime Analysts, to be seconded operationally to the RCMP.

On February 26, 2018, the Budget Committee accepted the HRP budget approved during the February 26, 2018 BoPC meeting, including the ME Crime Analysts for the RCMP.

In late December 2018/early January 2019, an HRP Criminal Analyst was seconded to Sackville Detachment, filling one of the aforementioned positions. In December 2019, the analyst left the RCMP position to fill a position within HRP. This position remains vacant.
Current Status

Following a review, it has been recognized that the initial proposal to train and staff crime analysts using MEs is not effective for several reasons. First, despite efforts to do so, it has been extremely difficult to hire suitable candidates. When analysts are hired by the RCMP through the Public Service, the RCMP has the option to either hire new analysts or transfer in experienced analysts into the positions. Further, training costs for analysts hired by the RCMP are absorbed by the RCMP without additional costs to HRM, mitigating the initial higher salary rate of RCMP analysts. (HRP rates for analysts are higher than RCMP after four years in the position). Training costs for HRP analysts are paid either by HRP or HRM. Finally, RCMP analysts have access to a broader range of resources, tools and databases than HRP analysts, partially because of their higher security clearance (Top Secret) but also because the RCMP analysts have access to a national analyst program, (including ongoing mentoring).

RCMP Halifax District Administrative services consulted with HRM Finance in November 2020, regarding possible solutions to the current staffing and funding model for crime analysts. HRM advised the process should include consultation and direction from the BoPC, as it was they who first approved the funding request from the RCMP.

On January 17, 2021, C/Supt Gray advised BoPC Chair, Natalie Borden and followed up with a consultation including relevant documentation. Ms Borden directed C/Supt Gray to submit a memo to the BoPC advising of this request, which was submitted soon after. On January 25, 2021, the new BoPC Chair, Lindell Smith, requested and also received a briefing relative to this request. Chief Kinsella has been consulted and supports the re-direction of funds from Halifax Regional Police, (HRP) budget to the RCMP, to allow staffing of these analyst positions as Public Service employees.

C/Supt Gray is requesting that the aforementioned be brought forward at the April 19, 2021 BoPC meeting.

C/Supt. Janis Gray
Officer in Charge
Halifax District
1975 Gottingen Street

- Original Signed -



**BOARD OF POLICE COMMISSIONERS
MINUTES
November 20, 2017**

PRESENT: Commissioner Steve Craig, Chair
Commissioner Steve Graham, Vice-Chair
Commissioner Tony Mancini
Commissioner Sylvia Parris
Commissioner Carole McDougall

REGRETS: Commissioner Waye Mason
Commissioner Carlos Beals

STAFF: Jacques Dubé, Chief Administrative Officer
Chief Jean-Michel Blais, Halifax Regional Police
Inspector Robert Doyle, Halifax District Detachment, RCMP
Deputy Chief Robin McNeil, Halifax Regional Police
Superintendent Colleen Kelly, Halifax Regional Police
Dr. Christopher Giacomantonio, Research Coordinator, Halifax Regional Police
Craig Horton, Financial Coordinator, Halifax Regional Police
Katherine Salsman, Solicitor, HRM Legal Services
Jennifer Weagle, Legislative Assistant

The following does not represent a verbatim record of the proceedings of this meeting.

*The agenda, supporting documents, and information items circulated to the Board are available online:
halifax.ca.*

The meeting was called to order at 12:03 p.m., and the Board adjourned at 1:48 p.m.

1. CALL TO ORDER

The meeting was called to order at 12:03 p.m.

2. APPROVAL OF MINUTES – October 16, 2017

MOVED by Commissioner Mancini, seconded by Commissioner McDougall

THAT the minutes of October 16, 2017 be approved as circulated.

MOTION PUT AND PASSED.

3. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

MOVED by Commissioner Graham, seconded by Commissioner McDougall

THAT the agenda be approved as presented.

MOTION PUT AND PASSED.

4. BUSINESS ARISING OUT OF THE MINUTES - NONE

5. CALL FOR DECLARATION OF CONFLICT OF INTERESTS - NONE

6. CONSIDERATION OF DEFERRED BUSINESS – NONE

7. CORRESPONDENCE, PETITIONS & DELEGATIONS

7.1 Correspondence - None

7.2 Petitions - None

7.3 Presentation - None

8. INFORMATION ITEMS BROUGHT FORWARD – NONE

9. REPORTS

9.1 STAFF

9.1.1 HRM Budget Planning Process and Parameters for 2018/19 – *Jerry Blackwood, Acting Chief Financial Officer*

The following was before the Board:

- Staff presentation “Year 2 of the Multi-Year Budget – Halifax Police Commission” dated November 20, 2017

The Chair introduced Jerry Blackwood, Acting Chief Financial Officer.

Jerry Blackwood, Acting Chief Financial Officer presented an overview of the HRM Budget Planning Process and Parameters for 2018/19.

Responding to questions from the Board, Jerry Blackwood advised that an increase in servicing costs for the RCMP contact have been incorporated into the HRM budget.

With regard to a new headquarters for Halifax Regional Police, Jerry Blackwood indicated that costs for this facility would not be a part of the HRP budget considered by the Board, but would be reviewed by the capital steering committee and senior business unit leaders before going to Council for approval.

At the request of the Chair, Bruce Fisher, Manager, Financial Policy and Planning, indicated that taxation specific performance evaluations are available that compare municipalities. The Chair asked for this information specific to policing services.

The Chair thanked staff for the presentation.

9.1.2 Review of Halifax Regional Police Operating Budget 2018/19

The following was before the Board:

- Approved HRP 2017/18 & 2018/19 Operating Budget Situation (Summary) (9.1.2 i)
- Proposed HRP 2018/19 Operating Budget Situation (Summary) (9.1.2 ii)

Chief Blais circulated two documents to the Board, the Approved HRP 2017/18 & 2018/19 Operating Budget Situation (Summary) (labeled 9.1.2 i), which is the final approved budget from last year, and the Proposed HRP 2018/19 Operating Budget Situation (Summary) (labeled 9.1.2 ii), which will be the working document for Board approval this budget year.

Chief Blais reviewed the Proposed HRP 2018/19 Operating Budget (9.1.2 ii) with the Board.

Chief Blais also referred the Board to agenda item no. 9.1.7, a staff report “Criminal Record Checks Costing for 2018/19” dated February 22, 2017, noting that if it is the Board’s intention to make changes to fee structure, the cost will need to be incorporated into the Proposed HRP 2018/19 Operating Budget.

Chair encouraged members to raise any issues to be brought forward for the next meeting, and asked that the documents be circulated well in advance of the next meeting for thorough review.

Jacques Dubé, Chief Administrative Officer, reviewed budget pressures outlined in section A2 of the Proposed HRP 2018/19 Operating Budget (9.1.2 ii), with regard to compensation resulting from HRP contract negotiations. The CAO advised that the overall HRM budget for 2018/19 included a contingency amount to allow for these compensation pressures.

In response to questions, Deputy Chief MacNeil advised that work is ongoing to determine back pay for compensation increases, which will come out of corporate fiscal, not the HRP budget.

Deputy Chief McNeil reviewed the breakdown of fees received for Criminal Record Checks in HRM, and the three options for waiving fees in full or partially with financial implications, as outlined in agenda item no. 9.1.7, a staff report “Criminal Record Checks Costing for 2018/19” dated February 22, 2017.

Following discussion on the options, Deputy Chief McNeil advised that staff will come back to the December 11th meeting with the option for no fees for volunteer criminal record checks, noting that this will reduce the HRP budget.

Chief Blais further discussed the Proposed HRP 2018/19 Operating Budget (9.1.2 ii) with the Board, responding to questions.

At the request of the Board, Chief Blais advised that HRP staff will aim to have budget documents to the Board for review 10 days prior to the next meeting.

9.1.3 Crime Analyst Positions (2) – Updated Business Case - *Inspector Robert Doyle*

The following was before the Board:

- Funding Request 2018/2019 Criminal Analysts

Inspector Robert Doyle, Halifax District Detachment, RCMP, advised that two crime analyst positions were approved two years ago with the budget, however with changes in senior level personnel at the time, the positions were overlooked. The purpose of bringing this matter before the Board prior to budget approval is to reinstate these two positions. Inspector Doyle indicated that the question is whether the two positions should be municipal employees or RCMP civilian employees, noting that the preference is for two HRP employees, as outlined in the document.

The Board discussed with staff the merits of each scenario, and the current staffing situation.

MOVED by Commissioner Graham, seconded by Commissioner Mancini

THAT the Board of Police Commissioners recommend the establishment of two (2) permanent Crime Analysts beginning in 2018-19.

MOTION PUT AND PASSED.

Chief Blais advised that the incorporation of the two positions will come back as a part of the December 11, 2017 HRP budget review.

9.1.4 Halifax Division RCMP - 2017/18 2nd Quarter Financial Report – Inspector Robert Doyle

The following was before the Board:

- 2017/18 Halifax District RCMP Budget (based on 6 of 12 months as of September 30, 2017)

Inspector Robert Doyle, Halifax District Detachment, RCMP, reviewed the 2017/18 2nd quarter financial report for the Halifax Division RCMP, noting that they are coming in on budget for overtime, as well as operating and maintenance. Inspector Doyle indicated that summer season overtime costs were alleviated after the summer vacation season.

9.1.5 Drug Exhibit Audit Update – Chief Blais

The following was before the Board:

- Estimated Timeline-Follow up from Drug Exhibit Inventory dated November 13, 2017

Chief Blais advised that the drug exhibit audit will be concluded for the end of 2017, with a final report to the Board in January 2018, noting that on an ongoing basis HRP can provide an annual report. Chief Blais advised that currently the 2017 inventory is being processed, and will be completed before the end of November 2017 and that the current unreconciled balance is at \$8,083.87.

9.1.6 Update of Research Activities -- Street Check Investigation

The following was before the Board:

- Correspondence from Dr. Scot Wortley dated November 13, 2017

The Chair noted that the Nova Scotia Human Rights Commission will be attending the December 11, 2017 meeting to provide further update on the street checks investigation.

Responding to questions from members, Dr. Christopher Giacomantonio, Research Coordinator, Halifax Regional Police, advised that the study will encompass all of HRM, and include both HRP and RCMP activities.

In response to questions, the Chair further clarified that First Nations were not specifically included in the study parameters. The Chair indicated that a better idea of the completion date will be known in December, and that early estimates are for the fall of 2018.

9.1.7 Criminal Record Checks Costing for 2018/19 – Deputy Chief MacNeil

The following was before the Board:

- A staff information report dated February 22, 2017

This matter was addressed during agenda item no. 9.1.2 Review of Halifax Regional Police Operating Budget 2018/19. Refer to page 3.

9.1.8 Board of Police Commissioners 2018 Meeting Schedule

The following was before the Board:

- A staff recommendation report dated November 14, 2017

MOVED by Commissioner McDougall, seconded by Commissioner Parris

THAT the meeting schedule be approved.

MOTION PUT AND PASSED.

9.2 MEMBERS OF BOARD OF POLICE COMMISSIONERS

9.2.1 Commissioner Mancini

The following was before the Board:

- A request for consideration form from Commissioner Mancini

MOVED by Commissioner Mancini, seconded by Commissioner Graham

THAT the Board of Police Commissioners request a staff report outlining the current method of monitoring HRM waterways for safe boating practices, and; to consider requesting that Halifax Regional Police periodically monitor Lake Micmac and Lake Charles to ensure safe boating practices are being followed and enforced.

Commissioner Mancini indicated that with increased water activity on HRM waterways including boats, canoes, kayaks, paddle boarding, increased monitoring and enforcement of safe boating practices would be helpful.

Deputy Chief McNeil advised that HRP have a contract in place for monitoring of Lakes Banook and Micmac. The contract does have the ability to move services to other areas as needed. Deputy Chief McNeil clarified that the harbour patrols are for port protection.

The Chair requested that the report be prepared by HRP with input from RCMP.

MOTION PUT AND PASSED.

9.3 COMMISSIONER UPDATES

9.3.1 Board of Police Commissioners Work Plan Update – Commissioner Graham

Commissioner Graham indicated that work is ongoing with the development of the Board of Police Commissioners work plan. The Board of Police Commissioners Work Plan working group decided on December 4th at 9:00 am for their next meeting. The Legislative Assistant will email details to members.

9.4 HRP/RCMP CHIEF UPDATES

Inspector Robert Doyle reviewed updates on behalf of the Chief Superintendent Bergerman, Halifax District Detachment, RCMP, as outlined in Information Item no. 5, Information Report – Officer in Charge (OIC) Halifax District RCMP – November 20, 2017.

Chief Blais reviewed updates as outlined in Information Item no. 4., Information Report – Chief of Halifax Regional Police – November 20, 2017.

Commissioner Mancini asked for information on speeding statistics, particularly whether speeding offenses are up or down, and the number of summary offense tickets written for speeding. The Chief advised that staff would get these figures to the Board.

Commissioner McDougall asked that a link to the Police Diversity Working Group be included on the Board of Police Commissioners webpage. The Commissioner advised that at the next meeting of the Police Diversity Working Group, to be held at the Mi'kmaq Native Friendship Centre on January 10th, a blanket ceremony will be held. All Board members are encouraged to attend.

10. ADDED ITEMS - NONE

11. IN CAMERA (IN PRIVATE)

11.1 Approval of In Camera (In Private) Minutes – October 16, 2017

MOVED by Commissioner Mancini, seconded by Commissioner McDougall,

THAT the Board of Police Commissioners approve the October 16, 2017 In Camera minutes as circulated.

MOTION PUT AND PASSED.

12. DATE OF NEXT MEETING – December 11, 2018

13. ADJOURNMENT

The meeting adjourned at 1:48 p.m.

Jennifer Weagle
Legislative Assistant



**BOARD OF POLICE COMMISSIONERS
SPECIAL MEETING MINUTES
December 18, 2017**

PRESENT: Commissioner Steve Craig, Chair
Commissioner Steve Graham, Vice-Chair
Commissioner Tony Mancini
Commissioner Wayne Mason
Commissioner Carlos Beals
Commissioner Carole McDougall
Commissioner Sylvia Parris

STAFF: Jacques Dubé, Chief Administrative Officer
Chief Jean-Michel Blais, Halifax Regional Police
Chief Superintendent Lee Bergerman, Halifax District Detachment, RCMP
Deputy Chief Robin McNeil, Halifax Regional Police
Inspector Robert Doyle, Halifax District Detachment, RCMP
Katherine Salsman, Solicitor, HRM Legal Services
Sherryl Murphy, Deputy Municipal Clerk
David Perusse, Legislative Assistant

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www.halifax.ca*

The meeting was called to order at 12:33 p.m., and the Board moved into an In Camera (In Private) session at 1:33 p.m. The Board reconvened to the public session at 2:36 p.m. and adjourned at 3:00 p.m.

1. CALL TO ORDER

1.1 Presentation to Commissioner Steve Graham

In light of Commissioner Graham's term on the Board of Police Commissioners coming to an end, the Board took the opportunity to recognise Commissioner Graham and his contributions to the work of the Board over the course of his term. On behalf of the Board, the Chair thanked Commissioner Graham for his service and wished him all the best for the future.

Both Chief Jean-Michel Blais of the Halifax Regional Police, as well as Chief Superintendent Lee Bergerman of the Halifax District Detachment, RCMP, presented Commissioner Graham with gifts on behalf of their respective organizations, and thanked Commissioner Graham for his service.

2. APPROVAL OF MINUTES – NONE

3. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

The agenda was accepted as presented.

4. PRESENTATION – CeaseFire Halifax Funding Proposal – Mel Lucas, Program Manager, CeaseFire Halifax, and Marcel Tellier, Executive, Board of Directors, Community Justice Society.

The following was before the Board:

- Presentation titled: "Sustainability Plan to Reduce Violence in Halifax," dated December 18, 2017.

Mel Lucas, Program Manager for CeaseFire Halifax, as well as Marcel Tellier of the Community Justice Society, presented an overview to the Board on the CeaseFire Halifax program. Mel Lucas explained that the mandate of the pilot program has been to reduce gun violence within the community by taking an Afrocentric focus with their target demographic being African Nova Scotian males between the ages of 16 and 24 years of age.

Lucas proceeded to outline the current funding dilemma being faced by CeaseFire Halifax, as well as the Community Justice Society who administers the program. The CeaseFire pilot was launched in 2014 using Federal funding. However, this funding is set to expire at the conclusion of 2017. The CeaseFire program has been able to secure transitional support from the Nova Scotia Department of Justice in the form of bridge funding for the program until March 31, 2018. In order to ensure the continuation of the program past this deadline, representatives from CeaseFire and the Community Justice Society have been developing a long-term funding strategy, as well as seeking a consortium of partners to secure funding for the program for the next three years.

Mel Lucas concluded the presentation by providing an overview of a proposed sustainability solution, outlining the core objectives and deliverables of the CeaseFire Halifax program should it be able to secure funding for three years of continued operation.

Responding to questions from the Board, Lucas further explained that the initial budget for the five-year pilot program was approximately 2.7 million dollars, which was provided by a grant from the Federal Government.

In terms of a proposal for funding moving forward, Marcel Tellier indicated that in the proposal submitted to the Province, they outlined three separate three-year funding scenarios for CeaseFire. The first scenario being a continuation of the status quo with a three-year ask of just over 2.2 million in funding. The second option proposes to expand the mandate of the program by expanding the target

demographics beyond only African Nova Scotian males between the ages of 16 and 24 years of age, with a three-year ask of approximately 2.6 million. Lastly, the third option proposes three-year funding of 3.4 million, which would include enhanced rehabilitation services for individuals who are identified as being high-risk.

Responding to further questions from members of the Board regarding what the Province has agreed to fund, as well as funding expectations for the HRM should any co-funding plan move forward, Tellier indicated that the Province has not yet provided a specific figure. Ceasefire would be asking the Municipality to make a contribution in the approximate amount of 25% to 50% of the three-year cost of the program, based on what the Province agrees to cover.

When asked by members of the Board whether CeaseFire or the Community Justice Society have been able to identify other possible partners outside of the Province and the Municipality, Marcel Tellier indicated that they have not.

MOVED by Commissioner Mason, seconded by Commissioner Mancini

- THAT the Board of Police Commissioners recommends that Halifax Regional Council**
- a. request a staff report to examine the potential for continued funding for the CeaseFire Halifax program, the assessment of which should be in keeping with the principles outlined in the Public Safety Strategy.**
 - b. Direct, with the agreement of the CAO, that the staff report be prepared by the Municipality's Public Safety Advisor.**
 - c. Require that the staff report come back to Halifax Regional Council for consideration prior to the final HRM budget for 2018/2019.**

MOTION PUT AND PAST.

The Chair thanked Mel Lucas and Marcel Tellier for their presentation.

5. IN CAMERA (IN PRIVATE)

MOVED by Commissioner Mason, seconded by Commissioner Mancini

THAT the Board of Police Commissioners convene to in camera (in private) to discuss Item 5.1

MOTION PUT AND PASSED.

In accordance with s. 51 of the NS *Police Act*, the Board moved in camera (in private) at 1:33 p.m.

5.1 Personnel Matter

A matter pertaining to an identifiable individual or group.

This matter was discussed In Camera (In Private). The following motion was ratified in public session:

MOVED by Commissioner Mason, Seconded by Commissioner Beals

THAT the Board of Police Commissioners recommend that Halifax Regional Council approve the recommendation contained in the December 13, 2017 private and confidential staff report to the Board of Police Commissioners.

MOTION PUT AND PASSED.

The Board reconvened to the public session at 2:36 p.m.
Commissioner Mason left the meeting at 2:37 p.m.

6. Budget Review Halifax District RCMP

**6.1 Halifax District Budget & Expenditures 2011-2018 and Budget Forecast 2018/19 - Insp.
Robert A. Doyle**

The following was before the Board:

- Halifax District Budget & Expenditures 2011-2018 and Budget Forecast 2018/19.

Insp. Robert Doyle presented an overview to the Board of the budget documents for the RCMP, Halifax District. It was noted that they are not currently in possession of the budget figures for the coming year, however, no significant change is anticipated. As a consequence, the overview of the budget for past fiscal years provides a close approximation of the RCMP, Halifax District's budget going forward.

Insp. Robert Doyle addressed questions on the potential impact that the legalisation of cannabis might have on the operating budget. Due to the fact that there are still many uncertainties about the impact of the legalization, a detailed assessment could not be provided at this time.

Commissioner Craig noted that it has been regular practice for the Board to be provided with information regarding the head-count, or number of full time employees of the Halifax Regional Police. The Commissioner noted that the Board has not been provided with this information for the RCMP, Halifax District. The Board would require this information to undertake any assessment for the need for more members and to make any recommendations in this regard to Halifax Regional Council.

Commissioner Craig inquired as to whether Insp. Robert Doyle is aware of any current need for new members, and if so, how the RCMP, Halifax District, would be able to substantiate such a need. Responding to Commissioner Craig, Insp. Robert Doyle indicated that they are currently in the process of doing an assessment for staffing needs and would provide and update to the Board in 2018.

The Chair thanked Insp. Robert Doyle for the presentation to the Board.

**7. Review/Update of Halifax Regional Police Operating Budget 2018/19 Continuation - Chief
Jean-Michel Blais**

The following was before the Board:

- Extract of the Draft minutes of the December 11, 2017 meeting of the Board of Police Commissioners;
- Updated Operating Budget Work Paper (2017/18 to 2018/19 Budget Comparison);
- Updated Operating Budget Work Paper (2018/19 Proposed Budget including 3 Year Financial History);
- Updated Proposed Halifax Regional Police 2018/19 Operating Budget Situation (Summary).

Chief Jean-Michel Blais, Halifax Regional Police, provided the Board with an overview of the updated HRP operating budget documents. The operating budget working paper has been updated to include new figures for criminal record checks and there has been a slight increase in estimated budget pressures.

MOVED by Commissioner McDougall, Seconded by Commissioner Beals

THAT the Board of Police Commissioners direct staff of the Halifax Regional Police to prepare the final 2017-2018 operating budget to be presented to Halifax Regional Council, as discussed during the meeting of the Board of Police Commissioners on December 18, 2017.

MOTION PUT AND PASSED.

8. DATE OF NEXT MEETING – January 15, 2018

9. ADJOURNMENT

The meeting adjourned at 3:00 p.m.

David Perusse
Legislative Assistant



PROPOSED Halifax Regional Police 2018/19 Operating Budget Situation (Summary)

Item No. 7.2

Updated: December 14, 2017

| | Approved in Principle | *NEW* Pressures identified | Cumulative |
|---|-----------------------|----------------------------|----------------|
| | 2018/19 | 2018/19 | 2018/19 |
| Current Situation | | | |
| Previous Year's Net Budget (2017/18 - \$77,603,800; 2018/19 proposed Net Budget - \$86,870,400) | - \$ 77,603,800 | \$ 78,584,200 | \$ 77,603,800 |
| Forecasted Net Budget Requirement To Operate | - \$ 78,584,200 | \$ 87,142,800 | \$ 87,142,800 |
| Budget Gap | - \$ (980,400) | \$ (8,558,600) | \$ (9,539,000) |
| Net Budget Change | 1.263% | 10.891% | 12.292% |

| A. Estimated Budget Pressures | Approved in Principle | *NEW* | Cumulative 2018/19 |
|---|-----------------------|-----------------------|-----------------------|
| (1) Decrease in budgeted credit for attrition and turnover. <i>* Pro-active measures have been implemented to hire new officers ahead of known retirement dates, allowing for an increase in efficiency in the turnover process.</i> | - \$ (100,000) | | \$ (100,000) |
| (2) 2018/19 Compensation pressures. <i>NB Including HRP Annual (2.75% per year since 2015 (4 years) & Step Increases, non-union adjustments/ISA's approved in 2016/17 fiscal year.</i> | - \$ - | \$ (7,592,700) | \$ (7,592,700) |
| (3) Increase in overtime and court time as a result of increases in HRP annual rates (2.75% each year since 2015). | - \$ (107,900) | \$ (253,100) | \$ (361,000) |
| (4) Increase in facility lease/operating costs for Criminal Investigation Division. | - \$ (11,300) | | \$ (11,300) |
| (5) Increase in Lake Patrol Contract. | - \$ (1,900) | | \$ (1,900) |
| (6) Souls Strong Program <i>NB Federal funding for the Souls Strong program will expire in March 2018. Halifax Charter indicates that Crime Prevention programs need to be funded through Police.</i> | - \$ (310,000) | | \$ (310,000) |
| (7) Transferring all False Alarm fee revenue from the Halifax Regional Police Budget to HRM. | | \$ (105,000) | \$ (105,000) |
| (8) Decrease in Record Check Fees related to no longer collecting an individual fee for finger prints. | | \$ (18,000) | \$ (18,000) |
| (9) Decrease in Record Check Fees as a result of eliminating the \$30 fee for Volunteer checks. | | \$ (252,200) | \$ (252,200) |
| (10) Decrease in Officer secondment recoveries (NWEST Secondment ended during 2017/18 fiscal year). | | \$ (130,400) | \$ (130,400) |
| Total | \$ (531,100) | \$ (8,351,400) | \$ (8,882,500) |

| B. Service Enhancements (In Order of Priority) | Approved in Principle | *NEW* | Cumulative 2018/19 |
|---|-----------------------|--------------|--------------------|
| (1) Year 2 estimated increases for positions approved in 2017/18 fiscal year. | - \$ (23,300) | | \$ (23,300) |
| (2) Additional Positions - Civilian Communications Radio Technician (4 @ \$55,500 plus benefits in each of the next 2 fiscal years). | - \$ (278,500) | | \$ (278,500) |
| (3) New Position - Digital Forensics Unit (Cyber) Technician (1 @ \$79,300 plus benefits). | - \$ (97,500) | | \$ (97,500) |
| (4) New Positions - System Administrators (2 @ \$70,500 plus benefits). | - \$ (174,700) | | \$ (174,700) |
| (5) New Position - Diversity Unit Sergeant (1 @ \$102,100 plus benefits). Impact on budget lower by <i>NB Impact on budget lower by promoting a 1st class Constable to an entry level Sergeant, and hiring a new entry level Constable.</i> | | \$ (77,300) | \$ (77,300) |
| (6) New Position - Civilian Criminal Investigation Cyber Crime Specialist (1 @ \$83,500 plus benefits). | | \$ (102,700) | \$ (102,700) |



PROPOSED Halifax Regional Police 2018/19 Operating Budget Situation (Summary)

Updated: December 14, 2017

| | | | |
|--|---|---------------------|------------------------------------|
| (7) New Position - Sworn Criminal Investigation Cyber Crime Specialist (1 @ \$58,900 plus benefits). | - | \$ (73,100) | \$ (73,100) |
| (8) New Position - Quartermaster Supply Assistant II (1 @ \$39,858 plus benefits, minus the current cost of a Commissionaires Nova Scotia commissionaire (\$32,032) who is currently completing quartermaster functions). | - | \$ (19,900) | \$ (19,900) |
| NB To establish expertise, consistency and longevity within the quartermaster functions. | | | \$ - |
| (9) Additional Position - Diversity Unit Constable (1 @ \$58,900 plus benefits). | - | \$ (73,100) | \$ (73,100) |
| (10) Additional Positions - Crime Analysts to be seconded operationally to the RCMP (2 @ \$49,300 plus benefits). | - | \$ (123,700) | \$ (123,700) |
| Total | | \$ (574,000) | \$ (469,800) \$ (1,043,800) |

| | | <i>Approved in Principle</i> | <i>*NEW*</i> | | Cumulative 2018/19 |
|---|---|------------------------------|-------------------|--|---------------------------|
| C. Revenue/Cost Recovery Increases/Cost Savings/Efficiencies/Transfers/Contributions from Reserves | | | | | \$ - |
| (1) Decrease in Civilian Communications Radio Technicians compensation costs as a result of increasing personnel resources as per B.(2) | - | \$ 65,000 | | | \$ 65,000 |
| (2) Miscellaneous cost recovery increases due to inflation and compensation relative to secondments. | - | \$ 36,700 | | | \$ 36,700 |
| (3) RCMP Facility Cost Recovery. | - | \$ 1,300 | \$ 43,100 | | \$ 44,400 |
| NB Increase in cost recovery of RCMP's portion (25%) of the lease/operating costs for the new Criminal Investigation Division facility in Burnside as per A.(3) above. | | | | | \$ - |
| (4) Miscellaneous savings in janitorial cost for leased facilities. | - | \$ 1,800 | | | \$ 1,800 |
| (5) Miscellaneous savings on facility lease costs. | - | \$ 19,900 | | | \$ 19,900 |
| (6) Decrease in provincial DNA costs for the municipality. | - | | \$ 20,200 | | \$ 20,200 |
| (7) Increase in Domestic Violence secondment contract. | - | | \$ 5,000 | | \$ 5,000 |
| (8) Increase in Halifax International Airport Security contract recovery as a result in increase in HRP A annual rates. | - | | \$ 194,300 | | \$ 194,300 |
| (9) Budget Transfer to move funds for HRP A Annual Increases from HRM Fiscal Services to HRP Operating. | - | | \$ - | | \$ - |
| Total Revenue/ Cost Recovery Increases | | \$ 124,700 | \$ 262,600 | | \$ 387,300 |

| | | <i>Approved in Principle</i> | <i>*NEW*</i> | | Cumulative 2018/19 |
|---------------------------------|---|------------------------------|-----------------------|--|---------------------------|
| Budget (Deficit)/Surplus | - | \$ (980,400) | \$ (8,558,600) | | \$ (9,539,000) |

| % Change from Year to Year | 17/18 to 18/19 | | |
|-----------------------------------|------------------------------|--------------|---------------------------|
| | <i>Approved in Principle</i> | <i>*NEW*</i> | Cumulative 2018/19 |
| Revenues/Recoveries | 0.425% | -3.408% | -2.517% |
| Expenses | 1.177% | 9.473% | 10.761% |
| Overall Net Budget Change | 1.263% | 10.891% | 12.292% |



Operating Budget Work Paper (2017/18 to 2018/19 Budget Comparison)

| | 2017/2018 | % of Total Expenses | Proposed 2018/2019 | % of Total Expenses | Variance | | | Updated: December 14, 2017 | |
|------------------------------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------------|---------------------------------|----------------------------|-------------------------|
| Revenues | | | | | | | | | |
| Cond. Grant NS (Other) | (3,800,000) | | (3,800,000) | -3.96% | - | | | | |
| False Alarm | (105,000) | | - | 0.00% | 105,000 | See assumption 2 below. | | | |
| NSLC Offences | | | - | | - | | | | |
| Sales of Services | (545,000) | | (274,800) | -0.29% | 270,200 | See assumption 3 below. | | | |
| SOT Revenue | (80,000) | | (80,000) | | - | | | | |
| Recovery | (3,768,100) | | (3,911,100) | -4.08% | (143,000) | See assumption 4 below. | | | |
| Misc. | (650,400) | | (657,400) | -0.69% | (7,000) | See assumption 5 below. | | | |
| | (8,948,500) | | (8,723,300) | | 225,200 | | | | |
| | | | | | | | COMPENSATION ADJUSTMENTS | | |
| Expenses | | | | | | | Pressures | Savings | |
| Salary - Regular | 60,919,800 | | 68,082,100 | | 7,162,300 | | 7,162,300 | | |
| Overtime | 2,650,300 | | 2,843,100 | | 192,800 | | 257,800 | (65,000) | |
| Wages | 132,400 | | 132,400 | | - | | | | |
| Court time | 1,187,500 | | 1,290,700 | | 103,200 | | 103,200 | | |
| Shift | 403,700 | | 403,700 | | - | | | | |
| Extra | 612,400 | | 612,400 | | - | | | | |
| Other Allowances | 17,000 | | 17,000 | | - | | | | |
| Benefits | 12,001,600 | | 13,373,900 | | 1,372,300 | | 1,372,300 | | |
| | 77,924,700 | 90.03% | 86,755,300 | 90.50% | 8,830,600 | | | | See assumption 6 below. |
| Vacancy | (700,000) | -0.81% | (600,000) | -0.63% | 100,000 | | 100,000 | | |
| Retirement Incentive | 649,900 | 0.75% | 762,000 | 0.79% | 112,100 | | 112,100 | | |
| Workers Compensation | 269,200 | 0.31% | 291,000 | 0.30% | 21,800 | | 21,800 | | |
| Clothing Allowance | 418,100 | 0.48% | 418,100 | 0.44% | - | | | | |
| On the Job Injuries | 244,400 | 0.28% | 244,400 | 0.25% | - | | | | |
| Comp & Ben InterDept | 449,400 | 0.52% | 449,400 | 0.47% | - | | | | |
| | | | | | | | 9,129,500 | (65,000) | 9,064,500 |
| Telephone | 173,600 | 0.20% | 173,600 | 0.18% | - | | | | |
| Courier | 29,100 | 0.03% | 29,100 | 0.03% | - | | | | |
| Office Furniture | 101,700 | 0.12% | 101,700 | 0.11% | - | | | | |
| Computer Software & Licenses | 118,000 | 0.14% | 118,000 | 0.12% | - | | | | |
| Printing | 3,600 | 0.004% | 3,600 | 0.00% | - | | | | |
| Supplies | 134,200 | 0.16% | 134,200 | 0.14% | - | | | | |
| Legal Fees | 60,400 | 0.07% | 60,400 | 0.06% | - | | | | |
| Consulting Fees | 37,900 | 0.04% | 37,900 | 0.04% | - | | | | |
| Janitorial | 141,500 | 0.16% | 139,700 | 0.15% | (1,800) | See assumption 7 below. | | | |
| Security | 115,000 | 0.13% | 115,000 | 0.12% | - | | | | |
| Refuse Collection | 15,000 | 0.02% | 15,000 | 0.02% | - | | | | |
| Outside Policing | 337,000 | 0.39% | 337,000 | 0.35% | - | | | | |
| Contract Services | 1,973,000 | 2.28% | 1,922,700 | 2.01% | (50,300) | See assumption 8 below. | | | |
| Uniforms | 203,200 | 0.23% | 203,200 | 0.21% | - | | | | |
| Patrol Equipment & Supply | 398,400 | 0.46% | 398,400 | 0.42% | - | | | | |
| Photo Supply | 20,000 | 0.02% | 20,000 | 0.02% | - | | | | |
| Cleaning | 5,700 | 0.01% | 5,700 | 0.01% | - | | | | |
| Other supplies | 4,900 | 0.01% | 4,900 | 0.01% | - | | | | |
| Electricity | 6,400 | 0.01% | 6,400 | 0.01% | - | | | | |
| Other Building | 47,300 | 0.05% | 47,300 | 0.05% | - | | | | |
| Equipment Purchases | 385,900 | 0.45% | 385,900 | 0.40% | - | | | | |
| Computer Equipment | 10,000 | 0.01% | 10,000 | 0.01% | - | | | | |
| Equipment Rental | 1,800 | 0.002% | 1,800 | 0.002% | - | | | | |
| Equipment R&M | 135,200 | 0.16% | 135,200 | 0.14% | - | | | | |
| Computer R&M | 8,700 | 0.01% | 8,700 | 0.01% | - | | | | |
| Mechanical Equip. | 4,100 | 0.00% | 4,100 | 0.004% | - | | | | |
| Communications | 885,100 | 1.02% | 885,100 | 0.92% | - | | | | |
| Comm Circuits | - | 0.00% | - | 0.00% | - | | | | |
| Airtime | 258,700 | 0.30% | 258,700 | 0.27% | - | | | | |
| Mobile Data | | 0.00% | - | 0.00% | - | | | | |
| Site Rental | | 0.00% | | 0.00% | - | | | | |
| Fuel - Diesel | 3,000 | 0.00% | 3,000 | 0.00% | - | | | | |
| Fuel - Gas | 1,000 | 0.001% | 1,000 | 0.001% | - | | | | |
| Membership | 27,200 | 0.03% | 27,200 | 0.03% | - | | | | |
| Conferences | 19,200 | 0.02% | 19,200 | 0.02% | - | | | | |
| Travel - Local | 25,900 | 0.03% | 25,900 | 0.03% | - | | | | |
| Travel - Out of Town | 329,700 | 0.38% | 329,700 | 0.34% | - | | | | |
| Training | 282,700 | 0.33% | 282,700 | 0.29% | - | | | | |
| Licenses | 84,800 | 0.10% | 84,800 | 0.09% | - | | | | |
| Facilities Rental | 1,200,700 | 1.39% | 1,192,100 | 1.24% | (8,600) | See assumption 9 below. | | | |
| Advertising | 20,500 | 0.02% | 20,500 | 0.02% | - | | | | |
| Research Data Acquis | 11,500 | 0.013% | 11,500 | 0.012% | - | | | | |

| | | | | | | | | | |
|------------------------------|-------------------|---------|-------------------|---------|------------------|--------------------------|--|--|--|
| Books | 10,400 | 0.01% | 10,400 | 0.01% | - | | | | |
| Meals | 27,300 | 0.03% | 27,300 | 0.03% | - | | | | |
| Special Projects | 23,300 | 0.03% | 333,300 | 0.35% | 310,000 | See assumption 10 below. | | | |
| Committee Expenses | 500 | 0.001% | 500 | 0.001% | - | | | | |
| Rewarding Excellence | 9,000 | 0.01% | 9,000 | 0.01% | - | | | | |
| Internal Trfr Other | (500) | -0.001% | (500) | -0.001% | - | | | | |
| Internal Trfr Record Check | (3,300) | -0.004% | (3,300) | -0.003% | - | | | | |
| Int Trf Extra Duty | (212,400) | -0.245% | (212,400) | -0.222% | - | | | | |
| Insurance Pol/Prem | 54,100 | 0.06% | 54,100 | 0.06% | - | | | | |
| Transfers - To/From Reserves | (233,400) | -0.27% | (233,400) | -0.24% | - | | | | |
| | 86,552,300 | | 95,866,100 | | 9,313,800 | | | | |
| Net Budget | 77,603,800 | | 87,142,800 | | 9,539,000 | | | | |

% Change from 2017/18 to 2018/19

| | |
|---------------------------|---------|
| Revenues/Recoveries | -2.517% |
| Expenses | 10.761% |
| Overall Net Budget Change | 12.292% |

Assumptions

- 1.) An official (signed off) 2018/19 Wage Model is not available as minor refinements continue to be made. Compensation figures identified above may continue to fluctuate. **CHANGES ARE ESTIMATED TO BE MINIMAL.**
- 2.) **Includes the removal of False Alarm fee revenue no longer captured in the Halifax Regional Police Budget. (\$1.05K)**
- 3.) **Includes a decrease in Criminal Record Check revenue as a result of no longer charging a \$30 fee for Volunteer checks (\$252.2K) or collecting an individual \$25 fee for fingerprints that was collected in error historically and corrected during 2017/18. (\$18K)**
- 4.) **Includes additional revenue due to cost recovery increases for Halifax International Airport Security contract related to the increase in Halifax Regional Police Association (HRPA) annual rate increases (\$194.3K), Domestic Violence secondment recovery (\$5K), RCMP's portion of the new Criminal Investigation Division facility in Burnside (\$44.4K), and miscellaneous increases due to inflation and compensation relative to secondments (\$29.7K). Offset by a decrease in cost recovery as a result of an Officer secondment ending during 2017/18. (\$130.4K)**
- 5.) **Includes miscellaneous increases due to inflation and compensation relative to cost recoveries. (\$7K)**
- 6.) **Includes budget pressures in compensation as a result of increases in HRPA annual salaries (2.75% per year since 2015 for 4 years), steps, service pay, overtime & court time, etc. (\$7.8895M), 2017/18 approved non-union adjustments/ISA's (\$64.2K), and a reduction in the employee attrition/turnover credit as a result of pro-active measures implemented to hire new officers ahead of known retirement dates (\$100K). Also includes service enhancements with the addition of 7 new positions for 2018/19 (already approved in principle during the 2017/18 Multi-Year Business Plan and Budget approval process) (\$574K), the addition of 7 more new positions for 2018/19 (\$501.8K). Offset by a decrease in Civilian Communications Radio Technicians compensation costs as a result of increasing personnel resources. (\$65K)**
- 7.) **Includes cost savings due to a decrease in facility cleaning /janitorial costs as a result of one less leased facility in 2018/19 as a result of the relocation of the Criminal Investigation Division in 2017/18. (\$1.8K)**
- 8.) **Includes cost savings in Commissionaire of Nova Scotia contract costs as a result of hiring a Quartermaster Supply Assistant II (\$32K) and a decrease in provincial DNA lab contract costs (\$20.2K). Offset by budget pressures due to an estimated increase in the Lake Patrol contract. (\$1.9K)**
- 9.) **Includes cost savings due to a decrease in facility lease/operating costs as a result of one less leased facility in 2018/19 as a result of the relocation of the Criminal Investigation Division in 2017/18. (\$8.6K)**
- 10.) **Includes budget pressure in Special Projects as a result of assuming estimated operating costs for the Souls Strong crime prevention program that is funded by the federal government until the end of March 2018. (\$310K)**



Operating Budget Work Paper (2018/19 Proposed Budget including 3 Year Financial History)

Updated: December 14, 2017

| | Actual 2014/2015 | Actual 2015/2016 | Actual 2016/17 | Actual 2017/2018 To Date (P7) | Budget 2017/2018 | % of Total Expenses | Proposed 2018/19 | % of Total Expenses | Variance |
|------------------------------|--------------------|--------------------|--------------------|-------------------------------|--------------------|---------------------|--------------------|---------------------|------------------|
| Revenues | | | | | | | | | |
| Fines Fees | (200) | | - | - | - | | - | | - |
| Cond. Grant NS (Other) | - | (3,841,700) | (3,800,000) | (2,216,700) | (3,800,000) | | (3,800,000) | | - |
| False Alarm | (96,300) | (95,200) | (98,300) | (47,900) | (105,000) | | - | | 105,000 |
| Sales of Services | (442,900) | (534,100) | (536,900) | (348,600) | (545,000) | | (274,800) | | 270,200 |
| SOT Cancel Fees | (71,300) | (97,400) | (109,500) | (70,800) | (80,000) | | (80,000) | | - |
| Recovery | (6,521,400) | (2,395,400) | (3,809,600) | (2,598,100) | (3,768,100) | | (3,911,100) | | (143,000) |
| Misc | (718,400) | (810,000) | (722,500) | (444,800) | (650,400) | | (657,400) | | (7,000) |
| | (7,850,500) | (7,773,800) | (9,076,800) | (5,726,900) | (8,948,500) | | (8,723,300) | | 225,200 |
| Expenses | | | | | | | | | |
| Salary - Regular | 58,088,700 | 57,665,100 | 59,221,900 | 33,758,200 | 60,919,800 | | 68,082,100 | | 7,162,300 |
| Overtime | 3,022,200 | 3,575,800 | 3,512,900 | 2,018,100 | 2,650,300 | | 2,843,100 | | 192,800 |
| Wages | | | 500 | - | 132,400 | | 132,400 | | - |
| PDP Increase | (107,500) | (87,900) | (199,900) | (64,200) | - | | - | | - |
| Court Time | 1,146,300 | 1,110,900 | 1,055,500 | 754,400 | 1,187,500 | | 1,290,700 | | 103,200 |
| Shift Agreements | 67,800 | 68,200 | 79,800 | 300 | - | | - | | - |
| Shift Differential | 285,500 | 279,900 | 286,000 | 400 | 403,700 | | 403,700 | | - |
| Extra Duty | 619,800 | 641,000 | 619,100 | 500,000 | 612,400 | | 612,400 | | - |
| Vacation Payout | 25,800 | 48,300 | 30,000 | 54,000 | - | | - | | - |
| Other Allowances | - | - | 200 | - | 17,000 | | 17,000 | | - |
| Benefits | 11,623,600 | 11,804,700 | 12,122,900 | 6,849,500 | 12,001,600 | | 13,373,900 | | 1,372,300 |
| | 74,772,200 | 75,106,000 | 76,728,900 | 43,870,700 | 77,924,700 | 90.03% | 86,755,300 | 90.50% | 8,830,600 |
| Vacancy | - | - | - | - | (700,000) | -0.81% | (600,000) | -0.63% | 100,000 |
| Honorariums | 3,600 | - | 2,700 | 2,500 | - | | - | | - |
| Retirement incentive | 561,400 | 582,100 | 639,200 | 388,900 | 649,900 | 0.75% | 762,000 | 0.79% | 112,100 |
| Severance | - | - | 103,200 | - | - | | - | | - |
| Workers Compensation | 192,200 | 211,500 | 251,000 | 158,100 | 269,200 | 0.31% | 291,000 | 0.30% | 21,800 |
| Overtime Meals | - | - | 100 | - | - | | - | | - |
| Clothing Allowance | 416,900 | 434,100 | 431,100 | 278,100 | 418,100 | 0.48% | 418,100 | 0.44% | - |
| Stipends | 1,500 | 1,500 | 3,000 | - | - | | - | | - |
| WCB Recov Earnings | - | - | (2,300) | - | - | | - | | - |
| On the Job Injuries | - | - | 215,600 | 160,200 | 244,400 | | 244,400 | 0.25% | - |
| Comp & Ben Interdept | 424,100 | 505,200 | 358,400 | 249,900 | 449,400 | 0.52% | 449,400 | 0.47% | - |
| HR CATS Wages | 25,000 | 4,500 | 11,900 | 6,700 | - | | - | | - |
| HR CATS OT | 6,800 | 100 | 6,600 | 5,900 | - | | - | | - |
| Telephone | 166,800 | 158,000 | 162,200 | 88,500 | 173,600 | 0.20% | 173,600 | 0.18% | - |
| Courier | 32,700 | 27,200 | 26,000 | 14,400 | 29,100 | 0.03% | 29,100 | 0.03% | - |
| Office Furniture | 223,200 | 114,800 | 63,400 | 36,300 | 101,700 | 0.12% | 101,700 | 0.11% | - |
| Computer Software & Licenses | 66,900 | 93,900 | 61,800 | 45,800 | 118,000 | 0.14% | 118,000 | 0.12% | - |
| Printing | 5,200 | 1,700 | 300 | 1,100 | 3,600 | 0.004% | 3,600 | 0.004% | - |



Operating Budget Work Paper (2018/19 Proposed Budget including 3 Year Financial History)

| | Actual 2014/2015 | Actual 2015/2016 | Actual 2016/17 | Actual 2017/2018 To Date (P7) | Budget 2017/2018 | % of Total Expenses | Proposed 2018/19 | % of Total Expenses | Variance |
|---------------------------|------------------|------------------|----------------|-------------------------------|------------------|---------------------|------------------|---------------------|----------|
| Supplies | 138,500 | 119,800 | 142,700 | 72,800 | 134,200 | 0.16% | 134,200 | 0.14% | - |
| Other | - | - | - | - | - | | - | | - |
| Legal Fees | 141,400 | 93,900 | 132,300 | 53,800 | 60,400 | 0.07% | 60,400 | 0.06% | - |
| Consulting | 46,200 | 40,100 | 127,600 | 17,900 | 37,900 | 0.04% | 37,900 | 0.04% | - |
| Janitorial | 69,700 | 97,300 | 119,900 | 82,800 | 141,500 | 0.16% | 139,700 | 0.15% | (1,800) |
| Security | 75,500 | 54,800 | 42,100 | 21,100 | 115,000 | | 115,000 | | - |
| Refuse Collection | 20,500 | 15,400 | 13,400 | 5,300 | 15,000 | 0.02% | 15,000 | 0.02% | - |
| Outside Policing | 253,200 | 325,700 | 437,500 | 70,600 | 337,000 | 0.39% | 337,000 | 0.35% | - |
| Contract Services | 2,033,700 | 2,286,300 | 2,164,900 | 1,099,400 | 1,973,000 | 2.28% | 1,922,700 | 2.01% | (50,300) |
| Uniforms | 279,000 | 319,200 | 391,300 | 133,700 | 203,200 | 0.23% | 203,200 | 0.21% | - |
| Medical & First Aid | 1,500 | 1,000 | 1,000 | 200 | - | | - | | - |
| Patrol Equipment & Supply | 427,800 | 462,700 | 381,600 | 230,900 | 398,400 | 0.46% | 398,400 | 0.42% | - |
| Rec Supplies | - | 500 | 2,900 | 600 | - | | - | | - |
| Photo Supply | 17,300 | 17,200 | 22,500 | 18,900 | 20,000 | 0.02% | 20,000 | 0.02% | - |
| Bridge Tolls | - | - | 100 | - | - | | - | | - |
| Cleaning | 5,500 | 8,100 | 5,600 | 200 | 5,700 | 0.01% | 5,700 | 0.01% | - |
| Other Supplies | 3,700 | 1,000 | 1,000 | 700 | 4,900 | 0.01% | 4,900 | 0.01% | - |
| Hardware | 1,200 | - | 700 | - | - | | - | | - |
| Stone and Gravel | - | - | - | - | - | | - | | - |
| Paint | 1,000 | - | 1,000 | - | - | | - | | - |
| Other Materials | 400 | - | - | - | - | | - | | - |
| Electrical | 3,000 | 200 | 500 | - | - | | - | | - |
| Electricity | 6,900 | 5,900 | 5,900 | 3,100 | 6,400 | 0.01% | 6,400 | 0.01% | - |
| Building - Exterior | - | - | - | - | - | | - | | - |
| Building - Interior | 700 | 4,900 | - | - | - | | - | | - |
| Enviro Assess/Cleanup | - | - | 100 | - | - | | - | | - |
| Other Building Costs | 51,000 | 67,100 | 45,400 | 12,900 | 47,300 | 0.05% | 47,300 | 0.05% | - |
| Equipment Purchases | 124,900 | 204,600 | 178,600 | 23,500 | 385,900 | 0.45% | 385,900 | 0.40% | - |
| Small Tools | - | 100 | 300 | - | - | | - | | - |
| Computer Equipment | 6,800 | 5,200 | 2,900 | 3,000 | 10,000 | 0.01% | 10,000 | 0.01% | - |
| Equipment Rental | 2,200 | 3,400 | 3,400 | 600 | 1,800 | 0.002% | 1,800 | 0.002% | - |
| Equipment R&M | 100,800 | 92,300 | 90,100 | 17,300 | 135,200 | 0.16% | 135,200 | 0.14% | - |
| Computer R&M | 19,200 | 13,500 | 8,700 | - | 8,700 | 0.01% | 8,700 | 0.01% | - |
| Plumbing and Heating | - | 100 | 200 | - | - | | - | | - |
| Mechanical Equipment | 4,000 | 35,000 | 2,100 | 500 | 4,100 | 0.005% | 4,100 | 0.004% | - |
| Communications | 203,800 | 258,200 | 838,500 | 411,200 | 885,100 | 1.02% | 885,100 | 0.92% | - |
| Comm. Circuits | - | - | - | - | - | 0.00% | - | 0.00% | - |
| Airtime | 763,000 | 334,300 | 253,100 | 147,600 | 258,700 | 0.30% | 258,700 | 0.27% | - |
| Mobile Data | - | - | - | - | - | | - | | - |
| Site Rental | - | - | - | - | - | 0.00% | - | 0.00% | - |

Updated: December 14, 2017



Operating Budget Work Paper (2018/19 Proposed Budget including 3 Year Financial History)

Updated: December 14, 2017

| | Actual 2014/2015 | Actual 2015/2016 | Actual 2016/17 | Actual 2017/2018 To Date (P7) | Budget 2017/2018 | % of Total Expenses | Proposed 2018/19 | % of Total Expenses | Variance |
|-------------------------|----------------------|----------------------|----------------------|-------------------------------|----------------------|---------------------|----------------------|---------------------|---------------------|
| Vehicle R&M | - | 4,200 | 4,900 | 2,700 | - | | - | | - |
| Fuel - Diesel | 5,300 | 2,800 | 2,800 | 3,300 | 3,000 | 0.003% | 3,000 | 0.003% | - |
| Fuel - Gas | 900 | - | 100 | 200 | 1,000 | 0.001% | 1,000 | 0.001% | - |
| Vehicle Rentals | - | 400 | 1,200 | 1,800 | - | | - | | - |
| Fleet Rentals | 300 | - | - | - | - | | - | | - |
| Other Vehicle Exp | - | - | - | - | - | | - | | - |
| Membership | 28,100 | 30,800 | 35,000 | 31,700 | 27,200 | 0.03% | 27,200 | 0.03% | - |
| Conferences | 46,300 | 71,800 | 27,300 | 20,300 | 19,200 | 0.02% | 19,200 | 0.02% | - |
| Travel - Local | 27,900 | 30,000 | 28,100 | 11,100 | 25,900 | 0.03% | 25,900 | 0.03% | - |
| Travel - Out of Town | 347,700 | 350,700 | 347,700 | 182,700 | 329,700 | 0.38% | 329,700 | 0.34% | - |
| Training | 200,700 | 248,800 | 239,000 | 135,700 | 282,700 | 0.33% | 282,700 | 0.29% | - |
| Licenses | 30,600 | - | 56,200 | 45,300 | 84,800 | 0.10% | 84,800 | 0.09% | - |
| Commission Fees | 100 | 200 | - | - | - | 0.00% | - | 0.00% | - |
| Cost of Sales | - | - | - | 200 | - | 0.00% | - | 0.00% | - |
| Facilities Rental | 812,200 | 804,300 | 817,600 | 613,700 | 1,200,700 | 1.39% | 1,192,100 | 1.24% | (8,600) |
| Advertising | 29,700 | 21,300 | 24,700 | 15,900 | 20,500 | 0.02% | 20,500 | 0.02% | - |
| Recruiting | 1,400 | 1,100 | - | - | - | | - | | - |
| Research Data Acquis | - | - | - | - | 11,500 | 0.013% | 11,500 | 0.012% | - |
| Public Education | - | - | 100 | - | - | 0.000% | - | | - |
| Books | 10,900 | 12,700 | 12,300 | 7,700 | 10,400 | 0.01% | 10,400 | 0.01% | - |
| Meals | 19,500 | 22,000 | 16,800 | 11,000 | 27,300 | 0.03% | 27,300 | 0.03% | - |
| Special Projects | 29,800 | 23,400 | 29,400 | 10,400 | 23,300 | 0.03% | 333,300 | 0.35% | 310,000 |
| Committee Expenses | - | - | - | - | 500 | 0.001% | 500 | 0.001% | - |
| Committee Events | 200 | - | - | - | - | | - | | - |
| Corporate Training | 700 | - | - | - | - | | - | | - |
| Rewarding Excellence | 9,600 | 7,600 | 7,800 | 6,200 | 9,000 | 0.01% | 9,000 | 0.01% | - |
| Other Goods | 5,600 | 2,000 | - | 1,700 | - | | - | | - |
| Inter Tfr Other | (1,600) | 539,300 | 500 | 3,500 | (500) | -0.001% | (500) | -0.001% | - |
| Inter Tfr Insur Funds | - | (2,700) | (1,900) | (3,300) | - | | - | | - |
| Inter Tfr Record Check | (9,900) | (6,400) | (7,600) | (4,300) | (3,300) | -0.004% | (3,300) | -0.003% | - |
| Inter Tfr Extra Duty | (193,800) | (184,800) | (173,900) | (194,900) | (212,400) | -0.245% | (212,400) | -0.222% | - |
| Inter Tfr Facility Rent | 100 | - | - | - | - | | - | | - |
| PM Labour - Reg | 500 | 500 | 300 | 100 | - | | - | | - |
| Insurance POL | 63,300 | 67,000 | 52,100 | 27,800 | 54,100 | 0.06% | 54,100 | 0.06% | - |
| Grants | - | - | 5,000 | - | - | | - | | - |
| Transfers - Reserves | (274,600) | (545,300) | (15,600) | (136,200) | (233,400) | -0.27% | (233,400) | -0.24% | - |
| Transfers - Capital | 634,200 | 508,500 | - | - | - | | - | | - |
| | 83,526,600 | 84,118,600 | 85,990,900 | 48,530,000 | 86,552,300 | | 95,866,100 | | 9,313,800 |
| Net | \$ 75,676,100 | \$ 76,344,800 | \$ 76,914,100 | \$ 42,803,100 | \$ 77,603,800 | | \$ 87,142,800 | | \$ 9,539,000 |



**BOARD OF POLICE COMMISSIONERS
MINUTES
February 26, 2018**

PRESENT: Commissioner Steve Craig, Chair
Commissioner Carole McDougall, Vice-Chair
Commissioner Wayne Mason
Commissioner Carlos Beals

REGRETS: Commissioner Sylvia Parris
Commissioner Tony Mancini

STAFF: Jacques Dubé, Chief Administrative Officer
Chief Jean-Michel Blais, Halifax Regional Police
Chief Superintendent Lee Bergerman, Halifax District Detachment, RCMP
Deputy Chief Robin McNeil, Halifax Regional Police
Inspector Robert Doyle, Halifax District Detachment, RCMP
John Traves, Municipal Solicitor, HRM Legal Services
Katherine Salsman, Solicitor, HRM Legal Services
David Perusse, Legislative Assistant

The following does not represent a verbatim record of the proceedings of this meeting.

*The agenda, supporting documents, and information items circulated to the Board are available online:
www.halifax.ca*

The meeting was called to order at 12:34 p.m., and the Board adjourned at 2:10 p.m.

1. CALL TO ORDER

The Chair called the meeting to order at 12:34 p.m.

2. APPROVAL OF MINUTES – January 15, 2018 & January 29, 2018

MOVED by Commissioner Beals, seconded by Commissioner McDougall

THAT the minutes of January 15, 2018 and January 29, 2018 be approved as presented.

MOTION PUT AND PASSED.

3. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

MOVED by Commissioner Mason, seconded by Commissioner Beals

THAT the agenda be approved as presented.

MOTION PUT AND PASSED.

4. BUSINESS ARISING OUT OF THE MINUTES - NONE

5. CALL FOR DECLARATION OF CONFLICT OF INTERESTS

Commissioner Beals indicated that at the December 18, 2017 Board of Police Commissioners meeting, they did not formally declare a conflict of interest to Item 4, Presentation from Cease Fire, and expressed an interest, as they are an employee of Cease Fire. Further, they indicated that they had confirmed with the Municipal Clerk's Office that they did not speak to the matter, nor participate in the vote.

6. CONSIDERATION OF DEFERRED BUSINESS – NONE

7. CORRESPONDENCE, PETITIONS & DELEGATIONS

7.1 Correspondence – None

7.2 Petitions - None

7.3 Presentations - None

8. INFORMATION ITEMS BROUGHT FORWARD - NONE

9. REPORTS

9.1 STAFF

9.1.1 RCMP Presentation on Nova Scotia Human Trafficking Trends

The following was before the Board:

- *RCMP Presentation titled "Nova Scotia Human Trafficking Trends."*

Inspector Robert Doyle, RCMP, Halifax District Detachment, introduced Corporal David Lane, RCMP, who provided the Board with a presentation outlining human trafficking trends in Nova Scotia.

Responding to questions from the Board, Corporal David Lane and Inspector Robert Doyle provided the following responses:

- One of the biggest challenges enforcing the law as it relates to human trafficking is the difficulty of getting victims to testify. Increasingly, police are finding it necessary to try and build a criminal case without the assistance of the testimony of the victims.
- That the threat of human trafficking falls in line with the RCMP, Halifax District Detachment's request for additional regular members to assist in addressing this issue.

The Chair thanked Corporal David Lane for the presentation.

9.1.2 Halifax Regional Police 2018/19 Operating Budget Alternative Proposal

The following was before the Board:

- *HRP staff report titled "Revised 2018/19 Halifax Regional Police Budget and Business Plan" dated February 26, 2018.*

Commissioner Craig outlined the context of the staff report before the Board. On February 14, 2018, the Budget Committee requested that HRP staff and the Board of Police Commissioners provide the Budget Committee with a revised alternative Halifax Regional Police Budget and Business Plan with a reduction of \$550,000. The report before the Board outlined five (5) options for a revised alternative Halifax Regional Police Budget and Business Plan.

In response to a request from members of the Board for HRP staff to outline the items listed in the report, Chief Jean-Michel Blais, HRP, Deputy Chief Robin McNeil, HRP, and Craig Horton, HRP Financial Coordinator, provided an overview of proposed new positions, fee changes and potential savings, while highlighting HRP priorities:

- Generally, the priority that the HRP places on each item is reflected by the order that they are listed in Attachment 1.
- The inability to fill certain positions as outline in Attachment 1 means the HRP will not have the capacity to undertake operational functions specific to those positions.
- The Civilian Communications Radio Technicians (Item 2 on Attachment 1) are staff responsible for handling emergency calls for HRP, Halifax District Detachment, as well as Halifax Fire Services.
- The System Administrator positions (Item 3 on Attachment 1) are in direct response to an external study concerning HRP data and system integrity. These systems do not only serve the HRP, but also the RCMP, Halifax District Detachment.
- The Quartermaster Supply Assistant (Item 4 on Attachment 1) is only \$19,900 as it is a re-adjustment of contract fees.
- Without the Sworn Criminal Investigation Cyber Crime Specialist position (Item 5 on Attachment 1), the HRP would have to reassign existing staff to meet operational pressures.
- With regards to the additional Crime Analyst positions (Item 10 on Attachment 1), one would be seconded to the RCMP, Halifax District Detachment, with the other being a shared resource working in the Real-Time Crime Centre.
- With regards to the decrease in budget credit for attrition and turnover (Item 11 on Attachment 1), and two additional secondments for 6 months relating to international missions (Item 12 on Attachment 1), it was noted that neither are guaranteed, but each may have a direct impact on HRM Corporate Finance's final position.
- The secondment for international missions (Item 12 on Attachment 1) is a federally driven initiative. The HRP are expecting to have two officers participating, likely in the fall of 2018. Their salaries would be covered by the National RCMP during this time, which is where the savings noted in Attachment 1 arise from.

Commissioner Mason proposed a new option ("**Option 6**"), for the Board to discuss and consider. Option 6 would include the following budget adjustments:

- (2) Additional Positions - Civilian Communications Radio Technician (4 @ \$55,500 plus benefits in each of the next 2 fiscal years): **\$278,500**
- (3) New Positions - System Administrators (2 @ \$70,500 plus benefits): **\$174,700**
- (4) New Position – Quartermaster Supply Assistant II (1 @ \$39,858 plus benefits, minus the current cost of a Commissionaires of Nova Scotia Commissionaire (\$32,032), currently completing quartermaster functions): **\$19,900**
- (5) New Position - Sworn Criminal Investigation Cyber Crime Specialist (1 @ \$58,900 plus benefits): **\$73,100**
- (6) Additional Position - Diversity Unit Constable (1 @ \$58,900 plus benefits): **\$73,100**
- (7) New Position - Civilian Criminal Investigation Cyber Crime Specialist (1 @ \$83,500 plus benefits): **\$102,700**
- (10) Additional Positions - Crime Analysts to be seconded operationally to the RCMP (2 @ \$49,300 plus benefits): **\$123,700**
- (11) Decrease in budgeted credit for attrition and turnover: **(\$53,950)**
- (12) Two additional secondments for 6 months related to International missions: **(\$69,050)**
- **Total of 2018/19 Option Items: \$722,700**

Moved by Commissioner Mason, Seconded by Commissioner Beals

THAT the Board of Police Commissioners:

- 1. approve Option 6, as set out during the meeting of the Board of Police Commissioners on February 26, 2018, to provide a revised 2018/19 Halifax Regional Police operating budget and business plan to reduce the proposed HRP 2018/19 operating budget by \$550,000 for an alternative proposed net 2018/19 operating budget of \$ 86,540,000.**
- 2. forward the approved HRP proposed 2018/19 operating budget alternative to the Budget Committee.**

John Traves, Municipal Solicitor, recommended that wording be added to the motion clarifying that by approving the alternative budget proposal, Council would be agreeing to an increase in a specific number of Full Time Employee (“FTEs”) for the foreseeable future.

Commissioner Mason suggested that rather than adding wording to the motion, this information could be set out in the cover report transmitting the Board of Police Commissioner’s recommendation to the Budget Committee.

Jacques Dubé, Chief Administrative Officer, noted to members of the Board that by voting for the motion currently on the floor approving “Option 6,” Commissioners will be recommending a budget that does not include a reduction in fees for criminal record checks.

Chief Jean-Michel Blais noted to members of the Board that the positions outlined in Items 2 and 3 of Attachment 1 have already been approved in principle in the multi-year budget.

MOTION PUT AND PASSED.

9.2 MEMBERS OF BOARD OF POLICE COMMISSIONERS - NONE

9.3 COMMISSIONER UPDATES

9.3.1 Board of Police Commissioners Policy Manual Review Update – Commissioner McDougall

Commissioner McDougall provided the Board with an update on the Board of Police Commissioner’s Policy Manual Review. They noted that the Board of Police Commissioners Work Plan Working Group met to review and discuss the feedback received from HRP staff as well as HRM legal services. The Working Group has developed a memo responding to this feedback that they intend to bring forward for the next meeting of the Board of Police Commissioners.

9.4 HRP/RCMP CHIEF UPDATES

Chief Superintendent Lee Bergerman provided the Board with an update on the Pink Tape Anti-Bullying campaign. They noted that the initiative has been adopted by local hockey associations, and that Hockey Canada is now expressing interest in the initiative as well.

10. ADDED ITEMS - NONE

11. IN CAMERA (In Private)

The Board of Police Commissioners may rise and go into an In Camera (In Private) session, in accordance with Section 51 of the Nova Scotia Police Act.

The Board of Police Commissioners agreed that Item 11.1 would be dealt with in public session.

11.1 Approval of In Camera Minutes – January 15, 2018 & January 29, 2018

MOVED by Commissioner Mason, seconded by Commissioner Beals

THAT the Board of Police Commissioners approve the January 15, 2018 and January 29, 2018 In Camera (In Private) minutes as circulated.

MOTION PUT AND PASSED.

11.2 In Camera Information Items - Private and Confidential Correspondence

12. NOTICES OF MOTION

12.1 Commissioner Craig

TAKE NOTICE that, at the March 19, 2018 meeting of the Board of Police Commissioners I will move the following motion: It is moved that the Board of Police Commissioners request the HRM Chief of Police and the RCMP Chief Superintendent to prepare a comprehensive HRM police services complaint communications plan. The intent is to inform citizens, when they feel they have been treated improperly or have concerns about the actions of police officers, on their rights and procedures to make complaints about police officers. The plan should consider all the ways to launch a complaint, timelines for resolution and, if not satisfied with the complaint decision what options are available to have the decision reviewed by other organization(s).

13. DATE OF NEXT MEETING – March 19, 2018

14. ADJOURNMENT

The meeting adjourned at 2:10 p.m.

David Perusse
Legislative Assistant



P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Item No. 3.1
Budget Committee
March 28, 2018

TO: Chair and Members of Budget Committee
(Standing Committee of the Whole on Budget)

SUBMITTED BY: Original Signed

Steve Craig, Chair, Halifax Police Board of Commissioners

DATE: March 28, 2018

SUBJECT: Revised 2018/19 Halifax Regional Police Budget and Business Plan

ORIGIN

- Motion from the February 14, 2018 meeting of the Budget Committee directing that the Halifax Regional Police budget be deferred until the March 28, 2018 meeting of Budget Committee, and that the Board of Police Commissioners approve an alternative revised Halifax Regional Police Budget and Business plan with a reduction of \$550,000 to be forwarded back to the Budget Committee.
- Motion from the February 26, 2018 meeting of the Board of Police Commissioners approving an alternative revised Halifax Regional Police Budget and Business plan with a reduction of \$550,000 to be forwarded back to the Budget Committee.

LEGISLATIVE AUTHORITY

Halifax Charter, section 35 (1) The Chief Administrative Officer shall (b) ensure that an annual budget is prepared and submitted to the Council.

Nova Scotia *Police Act*, section 53(1): "The Board shall annually cause the chief to prepare a budget for the police department."

RECOMMENDATION

The Board of Police Commissioners recommends that the Budget Committee accept the budget approved during the February 26, 2018 meeting of the Board of Police Commissioners, as an alternative to the original recommended budget submission presented on February 14, 2018 at Budget Committee, representing a reduction of \$550,000 to the 2018/19 Halifax Regional Police total operating budget of \$86,435,000.

BACKGROUND

As part of the design of the 2018/19 Budget and Business Plan development process, the Budget Committee is reviewing each Business Unit's budget and proposed plans in advance of detailed HRM Budget and Business Plan preparation.

At the December 5, 2017 Committee of the Whole meeting, Regional Council considered and confirmed their Council Priority Outcomes and on December 13, 2017 provided fiscal direction for the 2018/19 multi-year budget, directing staff to: "develop the 2018/19 Multi-year Budget and Business Plans in support of the fiscal direction and approved priorities."

The Halifax Regional Police Proposed 2018/19 Budget and Business Plan was presented to the Budget Committee on February 14, 2018. By motion, the Budget Committee directed that the Halifax Regional Police budget be deferred until the March 28, 2018 meeting of Budget Committee and that the Board of Police Commissioners approve an alternative revised Halifax Regional Police Budget and Business plan with a reduction of \$550,000 to be forwarded back to the Budget Committee for consideration along with the initial budget submission.

As per the Motion approved on February 14, 2018 to develop an alternative budget reflecting a reduction of \$550,000, Halifax Regional Police staff prepared a revised budget for consideration. The Revised 2018/19 Budget and Business Plan was presented to the Board of Police Commissioners on February 26, 2018. By motion, the Board of Police Commissioners approved an alternative 2018/19 Budget and Business Plan to be forwarded to the Budget Committee on March 28, 2018.

DISCUSSION

The alternative budget approved on February 26, 2018 includes the following adjustments:

- (4) Civilian Communications Radio Technician (approved in principle in 2017/18)
- (2) System Administrators (approved in principle in 2017/18)
- (1) Quartermaster Supply Assistant II
- (1) Sworn Criminal Investigation Cyber Crime Specialist
- (1) Diversity Unit Constable
- (1) Civilian Criminal Investigation Cyber Crime Specialist
- (2) Crime Analysts to be seconded operationally to the RCMP

The alternative budget does *not* include the following adjustments which would have appeared in the original budget presented on February 14, 2018:

- (1) Digital forensics technician (approved in principle in 2017/18). This will impact the timely collection and analysis of evidence from electronic devices and online that supports investigation capacity.
 - (1) Diversity Sergeant: This will reduce capacity for the proposed future outreach and development of increasingly diverse communities by one-third (33%).
- No change to the fees associated to volunteer criminal record checks.

FINANCIAL IMPLICATIONS

The alternative 2018/19 Halifax Regional Police operating budget represents a reduction of \$550,000 from \$86,985,000 to \$86,435,000 as outlined in:

- **Attachment I:** HRP Operating Budget Overview (including the 2018/19 Alternative Budget Option)
- **Attachment II:** 2018/19 Option Items for discussion at the February 26th Board of Police Commissioner Meeting

RISK CONSIDERATION

None are specifically associated with this report.

COMMUNITY ENGAGEMENT

None are specifically associated with this report.

ENVIRONMENTAL IMPLICATIONS

None

ALTERNATIVES

The Budget Committee can approve the Halifax Regional Police initial budget submission presented to the Budget Committee on February 14, 2018.

The budget Committee can request the budget dollar amount be increased or decreased as proposed in the accompanying presentation through specific motion, and direct staff to proceed to prepare the Budget and Business Plan for inclusion in the proposed HRM Budget and Business Plan documents.

ATTACHMENTS

- Attachment I – *HRP Operating Budget Overview (including the 2018/19 Alternative Budget Option)*
- Attachment II – 2018/19 Option Items for discussion at the February 26th Board of Police Commissioner Meeting

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by: David Perusse, Legislative Assistant, Office of the Municipal Clerk, 902.490.6517, and
Carole Lee Reinhardt, Policy & Business Coordinator, Halifax Regional Police,
902.490.5251

Original Signed

Financial Approval by:

Jerry Blackwood, Acting Director of Finance and Asset Management/CFO, 902.490.6308

Original Signed

Report Approved by:

Jean-Michel Blais, Chief, Halifax Regional Police, 902.490.6500

Attachment 1 - February 26, 2018 - Revised Halifax Regional Police Operating Budget 18/19

| Expenditures | 16/17 Budget | 17/18 Budget | 17/18 Projected | 18/19 Approved in Principal | 18/19 Proposed Budget | 18/19 Alternative Budget |
|------------------------------|-------------------|-------------------|-------------------|-----------------------------|-----------------------|--------------------------|
| * Compensation and Benefits | 78,596,900 | 79,255,700 | 79,420,900 | 79,972,600 | 88,320,200 | 88,091,400 |
| * Office | 560,200 | 560,200 | 537,700 | 560,200 | 560,200 | 560,200 |
| * External Services | 2,930,700 | 2,679,800 | 2,632,900 | 2,679,900 | 2,627,700 | 2,627,700 |
| * Supplies | 632,200 | 632,200 | 869,400 | 632,200 | 632,200 | 632,200 |
| * Building Costs | 53,700 | 53,700 | 47,200 | 53,700 | 53,700 | 53,700 |
| * Equipment & Communications | 1,689,500 | 1,689,500 | 1,504,500 | 1,689,500 | 1,689,500 | 1,689,500 |
| * Vehicle Expense | 4,000 | 4,000 | 13,500 | 4,000 | 4,000 | 4,000 |
| * Other Goods & Services | 1,810,300 | 2,072,700 | 2,174,100 | 2,374,100 | 2,321,300 | 2,321,300 |
| * Interdepartmental | -216,200 | -216,200 | -229,200 | -216,200 | -216,200 | -216,200 |
| * Other Fiscal | -319,900 | -179,300 | -285,800 | -179,300 | -179,300 | -179,300 |
| ** Total | 85,741,400 | 86,552,300 | 86,685,200 | 87,570,700 | 95,813,300 | 95,584,500 |
| Revenues | | | | | | |
| *Transfers from other Gov't | -3,800,000 | -3,800,000 | -3,800,000 | -3,800,000 | -3,800,000 | -3,800,000 |
| * Fee Revenues | -730,000 | -730,000 | -758,000 | -730,000 | -459,800 | -712,000 |
| * Other Revenue | -4,246,700 | -4,418,500 | -5,061,600 | -4,456,500 | -4,568,500 | -4,637,500 |
| ** Total | -8,776,700 | -8,948,500 | -9,619,600 | -8,986,500 | -8,828,300 | -9,149,500 |
| Net Budget | 76,964,700 | 77,603,800 | 77,065,600 | 78,584,200 | 86,985,000 | 86,435,000 |

| Attachment II: 2018/19 Option Items for discussion at the February 26th Board of Police Commissioner Meeting | | |
|---|-----------------------------------|--|
| | Initial Recommended Budget Option | Alternative Option (February 26, 2018) |
| (1a) Decrease in Record Check Fee revenue as a result of eliminating the \$30 fee for Volunteer checks. (Implementation timeline TBD.) | \$ 252,200 | \$ - |
| (2) Additional Positions - Civilian Communications Radio Technician (4 @ \$55,500 plus benefits in each of the next 2 fiscal years). | \$ 278,500 | \$ 278,500 |
| (3) New Positions - System Administrators (2 @ \$70,500 plus benefits). | \$ 174,700 | \$ 174,700 |
| (4) New Position - Quartermaster Supply Assistant II (1 @ \$39,858 plus benefits, minus the current cost of a Commissionaires of Nova Scotia commissionaire (\$32,032), currently completing quartermaster | \$ 19,900 | \$ 19,900 |
| (5) New Position - Sworn Criminal Investigation Cyber Crime Specialist (1 @ \$58,900 plus benefits). | \$ 73,100 | \$ 73,100 |
| (6) Additional Position - Diversity Unit Constable (1 @ \$58,900 plus benefits). | \$ 73,100 | \$ 73,100 |
| (7) New Position - Civilian Criminal Investigation Cyber Crime Specialist (1 @ \$83,500 plus benefits). | \$ 102,700 | \$ 102,700 |
| (8) New Position - Digital Forensics Unit (Cyber) Technician (1 @ \$79,300 plus benefits). | \$ 97,500 | \$ - |
| (9) New Position - Diversity Unit Sergeant (1 @ \$102,100 plus benefits). Impact on budget lower by promoting a 1st class Constable to an entry level Sergeant, and hiring a new entry level Constable. | \$ 77,300 | \$ - |
| (10) Additional Positions - Crime Analysts to be seconded operationally to the RCMP (2 @ \$49,300 plus benefits). | \$ 123,700 | \$ 123,700 |
| (11) Decrease in budgeted credit for attrition and turnover. | \$ - | \$ (53,950) |
| (12) One additional secondments for 6 months related to International missions (TBD) | \$ - | \$ (69,050) |
| Total of 2018/19 Option Items | \$ 1,272,700 | \$ 722,700 |
| February 14th motion by COW "...that the Board of Police Commissioners be requested to prepare a revised Halifax Regional Police Budget and Business plan as an alternative on the basis of a reduction of \$550,000." | \$ (550,000) | |
| Target | \$ 722,700 | |