



DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

January 1, 2019

NEW HIRES SEPTEMBER 1 – DECEMBER 31, 2018

- HR successfully recruited 11 civilians in the third trimester of 2018. The civilian positions were Emergency Response Communicators, Crime Analysts, Records Management Clerk, Disability Case Management Coordinator, Crossing Guard Supervisor, Communications Advisor and HR Co-op student.
- The demographics of our new hires are: 11 females and 3 Racially Visible Persons.

RETIREMENT/ RESIGNATIONS SEPTEMBER 1 – DECEMBER 31, 2018

- The following ranks have retired, resigned or passed away during the reporting trimester.
 - 2 Civilian (YTD: 6)
 - 2 Constable (YTD: 5)
 - 1 Sergeant (YTD: 1)
 - 0 Staff Sergeant (YTD: 1)
 - 0 Inspector (YTD: 1)
- The demographics of our retirements and resignations during this reporting trimester is: 8 female civilian and 1 racially visible sworn.

STAFFING

Sworn Members	FTEs by Rank	Current Vacancies	Current Staffed FTEs
Chief	1	0	1
Deputy Chief	1	0	1
Superintendent	4	0	4
Inspector	8	0	8
Staff Sergeant	13	0	13
Sergeant	67	0	67
Constable	439	6	433
Grand Total	533	6	527
Civilians	FTEs by Bargaining Unit	Current Vacancies	Current Staffed FTEs
Halifax Regional Police Association (HRPA)	140.4	4	136.4
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	41.6	6	35.6
Non-Union (NUMEA)	26.7	3	23.7
School Crossing Guards (CUPE 4814)	64.7	0	64.7
Grand Total	273.4	13	260.4

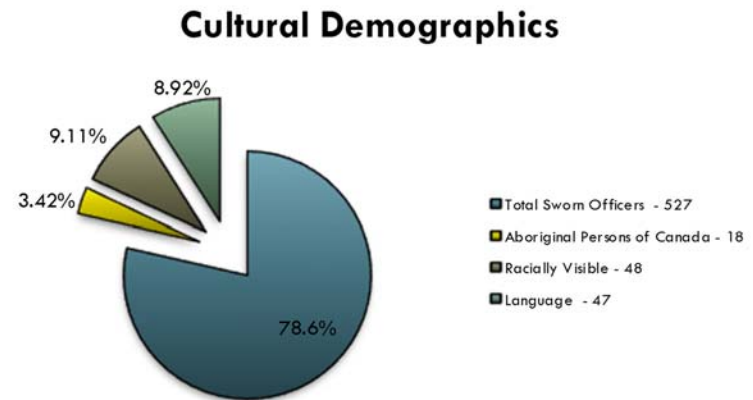
DEMOGRAPHICS (Sworn and Civilian)

(Totals are by Head Count)	Women		Men	
Chief	0	0.00%	1	100%
Deputy Chief	0	0.0%	1	100%
Superintendent	2	50.0%	2	50.0%
Inspector	1	12.5%	7	87.5%
Staff Sergeant	2	15.4%	11	84.6%
Sergeant	12	17.9%	55	82.1%
Constable	89	20.6%	344	79.4%
Total Sworn Officers	106	20%	421	80%
Civilian	210	60.9%	135	39.1%
Grand Total	316	36.2%	556	63.8%



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	1	0
Staff Sergeant	1	0	0
Sergeant	3	8	3
Constable	14	38	47
Civilians	7	23	14
Total	25	71	65

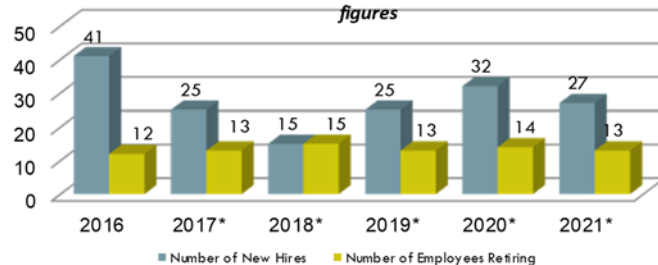


* Members are more than 100% because some individuals have more than one cultural characteristic.

FUTURE POTENTIAL MOVEMENT OF PERSONNEL

Retirement Projections for Sworn Officers

* Projections based on average of 2016-2018 figures



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 each year with the exception of the current year which reflects retirements to date.

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
2018	0	0	0	0	0	1	0	0	1	0	5	1	6	2
2019	0	0	0	1	1	0	1	0	4	0	7	1	13	2
2020	1	0	1	1	1	1	4	0	9	2	13	0	29	4
2021	0	0	0	0	1	0	1	0	1	1	4	1	7	2