



# DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

Information Item No. 3

May 1, 2017

## NEW HIRES JANUARY 1 – APRIL 30, 2017

- HR successfully recruited 20 civilian employees and 1 sworn police officer in the first trimester of 2017. The civilian positions were Crossing Guards, Civilian Communications Radio Technicians, Crime Analyst, Victim Services Case Worker, Victim Service Business Support, Digital Forensic Examiner, Support II – Courts, Statistics Clerk, Crossing Guard Supervisors, HR Co-op students and Traffic Support.
- The demographics of our new hires are: 15 females and 4 Racially Visible Persons.

## RETIREMENT/ RESIGNATIONS JANUARY 1 – APRIL 30, 2017

- The following ranks have retired, resigned or passed away during the reporting trimester.
  - 7 Civilians (YTD: 7)
  - 3 Constables (YTD: 3)
  - 0 Sergeant (YTD: 0)
- The demographics of our retirements and resignations during this reporting trimester are: 6 females and 1 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	4	436
<b>Grand Total</b>	<b>531</b>	<b>4</b>	<b>527</b>
Civilians	FTEs by Bargaining Unit	Current Vacancies	Current FTEs
Halifax Regional Police Association (HRPA)	130.5	8	122.5
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	37.5	2	35.5
Non-Union (NUMEA)	28	2	26
School Crossing Guards (CUPE 4814)	154	5	149
<b>Grand Total</b>	<b>350</b>	<b>17</b>	<b>333</b>

## DEMOGRAPHICS (Sworn and Civilian)

	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	350	80.3%
<b>Total Sworn Officers</b>	<b>101</b>	<b>426</b>	<b>81%</b>
Civilian	219	114	34%
<b>Grand Total</b>	<b>320</b>	<b>540</b>	<b>63%</b>

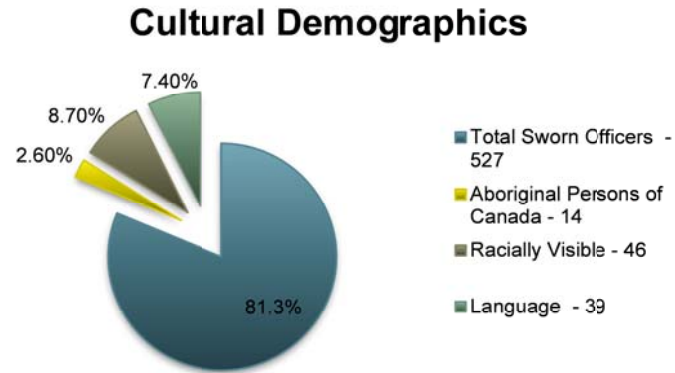


# DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

May 1, 2017

**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.

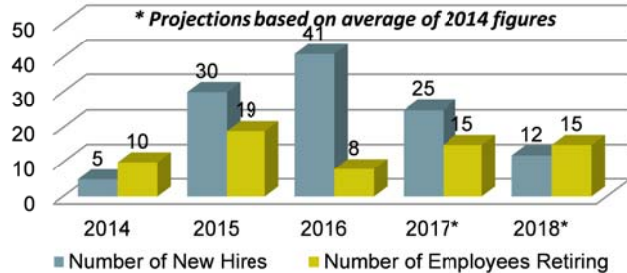
Cultural Demographics	Aboriginal Persons of Canada	Racially Visible	Language
Chief	0	0	1
Deputy Chief	0	0	0
Superintendent	0	1	0
Inspector	0	0	0
Staff Sergeant	0	0	0
Sergeant	0	7	3
Constable	14	38	35
Civilians	2	14	4
<b>Total</b>	<b>16</b>	<b>60</b>	<b>43</b>



\* 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	0	0	1	1	2	1	8	3	12	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