



# DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

## September 1, 2014

### NEW HIRES MAY 1 – AUGUST 31, 2014

- HR successfully recruited 13 new Civilian employees and 3 new Police Officers in the second trimester of 2014. Positions include 3 Confidential Criminal Information Processing Clerks, 2 Functional Analysts, 1 Part-time Booking Technician, 1 Accounting Clerk, 1 Training and Curriculum Consultant, 1 Oversight and Risk Management Intern and 1 Records Management Clerk.
- The demographics of our new hires are: 7 females and 6 males.

### RETIREMENT/ RESIGNATIONS MAY 1 - AUGUST 31, 2014

- The following ranks have retired or resigned during the reporting trimester.
  - 1 Civilian; (YTD: 4)
  - 2 Constables (YTD: 2)
- The demographics of our retirements and resignations during this reporting trimester are: 1 female; 1 Racially Visible.

### STAFFING

Sworn Members	FTE's by Rank	Current Vacancies	Current FTE's
Chief	1	0	1
Deputy Chief	2	1	1
Superintendent	7	0	7
Staff Sergeant	12	0	12
Sergeant	65	0	65
Constable	426	5	421
<b>Grand Total</b>	<b>513</b>	<b>6</b>	<b>507</b>
Civilians	FTE's by Bargaining Unit	Current Vacancies	Current FTE's
Halifax Regional Police Association (HRPA)	128	0	128
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	36.5	3	33.5
Non-Union (NUMEA)	30.5	6	24.5
School Crossing Guards (CUPE 4814)	165	165	0
<b>Grand Total</b>	<b>360</b>	<b>174</b>	<b>186</b>

### DEMOGRAPHICS (Sworn and Civilian)

Gender	Women	Men
Chief	0	0.00%
Deputy Chief	0	0.00%
Superintendent	2	0.39%
Staff Sergeant	2	0.39%
Sergeant	9	1.78%
Constable	82	16.18%
<b>Total Sworn Officers</b>	<b>95</b>	<b>18.74%</b>
Civilian	133	71.51%
<b>Grand Total</b>	<b>228</b>	<b>32.9%</b>

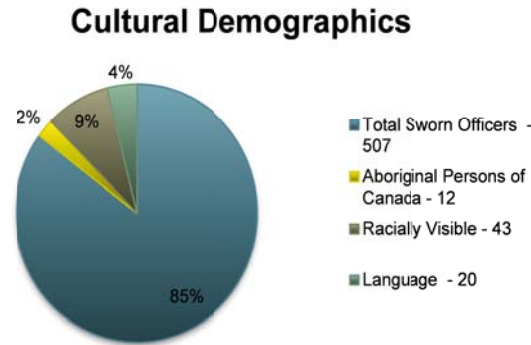


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**CULTURAL DEMOGRAPHICS** \*Note: Figures represented in this section are an estimate and not verified as accurate due to absence of mandatory employee self-identification results. Note that some staff are bilingual and multi-lingual with dialects in French, Spanish, Mandarin, Punjabi, Hindi, Serbo-Croatian, Italian, German and Arabic.

Cultural Demographics	Aboriginal Persons of Canada	Racially Visible
Chief	0	0
Deputy Chief	0	0
Superintendent	0	1
Staff Sergeant	0	0
Sergeant	0	4
Constable	12	34
Civilians	1	11
<b>Total</b>	<b>13</b>	<b>54</b>



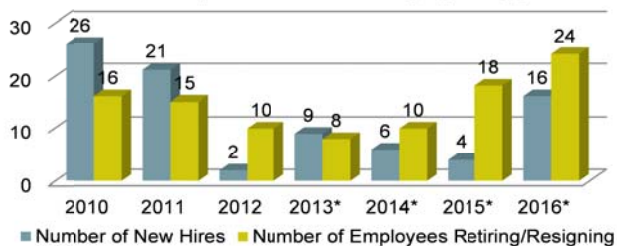
## FUTURE CONSIDERATIONS

### Future Retirement Projections

Year	Deputy Chief		Superintendent		Staff Sergeant		Sergeant		Constable		Totals	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2014	1	0	0	0	0	0	4	1	5	0	9	1
2015	0	0	1	0	0	0	7	1	8	1	16	2
2016	1	0	0	0	1	1	5	0	15	1	22	2

### Retention Statistics for Sworn Officers

\* Projections based on average of 2012 figures



The above chart reflects officers that are eligible to retire in a given year combined with 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.