



Budgetary Overview

As of August 1, 2015, compensation should be at approximately 33.59 percent of the annual plan, revenue and all other expenses should be at approximately 35.5 per cent.

- Revenue – 36.45 per cent.
- Compensation overall (including overtime) – 32.02 per cent. Overtime – 44.6 per cent.
- All other expenses – 34.17 per cent.
- Net budget overall – 32.54 per cent.

Upcoming Events

Operation Back to School

HRP officers will be out and about in full force to ensure a safe start to the school year for students.

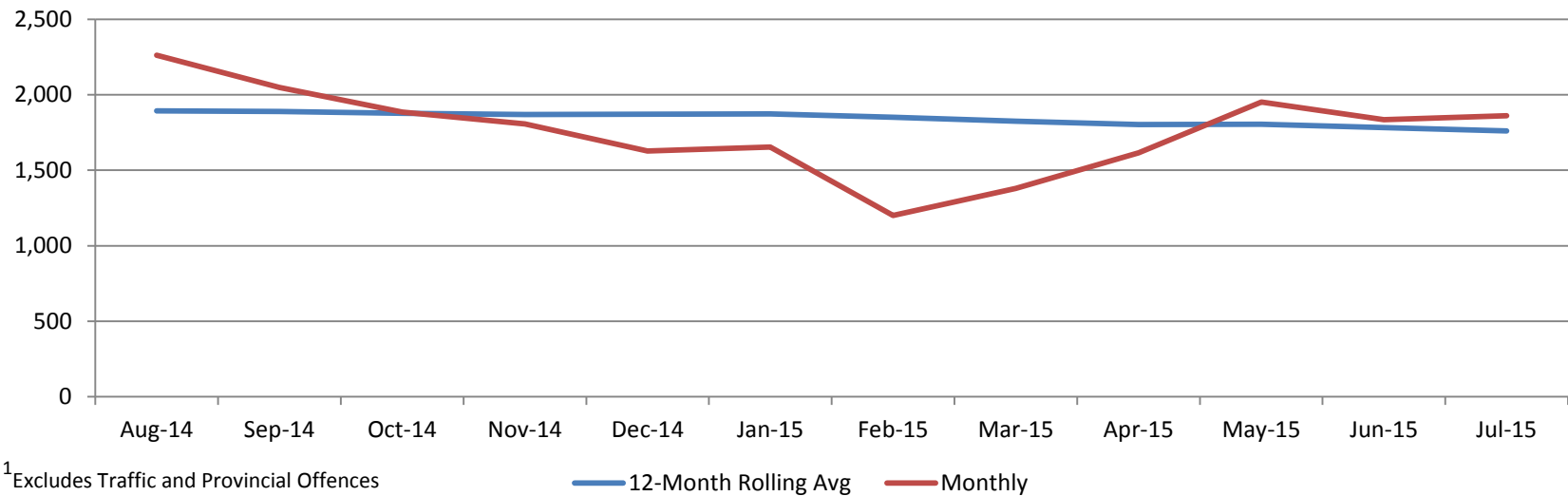
Our School Response Officers will be heading back to the classroom. These officers work closely with parents, teachers and students to provide assistance and guidance on issues impacting students and the school environment. SROs are familiar figures in our schools who help students with a variety of concerns as well as teaching safety programs on topics pertaining to youth and answering our Bullying Hotline. Most importantly, SROs foster positive relationships between police and our youth.

During the month of September, members of the HRP/RCMP Integrated Traffic Unit will focus their efforts on educating drivers on safety in school zones.

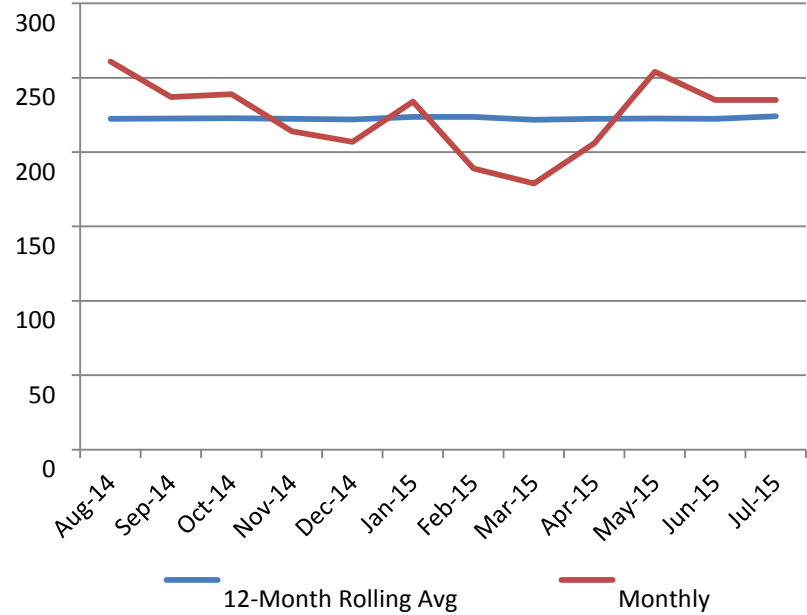
HRP will reintroduce its 'Operation Fall-Back' campaign in an effort to reduce noise complaints, property damage and public intoxication in the residential areas surrounding our universities. The campaign, which features increased high-visibility patrols and directed enforcement in known complaint area, runs throughout September.

Crime Trends – HRM Wide

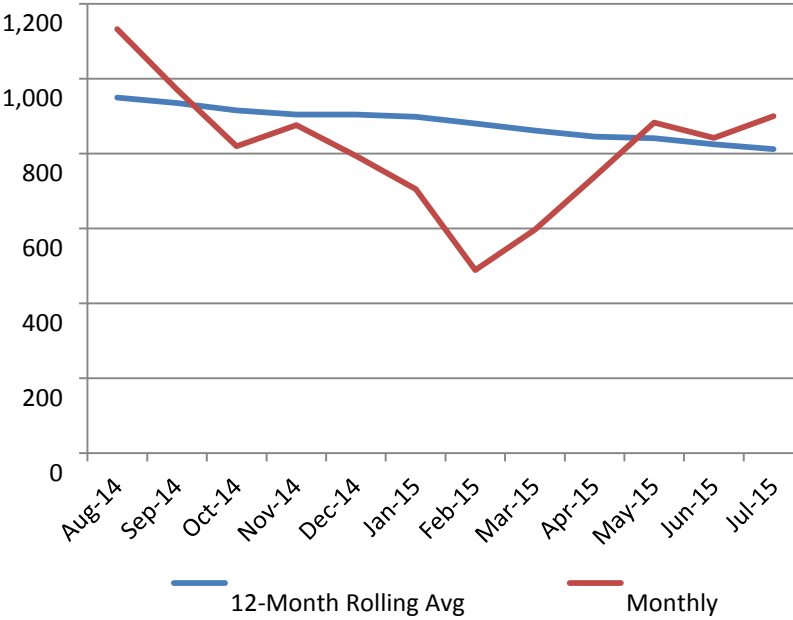
Total Crime - General Occurrences (HRM)<sup>1</sup>



Crime Against Persons - General Occurrences (HRM)



Crime Against Property - General Occurrences (HRM)



\* Above charts represent primary offences.



# HRM Board of Police Commissioners Monthly Dashboard: July 31, 2015

## Comstat Incidents - HRP

## Comstat Overview

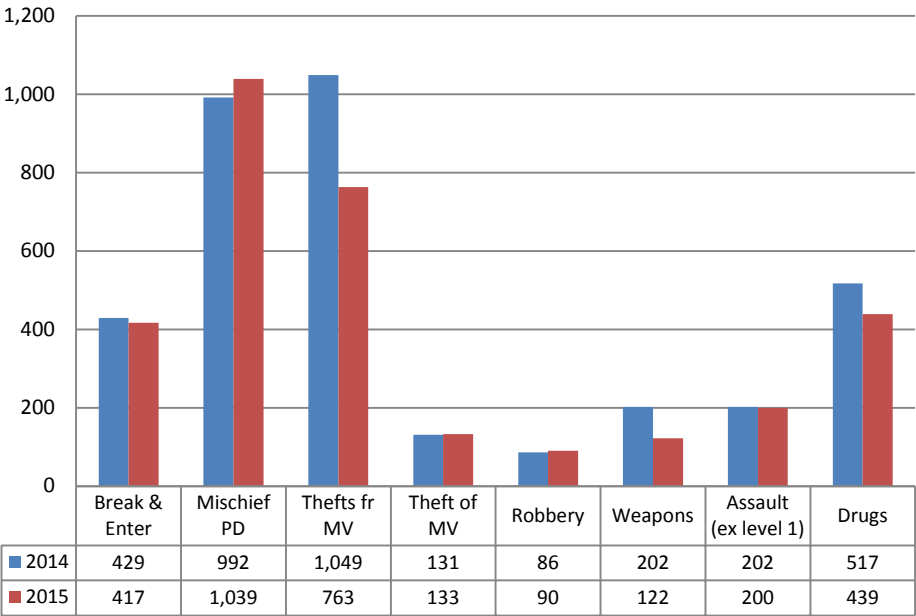
Comstat incidents comprise break and enters, mischief property damage, thefts from vehicles, thefts of vehicles, robbery, weapon-related offences, assault causing bodily harm, assault with a weapon, aggravated assault and drug-related offences.

**Central Division**  
Central Division experienced a combined increase of one incident in total property and total person offences this period. Property offences decreased this period with a decrease of 15 incidents in mischief offences and a decrease of two incidents in break and enter offences. Person offences experienced an increase of seven incidents due mainly to an increase of six incidents in assaults excluding level 1 offences. The focus for this Comstat period will continue to be property-related offences, specifically theft from motor vehicle, break and enter and mischief-related offences.

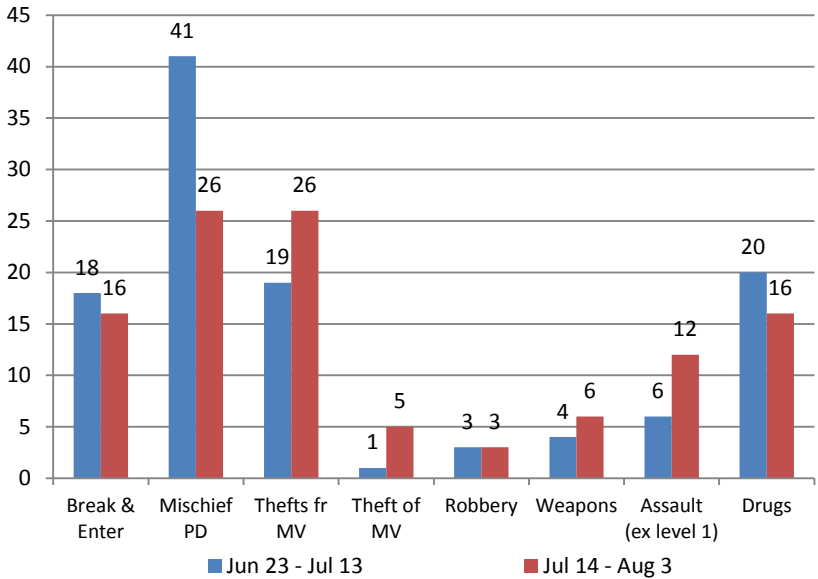
**East Division**  
East Division saw a combined decrease of 27 incidents in total property and total person offences this period. Of note was a decrease of 19 incidents in theft from motor vehicle offences. Break and enter and theft of motor vehicle offences also decreased while mischief offences increased slightly by four incidents. Person offences remained fairly consistent with the overall total increasing by one incident - robbery offences increased to five from four incidents this period. The focus for this Comstat period will be theft from motor vehicle and break and enter offences.

**West Division**  
West Division saw a combined decrease of nine incidents in total property and total person offences this period. Property offences decreased by six incidents with minor decreases in break and enter, theft from motor vehicle and theft of motor vehicle offences. Persons offences decreased by three incidents overall, including a decrease of six incidents in assaults excluding level 1 offences. Of note, there were two robberies this period with charges laid in one of the incidents. The focus for this Comstat period will be theft from motor vehicle offences.

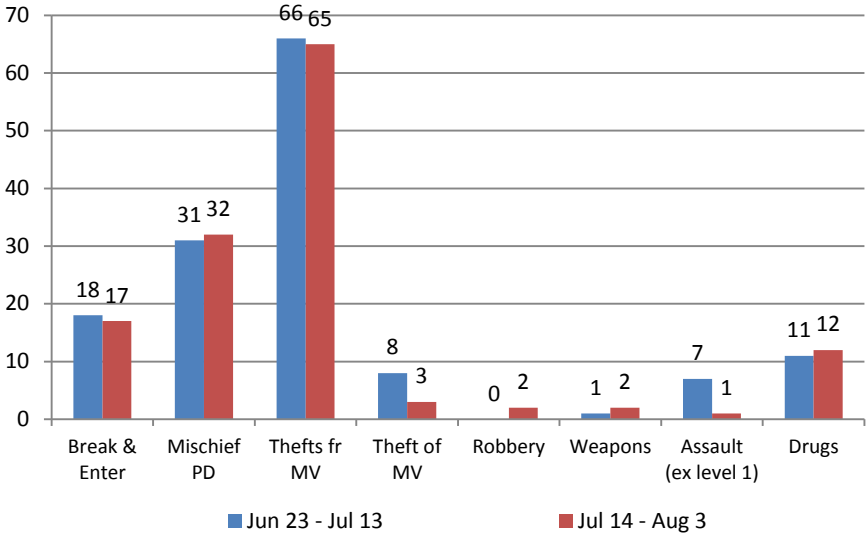
HRP Comstat - General Occurrences (January 1 to July 31)



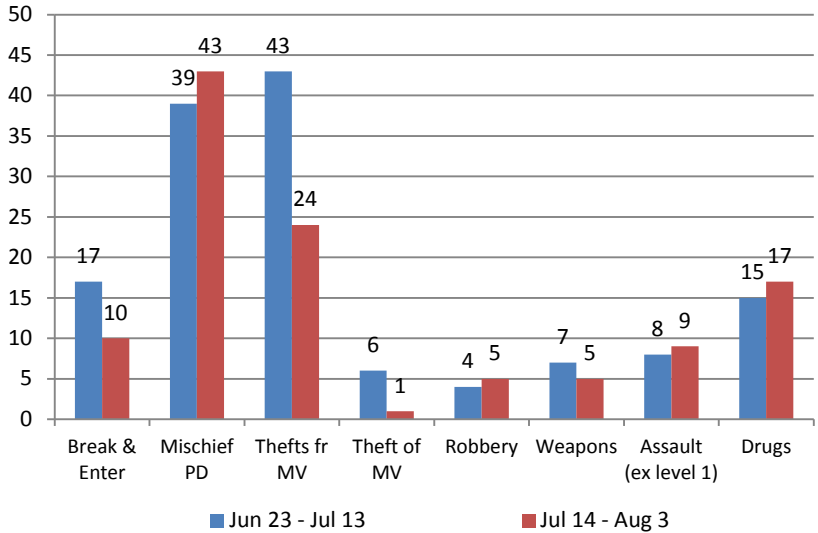
Central Division - Comstat General Occurrences



West Division - Comstat General Occurrences



East Division - Comstat General Occurrences



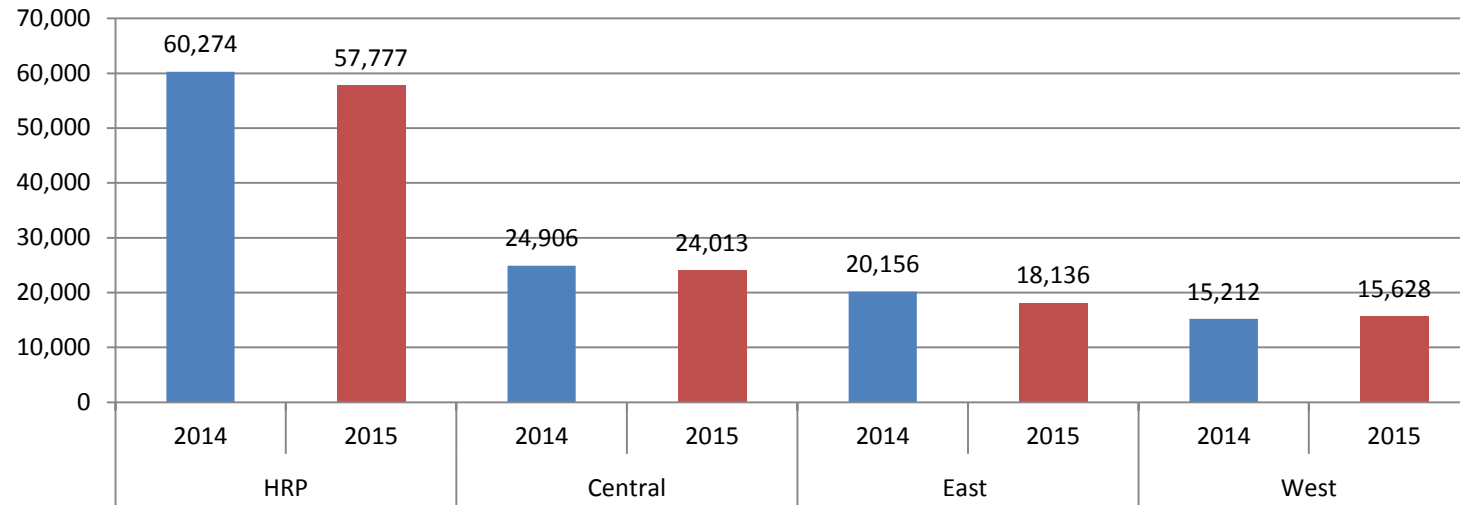
\* Above charts represent primary offences.



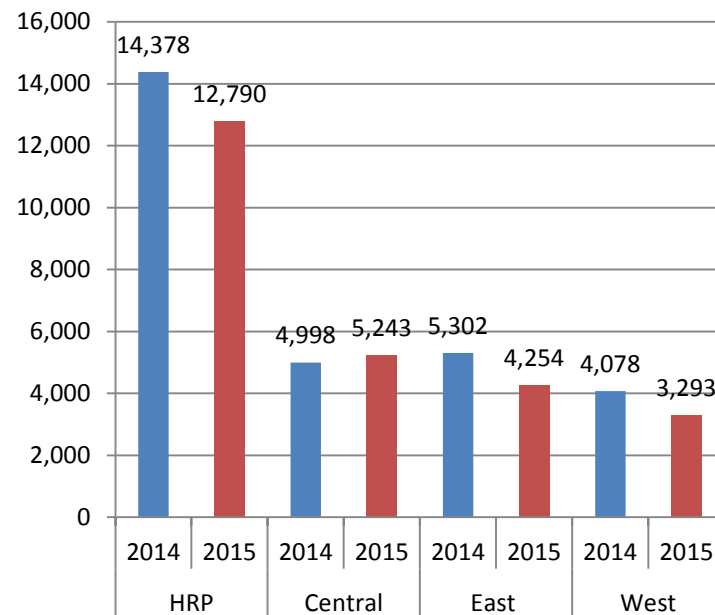
# HRM Board of Police Commissioners Monthly Dashboard: July 31, 2015

## Calls for Service - HRP

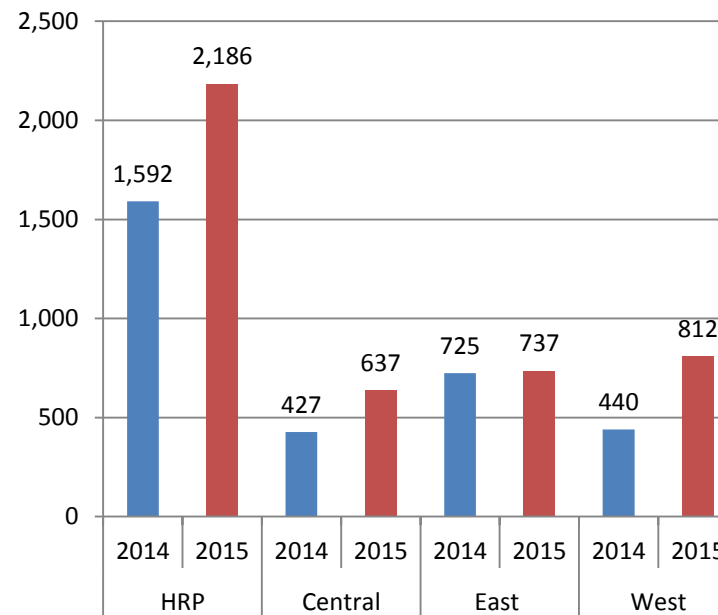
**HRP Calls for Service (January 1 to July 31)**  
(excluding Traffic Stops & Proactive Assignments)



**Traffic Stops (January 1 to July 31)**

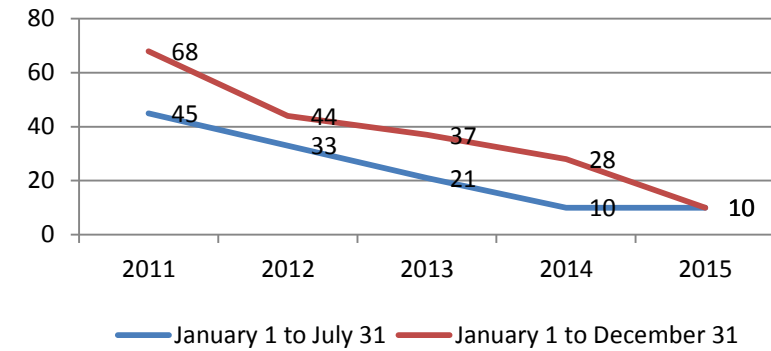


**Proactive Assignments (January 1 to July 31)**



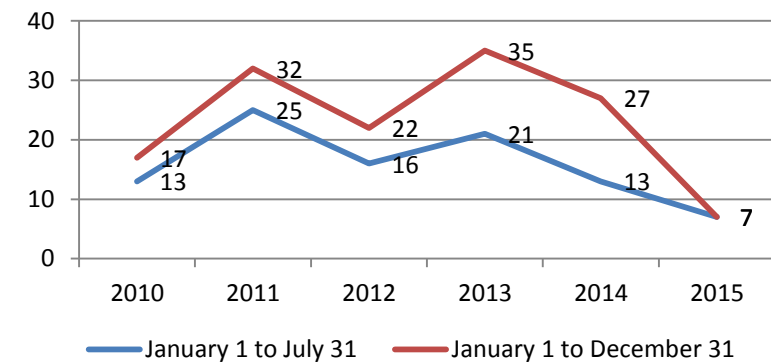
## Firearms & Homicides – HRM Wide

**Firearms Discharged**



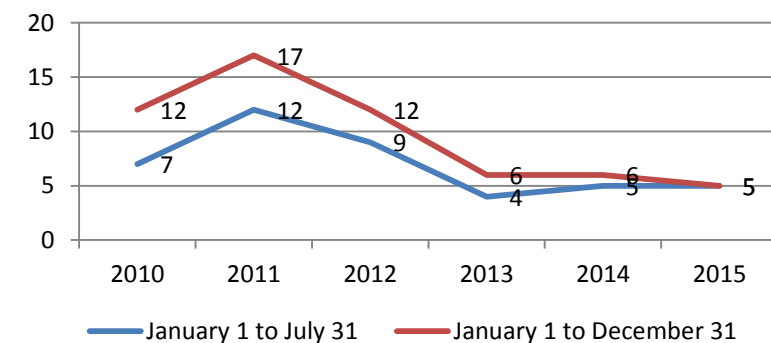
Includes criminally motivated shootings only.

**Attempted Homicides**



Error rate +/- 1 due to reclassification after data extraction.

**Homicides**



Homicide figures refer to # victims, not events.

2013 stats do not include 2 motor vehicle-related deaths.



# DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

September 1, 2015

## NEW HIRES MAY 1 – AUGUST 31, 2015

- HR successfully recruited 4 Civilian employees and 5 police officers in the second trimester of 2015. The civilian positions were Crime Analyst, Civilian Criminal Information Processing Clerk, Policy Intern and Payroll Costing Coordinator.
- The demographics of our new hires are: 2 females and 2 racially visible persons.

## RETIREMENT/ RESIGNATIONS MAY 1 – AUGUST 31, 2015

- The following ranks have retired or resigned during the reporting trimester.
  - 1 *Civilians* (YTD: 8)
  - 2 *Constables* (YTD: 12)
  - 1 *Sergeant* (YTD: 1)
- The demographics of our retirements and resignations during this reporting trimester are: 3 females.

## STAFFING

Sworn Members	FTE's by Rank		Current Vacancies	Current FTE's
Chief	1		0	1
Deputy Chief	1		0	1
Superintendent	7		0	7
Inspector	4		0	4
Staff Sergeant	13		0	13
Sergeant	65		1	64
Constable	426		7	419
<b>Grand Total</b>	<b>517</b>		<b>8</b>	<b>509</b>
Civilians	FTE's by Bargaining Unit		Current Vacancies	Current FTE's
Halifax Regional Police Association (HRPA)	115.5		1.5	114
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	36.5		1	35.5
Non-Union (NUMEA)	28.5		2	26.5
School Crossing Guards (CUPE 4814)	165		165	0
<b>Grand Total</b>	<b>345.5</b>		<b>169.5</b>	<b>176</b>

## DEMOGRAPHICS (Sworn and Civilian)

Gender	Women		Men	
Chief	0	0.00%	1	100%
Deputy Chief	0	0.0%	1	100%
Superintendent	2	29.0%	5	71%
Inspector	1	25.0%	3	75%
Staff Sergeant	2	17.0%	11	83%
Sergeant	8	14.0%	56	86%
Constable	82	19.0%	337	81%
<b>Total Sworn Officers</b>	<b>95</b>	<b>19%</b>	<b>414</b>	<b>81%</b>
Civilian	58	<b>33%</b>	118	<b>67%</b>
<b>Grand Total</b>	<b>153</b>	<b>35%</b>	<b>532</b>	<b>65%</b>



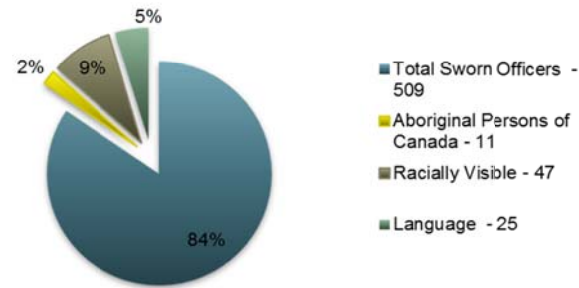
## DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

September 1, 2015

**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
Staff Sergeant	0	0	0
Sergeant	0	4	0
Constable	13	40	19
Civilians	2	11	10
<b>Total</b>	<b>13</b>	<b>54</b>	<b>30</b>

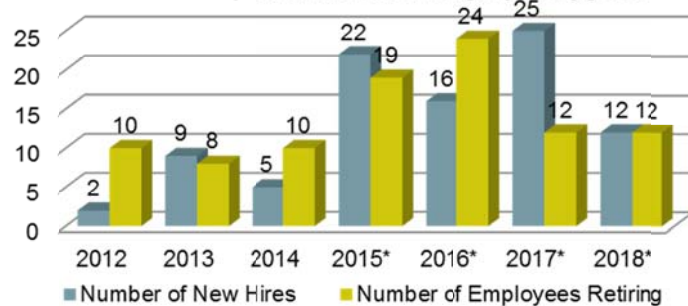
**Cultural Demographics**



## FUTURE CONSIDERATIONS

### Retention Statistics for Sworn Officers

\* Projections based on average of 2012 figures



The chart below 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.

### Future Retirement Projections

	Deputy Chief		Superintendent		Staff Sergeant		Sergeant		Constable		Totals	
Year	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2015	0	0	0	0	0	0	5	0	13	1	18	1
2016	0	0	0	0	1	1	5	0	15	1	21	2
2017	1	0	0	0	2	1	3	0	6	0	12	1
2018	1	0	0	0	1	0	4	1	3	2	9	3



# HRM Board of Police Commissioners Monthly Dashboard: September 14, 2015

## Budgetary Overview

As of September 8, 2015, compensation should be at approximately 39.31 per cent of the annual plan, while revenue and all other expenses should be at approximately 41.22 per cent.

- Revenue – 45.73 per cent.
- Compensation overall (including overtime) – 38.48 per cent. Overtime – 52.60 per cent.
- All other expenses – 44.79 per cent.
- Net Budget overall – 39.72 per cent.

## Upcoming Events

### Walk A Mile In Her Shoes

On September 15, 10 HRP members, including Chief Jean-Michel Blais and Team Captain Cst. Andrew Conrad, will put on a pair of heels and parade along Spring Garden Road as part of the annual Walk A Mile in Her Shoes campaign.

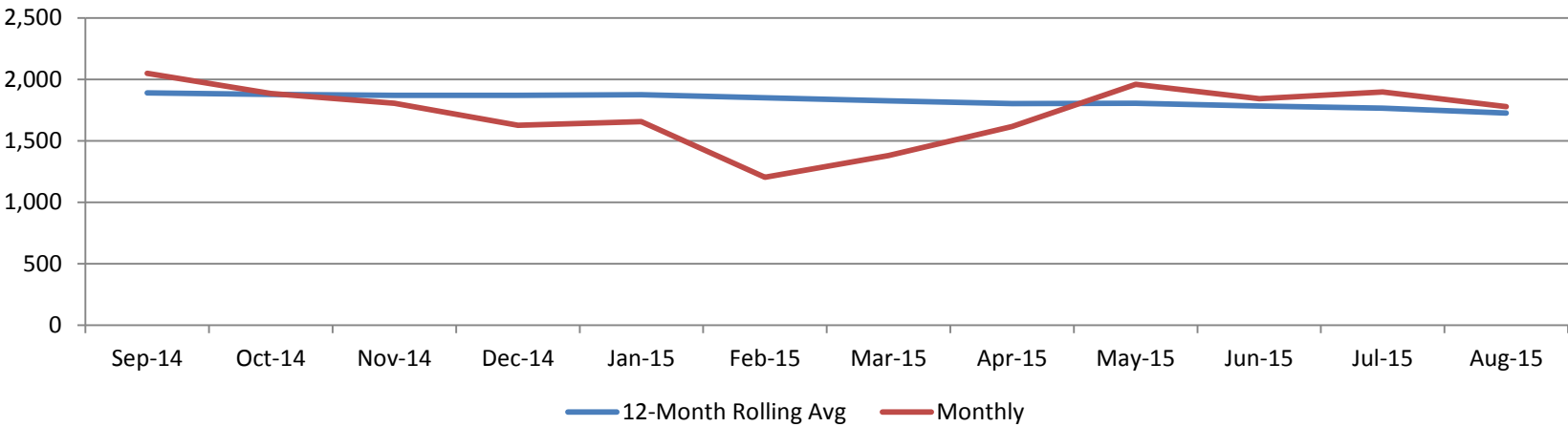
This awareness and fundraising campaign aims to end to violence against women and girls. Men participating in the event don women’s dress shoes and proudly march in public to show their solidarity with the women and girls who bravely and resolutely choose to walk toward a better tomorrow.

Part of a Canada-wide movement, the event is in its eighth year in Halifax. Last year, local walkers raised \$8,000. This year, the goal is \$15,000. The walk will raise money for the YWCA Halifax’s violence to resilience work, including Safety Net, a cyber violence protection program for young women.

Date: Tuesday Sept. 15, 2015  
Time: 12 - 1 p.m.  
Location: Halifax Central Library

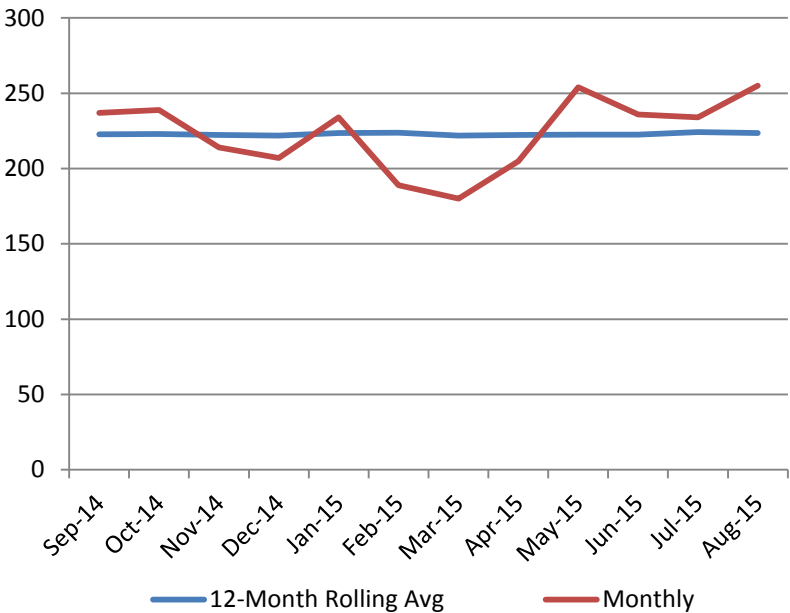
## Crime Trends – HRM Wide

Total Crime - General Occurrences (HRM)<sup>1</sup>

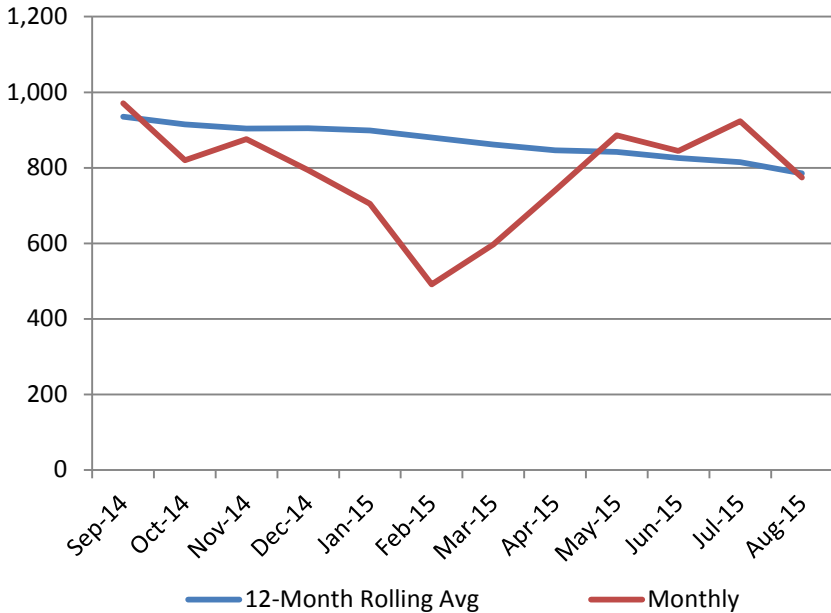


<sup>1</sup>Excludes Traffic and Provincial Offences

Crime Against Persons - General Occurrences (HRM)



Crime Against Property - General Occurrences (HRM)



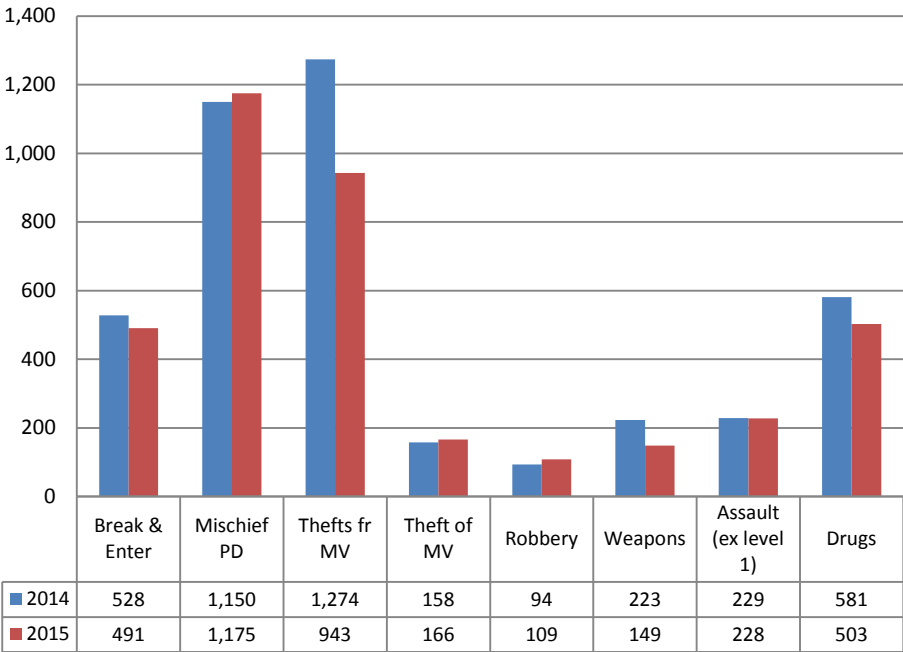
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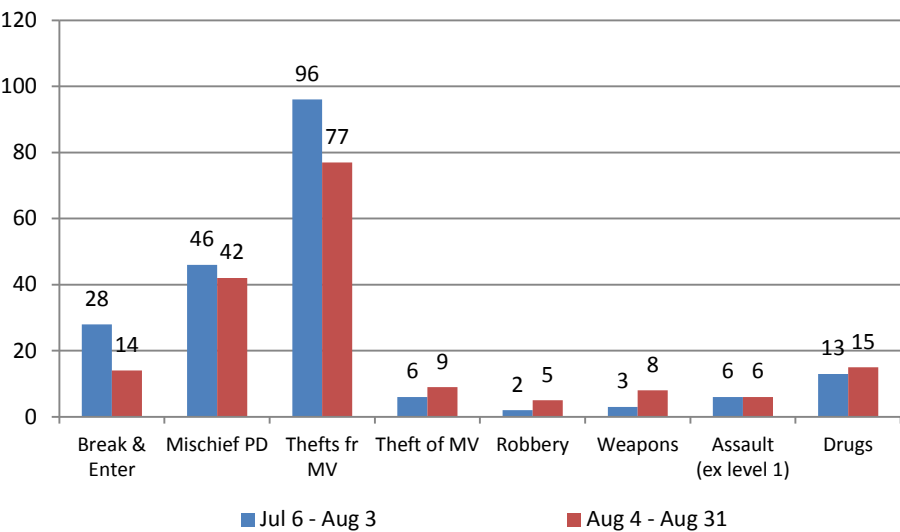
# HRM Board of Police Commissioners Monthly Dashboard: September 14, 2015

## Comstat Incidents - HRP

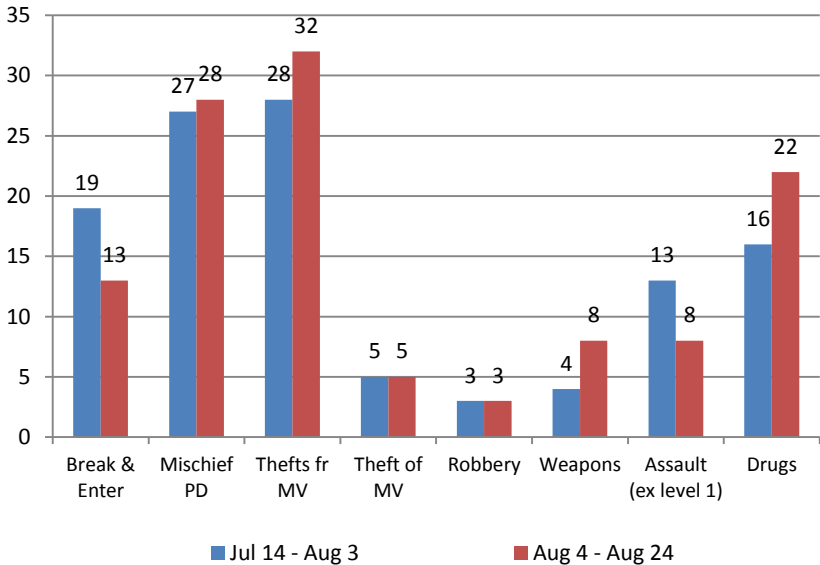
HRP Comstat - General Occurrences (January 1 to August 31)



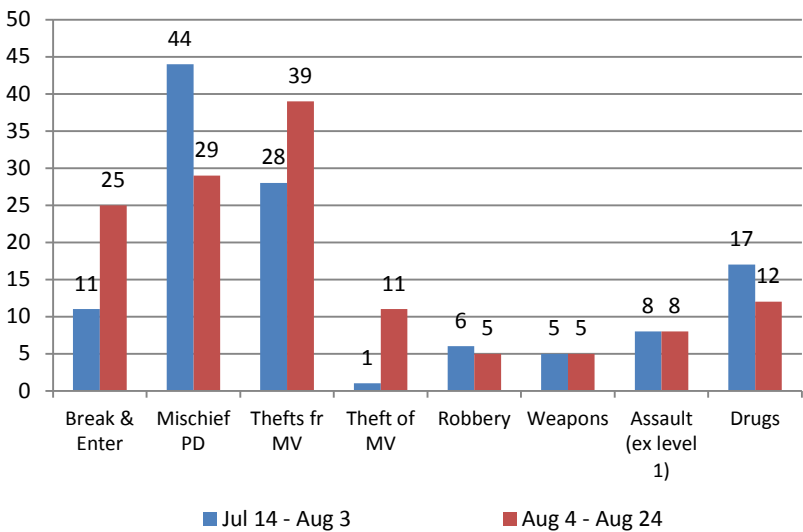
West Division - Comstat General Occurrences



Central Division - Comstat General Occurrences



East Division - Comstat General Occurrences



## Comstat Overview

Comstat incidents comprise break and enters, mischief property damage, thefts from vehicles, thefts of vehicles, robbery, weapon-related offences, assault causing bodily harm, assault with a weapon, aggravated assault and drug-related offences.

### Central Division

Central Division saw a slight decrease in property related offences. Break and enters decreased by -6 incidents. Theft from motor vehicles however, saw a slight increase of 4 incidents. This increase can be attributed to an emerging trend in the South End area of Halifax where suspects are entering parkade areas and entering vehicles. A possible suspect has been identified and the investigation continues. The Persons/Weapons category decreased by -1 incident. Robberies remained unchanged with 3 incidents and weapons increased by 4 incidents. Assaults excluding Level 1 saw a decrease of -5 incidents. Focus for this comstat period is theft from motor vehicle offences in the downtown core.

### East Division

Overall, East Division had an increase of 19 incidents or 18.45% in total Persons / Property offences. Break and Enter and Theft of Motor Vehicles (*Cargo Thefts*) in the Burnside area attributed to this increase along with a series of Thefts from Motor Vehicle in the Portland Hills area. Charges laid in a Break and Enter in the Portland Hills area believed also to be related to the series of Theft from Motor Vehicles. Monitoring and proactive focus continues to be directed in the Burnside area.

### West Division

West Division experienced a decrease of -34 incidents in total Property Offences with decreases in breaks, theft from motor vehicles and mischief/property damage. Persons Offences experienced increases in both the weapons and robbery categories. For the period, there were five robberies. Three incidents have been cleared by charge. Assaults excluding Level 1 remained unchanged for this period. The overall total Persons/Property Offences for West decreased by -26 incidents. Theft from motor vehicles will remain the focus for this period.

\* Above charts represent primary offences.

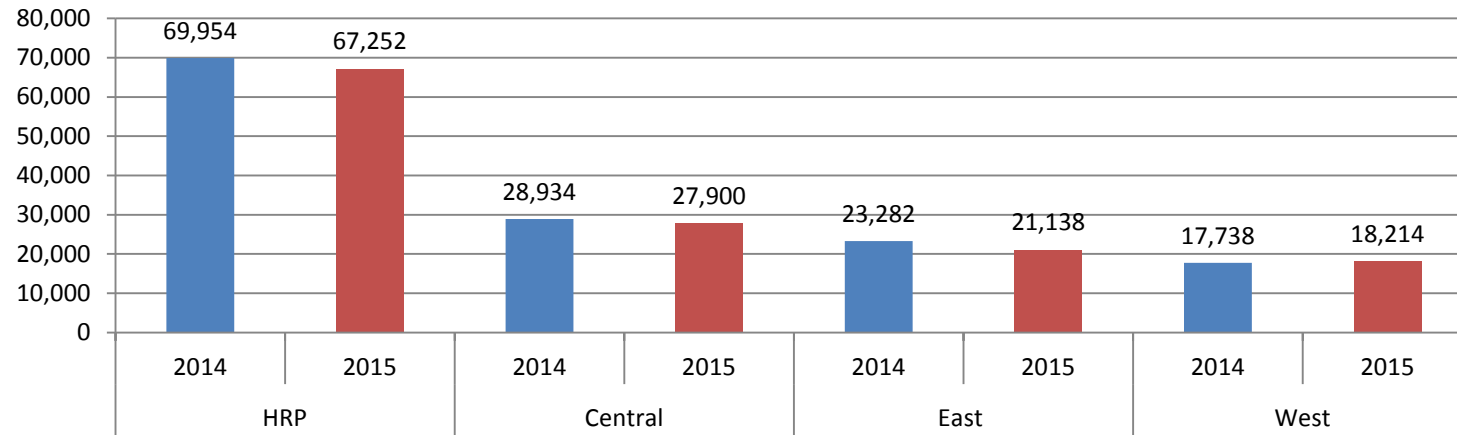




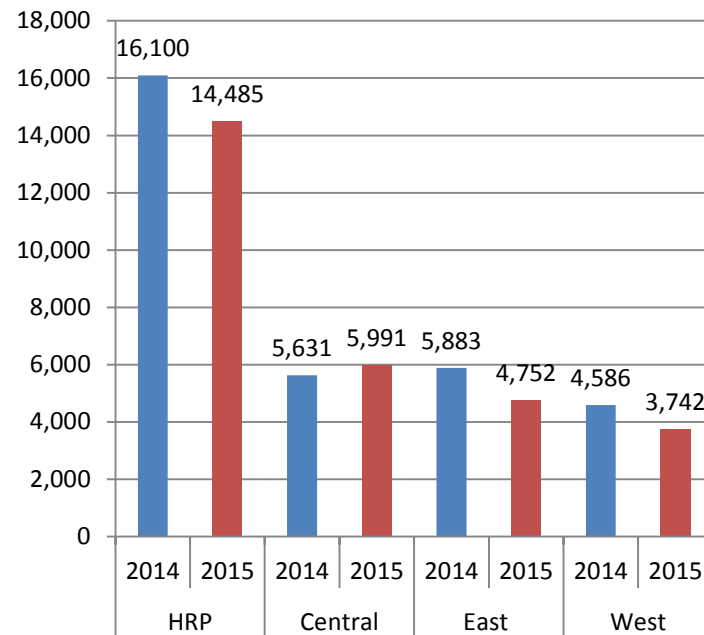
# HRM Board of Police Commissioners Monthly Dashboard: September 14, 2015

## Calls for Service - HRP

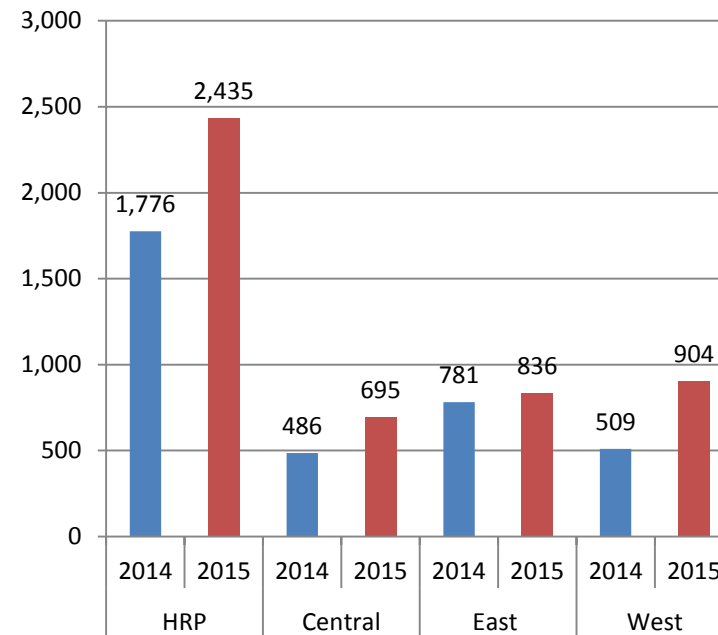
**HRP Calls for Service (January 1 to August 31)**  
(excluding Traffic Stops & Proactive Assignments)



**Traffic Stops (January 1 to August 31)**

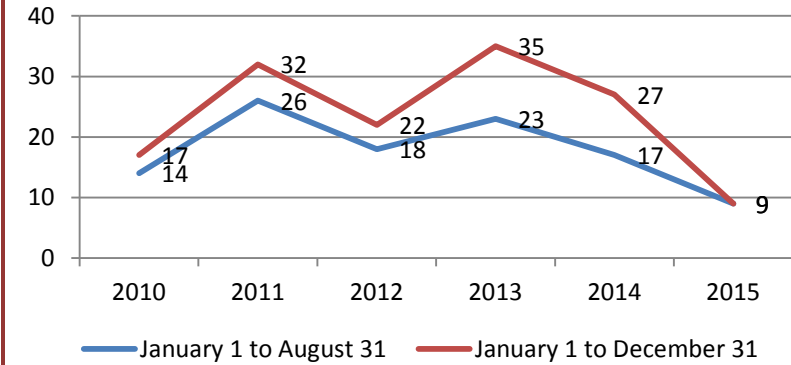


**Proactive Assignments (January 1 to August 31)**



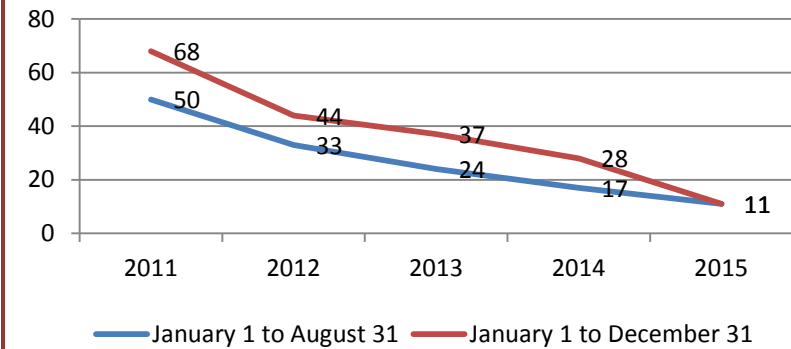
## Firearms & Homicides – HRM Wide

**Attempted Homicides**



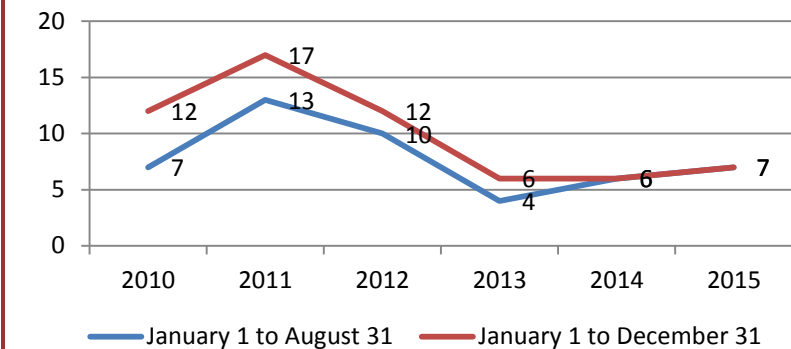
Includes criminally motivated shootings only.

**Firearms Discharged**



Error rate +/- 1 due to reclassification after data extraction.

**Homicides**



Homicide figures refer to # victims, not events.

2013 stats do not include 2 motor vehicle-related deaths.