



DASHBOARD FOR HUMAN RESOURCES – TRIMESTRAL REPORT

May 1, 2014

NEW HIRES JANUARY 1 – APRIL 30, 2014

- HR successfully recruited 9 new Civilian employees in the first trimester of 2014. Positions includes 2 Crime Analysts, 3 Part-time Civilian Communications Radio Technicians, 2 Intercept Monitors, 1 Part-time Booking Technician and 1 Records Management Clerk.
- The demographics of our new hires are: 4 females and 5 males.

RETIREMENT/ RESIGNATIONS JANUARY 1 – APRIL 30, 2014

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

STAFFING

	FTE's by Rank	Current Vacancies	Current FTE's
Sworn Members			
Chief	1	0	1
Deputy Chief	2	1	1
Superintendent	7	0	7
Staff Sergeant	12	0	12
Sergeant	65	0	65
Constable	426	3	423
Grand Total	513	4	509
	FTE's by Bargaining Unit	Current Vacancies	Current FTE's
Civilians			
Halifax Regional Police Association (HRPA)	130.5	4	126.5
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	35.5	6	29.5
Non-Union (NUMEA)	27	2.5	24.5
School Crossing Guards (CUPE 4814)	165	2	162
Grand Total	358	14.5	342.5

DEMOGRAPHICS (Sworn and Civilian)

Gender	Women	Men		
Chief	0	0.00%	1	0.20%
Deputy Chief	0	0.00%	1	0.20%
Superintendent	2	0.39%	5	0.98%
Staff Sergeant	2	0.39%	10	1.96%
Sergeant	9	1.76%	56	10.98%
Constable	82	16.08%	341	67.02%
<i>Total Sworn Officers</i>	<i>95</i>	<i>18.66%</i>	<i>414</i>	<i>81.34%</i>
Civilian	202	58.98%	140.5	41.02%
Grand Total	297	34.88%	554.5	65.12%



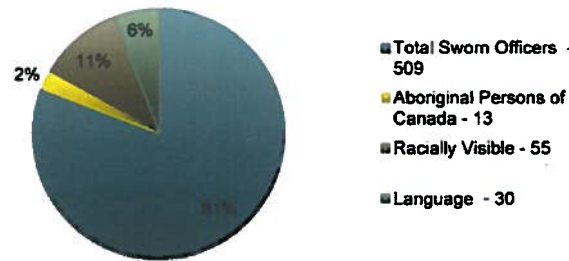
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CULTURAL DEMOGRAPHICS *Note: Figures represented in this section are an estimate and not verified as accurate due to absence of mandatory employee self-identification results. Note that some staff are bilingual and multi-lingual with dialects in French, 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	39
Civilians	1	11
Total	13	55

Cultural Demographics



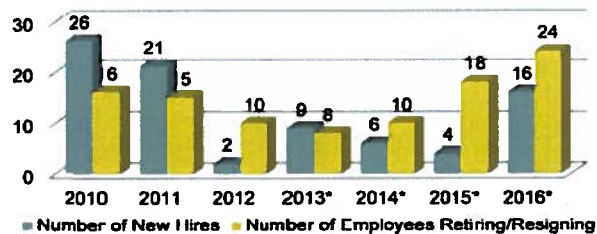
FUTURE CONSIDERATIONS

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.