



New Hires since last report

- In October HR successfully recruited a Victim Services Case Worker, 1 Police Officer and 15 School Crossing Guards.
- The demographics of our new hires are: 6 Females.

Retirements/Resignations Since 2012-01-01

- As of November 30, 2012 the following ranks have retired.
 - 1 Deputy Chief of Police
 - 1 Sergeant
 - 7 Constables
 - 1 Civilian

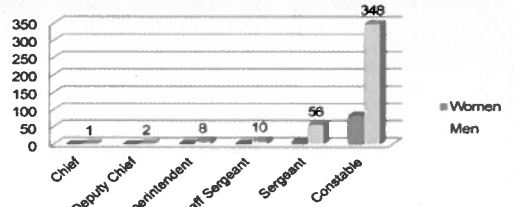
Staffing

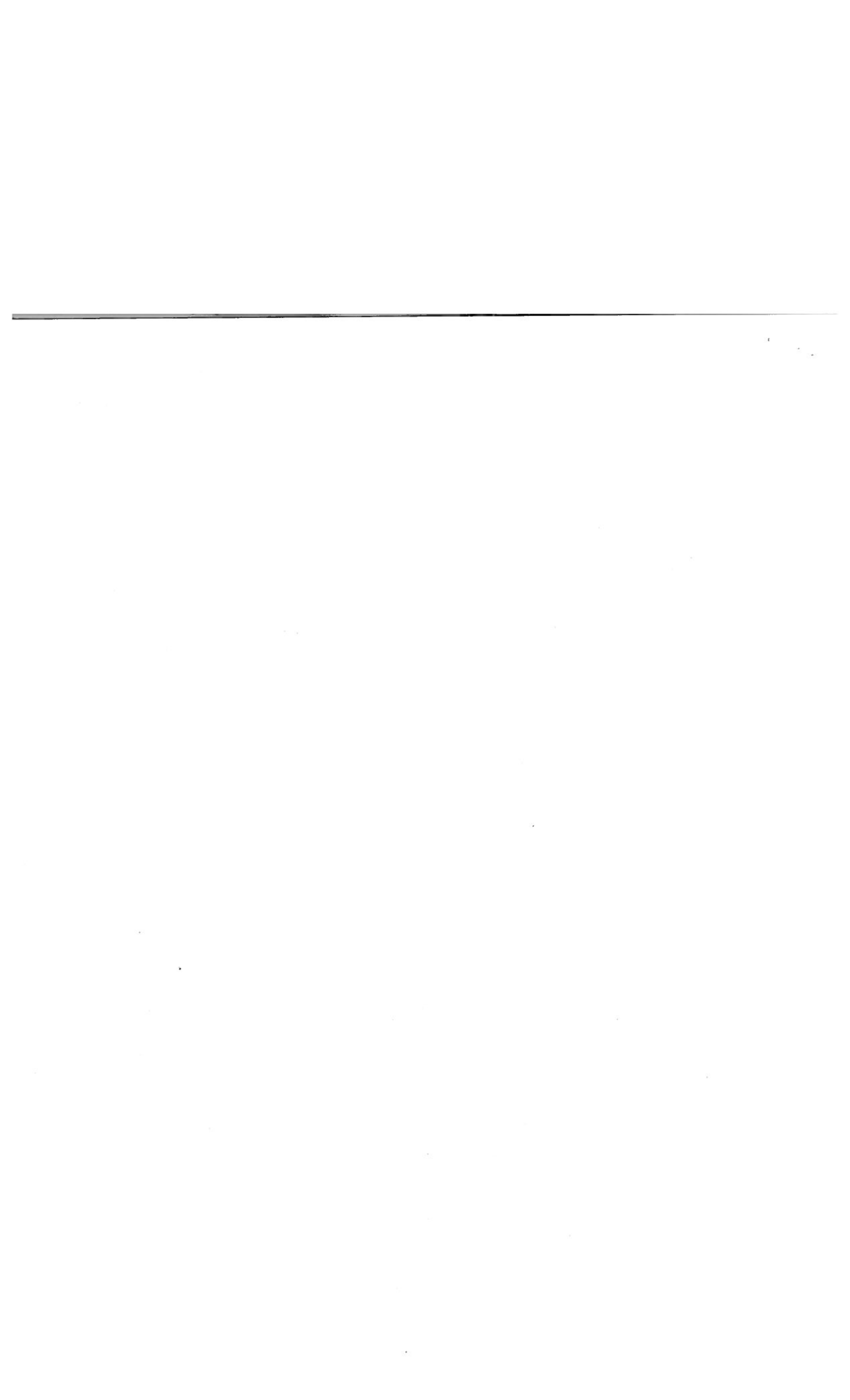
Sworn Officers	FTEs by Rank	Current Vacancies	Current FTEs
Chief	1	0	1
Deputy Chief	2	0	2
Superintendent	10	1	9
Staff Sergeant	12	0	12
Sergeant	64	0	64
Constable	431	7	424
Grand Total	520	8	512
Civilians	FTEs by Bargaining Unit	Current Vacancies	Current FTEs
Halifax Regional Police Association (HRPA)	119	0	119
Nova Scotia Union of Public Employees - Local 13 (NSUPE)	41	2	39
Non-Union (NUMEA)	31	4	27
School Crossing Guards (CUPE 4814)	165	9	156
Grand Total	356	15	341

Demographics

Gender	Women	Men
Chief	0	1
Deputy Chief	0	2
Superintendent	2	8
Staff Sergeant	2	10
Sergeant	8	56
Constable	83	348
Total Sworn Officers	95	425
Civilian	217	140
Grand Total	312	565

Gender Demographics

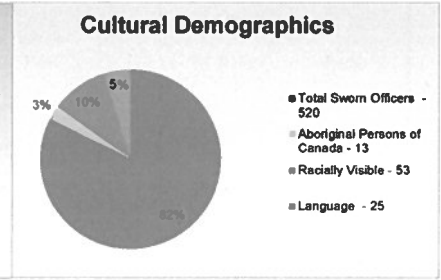
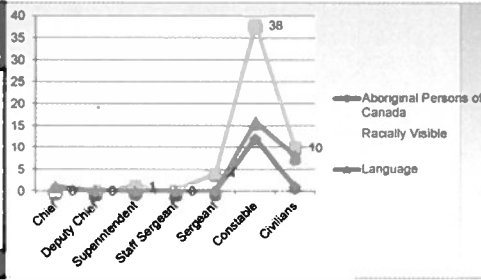






Cultural Demographics * NOTE: Figures represented in this section are an estimate and not verified as accurate due to absence of employee self-identification.

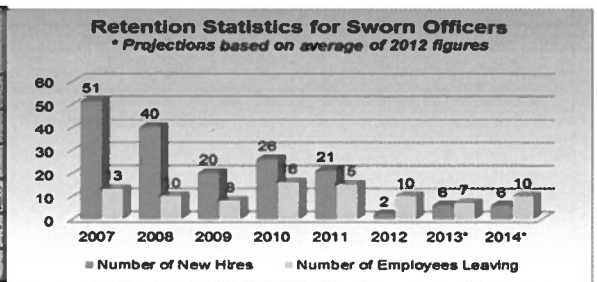
Cultural Demographics	Aboriginal Persons of Canada	Racially Visible	Language
Chief	0	0	1
Deputy Chief	0	0	0
Superintendent	0	1	0
Staff Sergeant	0	0	0
Sergeant	0	4	0
Constable	12	38	16
Civilians	1	10	8
Total	13	53	25



The chart depicted to the left indicates the overall percentage of cultural demographic in HRP. Note that under languages, some staff are multi-lingual with languages in French, Spanish, Mandarin, Punjabi and Arabic to name a few.

Future Considerations

Future Retirement Projections						
Note: 2012 figures also reflect sworn officers that have been eligible to retire from previous years.						
Year	Staff Sergeant		Sergeant		Constable	
	Male	Female	Male	Female	Male	Female
2012	0	0	11	0	30	0
2013	1	0	2	0	5	1
2014	0	1	3	1	6	2
2015	3	0	4	0	4	0



The above charts reflect the officers that are eligible to retire in the given year and our history of attrition. This chart will be included in the monthly dashboard for succession planning.



Budgetary Overview

At the end of November, compensation should be at 63.46 per cent, while revenue and all other expenses should be at 66.67 per cent.

- Revenue - 65.97 per cent.
- Compensation overall (including overtime) - 62.12 per cent. Overtime - 75.46 per cent.
- All other expenses - 68.75 per cent.
- Net budget over all -62.29 per cent.
- Current overall projection continues to be a net budget deficit of \$623,600 due to over expenditure in overtime.

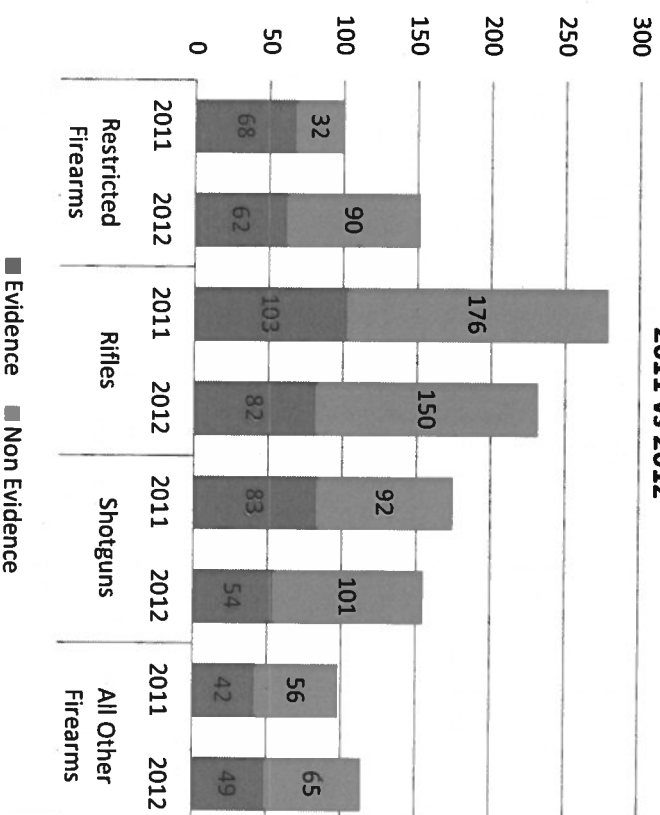
Projects Under Development/Upcoming Events

- **Crime Mapping** - Deputy Moore is leading a pilot project to provide online crime mapping which will allow citizens to see where crime is occurring in our community. Select offence types including assaults, break and enters, robberies, theft from vehicle and theft of vehicle, will be plotted. The map will be updated twice per day. Halifax District RCMP has been approached to participate in the pilot.

- **CopShop - December 12** - is a partnership between Halifax Regional Police and Halifax Shopping Centre. Each year, more than 50 officers become personal shoppers for 50 kids as they purchase gifts for themselves and their families courtesy of \$200 gift cards donated by Halifax Shopping Centre. The children selected for Cop Shop are recommended by a variety of sources and are chosen because of need, recognition of specific academic or sports achievement or because of volunteer efforts that are making a difference in their communities. CopShop has been running for eight years.

Statistical Snapshot

**Seized Firearms Year-to-Date
2011 vs 2012**



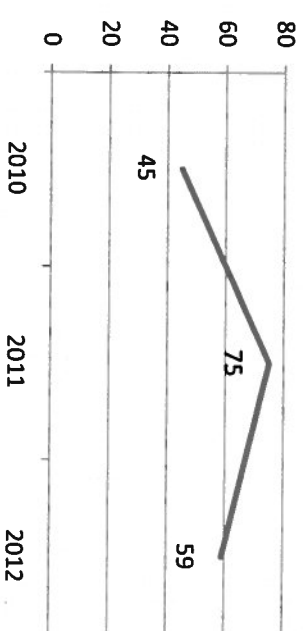
Total Firearms Seized Year-to-Date



*Evidence – firearms seized as part of an investigation and are now proceeding to court as evidence.

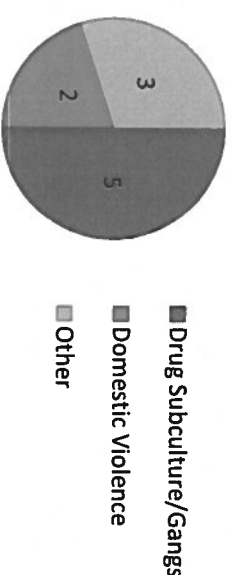
**Non Evidence – firearms turned over voluntarily or guns that have not been linked to a crime.

Shootings - Three Year Trend

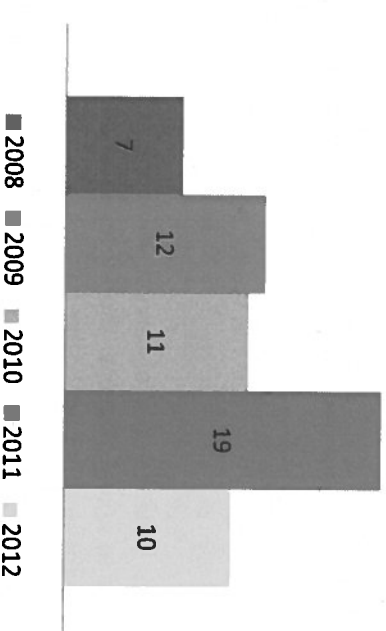


*2010 stats do not include discharges from pellet guns

2012 Homicides (10)



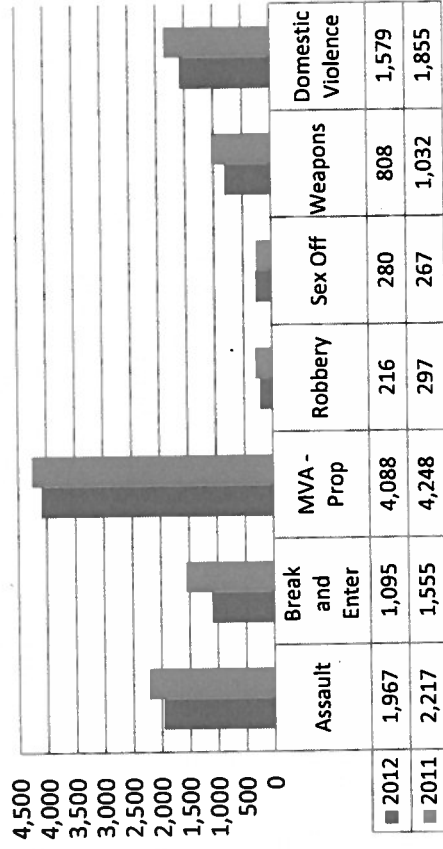
Homicides - Five Year Trend



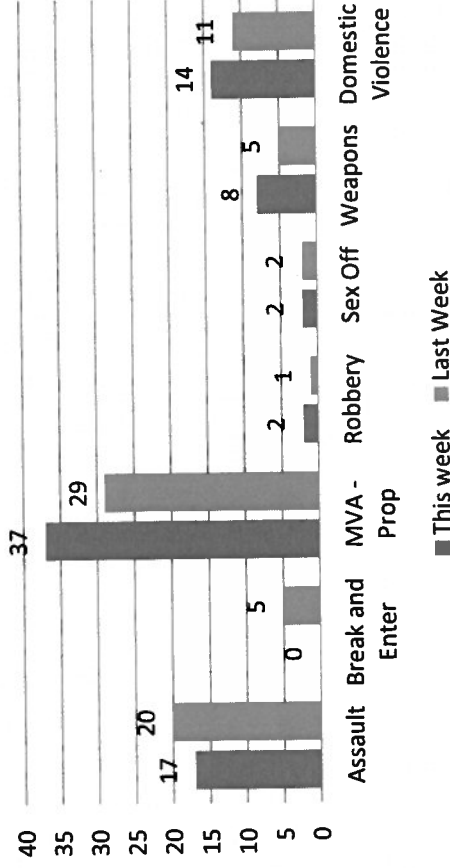


Calls for Service Overview - November 10 to 16, 2012

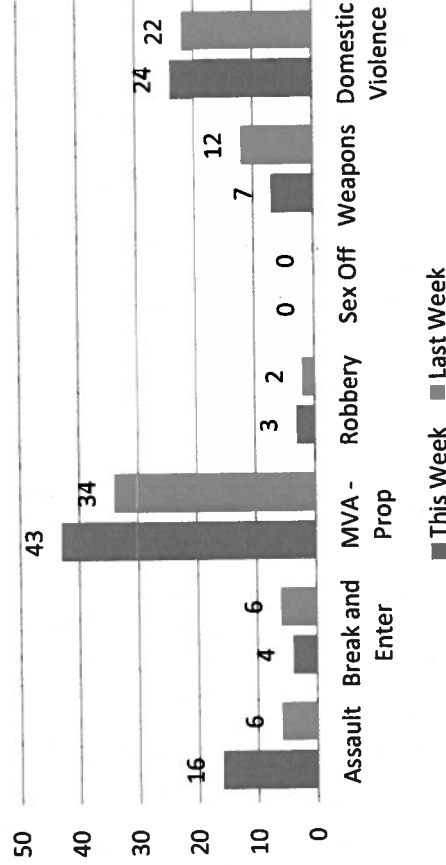
Calls for Service Year-to-Date 2012 vs 2011



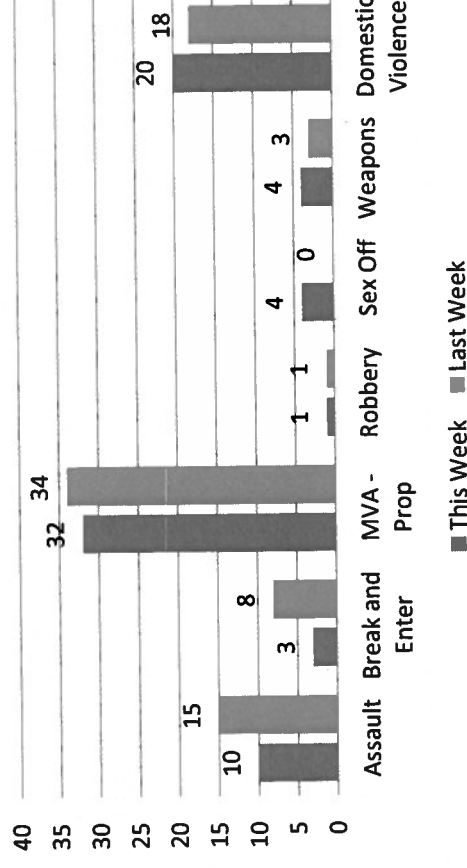
Central Division



East Division



West Division



Trend Analysis (past seven days)

Central Division - has seen a total of 36 Comstat related incidents including 16 theft from vehicle and 12 mischief/property damage offences. These offence types remain areas of concern as the incident rates have been consistent. As a result, several known offenders are being targeted and a hotspot has been identified in the downtown/Gottingen Street area. Also, after weeks of targeting the downtown core in relation to a high volume of bar patron related mischief offences, this area has seen a drop in all Comstat offences, in part due to the large volume of patrol activity, including but not limited to 86 recorded foot patrols in the designated hotspot since November 14. Overall, Central has seen a recent decrease in Comstat related offences.

East Division - has seen 55 Comstat related incidents including 12 theft from vehicle and 16 mischief/property damage offences. Though these incident rates, in particular theft from vehicle, are up for the past seven-day period, when we expand our data set out a few weeks both offences are well below the expected norms. Of concern is an increase in violent offences - stabbings, home invasions and robberies. With the exception of recent known youth offenders committing street level robberies, East's violent offences are targeted and mostly surrounding drug related activity. Certain areas of North Dartmouth (Highfield Park Drive to Chappell Street and Victoria Street to Pinecrest Drive) continue to see the highest concentration and volume of incidents, over the past seven-day period and expanded time data sets, and are currently identified as a hotspot for increased presence and targeting of specific addresses known to be hubs for criminal activity.

West Division will be on Comstat in December.

* Domestic violence calls for service are not captured under one category; they may be coded under a number of different call types ranging from bail violations to sexual offences. Therefore in the calls for service charts, certain domestic violence incidents may be included in both the domestic violence category and another applicable category.