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**Juristat**

## **Police resources in Canada, 2018**

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## Police resources in Canada, 2018: Highlights

### Police expenditures increased while police strength decreased in Canada in 2017-2018

- Operating expenditures for policing reached \$15.1 billion in 2017/2018. After accounting for inflation, total operating expenditures rose by 2% from the previous year, and have generally been on the increase since 1996/1997.
- As of May 15, 2018, there were 68,562 police officers in Canada, a decrease of 463 from 2017, representing a rate of police strength of 185 officers per 100,000 population, a decline of 2% from the previous year (189 officers per 100,000 in 2017).
- As in previous years, salaries, wages and benefits were the largest cost to police services, accounting for 82% of operating expenditures in 2017/2018, or \$12.5 billion. The average salary for police officers in Canada that year was \$99,298.
- In 2017/2018, police services spent \$380.0 million on Information Technology (IT) operations and \$284.2 million on police equipment. More specifically, some of the most costly items for police were radios (\$193.0 million); software, applications and computer systems (\$146.7 million); other telecommunication devices (\$85.4 million), and computers and hardware (\$77.7 million).

### Canada's police force is changing in numbers and demographics

- On May 15, 2018, there were 196 more female police officers in Canada. The 14,943 female officers in that year accounted for 22% of all police officers. The representation of women as police officers has been steadily increasing since 1986 when data on gender were first collected and women represented 4% of officers.
- On May 15, 2018, 4% of police officers and 3% of recruits identified as Indigenous. On that same day, 8% of officers and 12% of recruits in Canada self-identified as belonging to a visible minority group.
- The proportion of officers in the older age groups has been increasing since 2012, when age data were first collected. Officers over the age of 50 accounted for 18% of officers in 2018 compared to 15% in 2012.
- In 2017/2018, 7,416 police officers, or 11%, were eligible to retire, with unrestricted pension based on age or years of service.
- In addition to sworn officers, police services employed the equivalent of 31,050 full-time individuals on May 15, 2018, 7% more than in 2017. This consisted of 26,851 civilian personnel, 2,539 special constables and 1,660 recruits. The number of these civilians in policing has been steadily on the rise since 1962.
- Women accounted for 71% of civilian personnel within police services, 36% of special constables and 24% of recruits. In terms of civilian positions, women accounted for anywhere from 91% of clerical staff to 24% of vehicle maintenance personnel.

## Police resources in Canada, 2018

by Patricia Conor, Jodi Robson and Sharon Marcellus, Canadian Centre for Justice Statistics

Canadian police services are mandated with the essential task of administering and maintaining law and order across Canada and ensuring public safety. Within this realm, the roles and responsibilities of police services have changed over time, creating new challenges in areas such as crime prevention, law enforcement, public assistance, maintenance of public order and responding to emergencies (Council of Canadian Academies 2014; Standing Committee on Public Safety and National Security 2014). Police services are one of the first responders to mental health calls, drug crises, suicides, disturbances, motor vehicle accidents and many other community well-being and safety issues that may not be criminal (Canadian Association of Chiefs of Police 2015). These calls, along with responding to crime, require an abundance of police resources. Data from Statistics Canada's Police Administration Survey (PAS) provides insight into Canada's police personnel and expenditures. Since 1962, it has been the source for information on police administration for the policing community, governing bodies and policy makers, and the general public.

Tracking police strength and composition over time through the PAS helps Canada monitor the changing trends in human resources, the cost-drivers for policing and the increasing demands on police services as they promote and protect public safety. The new version of the PAS was launched in April 2018 and collected new information on police resources that will serve as indicators within the new Canadian Police Performance Metrics Framework (CPPMF) (Mazowita and Rotenberg 2019).

This *Juristat* article will report on the data from this redesigned survey by including trend analysis of key indicators such as police strength, as well as new information on civilians and special constables and their duties and functions; full and part-time positions; long-term leave; salaries, wages and benefits; and detailed breakdowns of operating expenditures and capital expenditures.<sup>1</sup>

### Text box 1

#### Types of police services in Canada

Police services vary throughout regions of Canada. As a result, they may have different mandates, serve different sizes of population, be presented with different community circumstances and operational requirements, all of which may affect their resources and expenditures.

Policing in Canada is administered on three levels: municipal, provincial, and federal. In 2018, at the municipal level, there were 141 stand-alone police services and 36 First Nations self-administered services. Self-administered First Nations police services are created under agreements between the federal, provincial, and territorial governments along with the communities looking to administer their own police service, under a cost-sharing agreement between the federal government (52%) and provincial/territorial governments (48%) (Kiedrowski et al. 2013). The communities are responsible for governing the police service through a police board, band council, or other authority (Lithopoulos and Ruddell 2013).

There are three provinces that provide provincial police services. The provincial police service of the Royal Newfoundland Constabulary (RNC) is responsible to provide police services to St. John's, Corner Brook and Labrador West. The other two provincial services—Ontario Provincial Police (OPP) and Sûreté du Québec (SQ)—are responsible for serving communities in those provinces without stand-alone municipal forces. They are also responsible for provincial highways and other areas under provincial jurisdiction.

The Royal Canadian Mounted Police (RCMP) provides provincial, municipal, rural and First Nations policing (where self-administered police services have not been established). The RCMP is also responsible for all federal policing matters such as serious and organized crime and financial crime, as well as specialized policing services such as the Canadian Firearms Program and the National Child Exploitation Coordination Centre.

## Operating expenditures on policing rose 2%, reaching \$15.1 billion in 2017/2018

Across Canada, the 2017/2018 total operating expenditures for all police services amounted to \$15.1 billion in current dollars (Table 1).<sup>2</sup> These expenditures comprise salaries and wages (66%), benefits (15%), and other operating expenditures (18%).<sup>3</sup> Historically, these proportions have remained relatively consistent. In addition, in 2017/2018, policing spent over \$666 million in capital expenditures<sup>4</sup> on items such as vehicle and/or police equipment purchases, new buildings, and information technology (IT) operations.

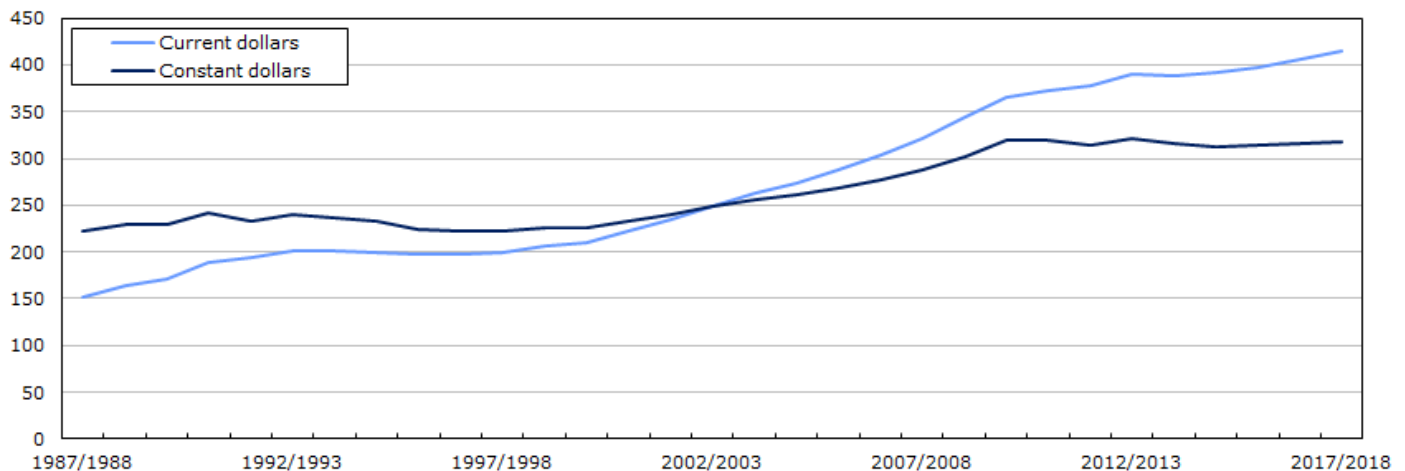
After accounting for inflation, total operating expenditures rose by 2% from the previous year, and have generally been on the increase since 1996/1997<sup>5</sup> (Table 1). While total spending in Quebec remained relatively stable, the other provinces and territories reported increases in total operating expenditures from the previous year. The largest increases were seen in Nunavut (+14%), British Columbia (+13%), Nova Scotia (+13%) and Saskatchewan (+12%) (Table 2).

On a per capita basis for Canada, using constant dollars, policing operating expenditures amounted to a cost of \$318 per person in 2017/2018. This represents the highest per capita cost since 2012/2013 (Chart 1; Table 1).

**Chart 1**

### Police expenditures per capita, current dollars and constant dollars, Canada, 1987/1988 to 2017/2018

dollars—per capita expenditures



**Note:** Current dollars express the cost of items in terms of the year in which the expenditure occurs. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st, 2018 estimates using Census 2016 data, population data has been revised back to 2011. Statistics Canada, Demography Division.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

## Text box 2

### Personnel in police services

There are many positions within police services, both uniform and civilian, that are needed for a police service to meet its mandate and objectives. Most police services consist of sworn police officers, civilian personnel, special constables and/or recruits. The following provides the standard definitions used by PAS to collect information on police personnel in Canada.

**Sworn officers** consist of commissioned, non-commissioned and constables.

**Commissioned officers** include personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chief, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, senior constables, lieutenants, and other equivalent ranks.

**Non-Commissioned officers** include personnel between the ranks such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks.

**Constables** consist of 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> class constables.

**Civilian personnel** are employees of the police service paid from the police service budget who are not police officers, special constables, or recruits. Their roles could include reception services, financial services, human resources, public and media relations, court services, legal services, custody and detention services, information technology services, vehicle and facility services, research, forensics, clerical, communication and other duties that aid the core function of the police service.

**Special constables** are appointed civilians who have conferred the powers of a police officer, to the extent and for the specific purpose set out in the appointment. Their roles could include traffic control duties, court security, prisoner transport, by-law, and parking enforcement.

**Recruits i.e., police officers in training:** the definition and terminology used to describe a recruit varies depending on the police service type and geographic location. For the purposes of this survey, recruits are personnel engaged in police officer training programs intended to enable them to achieve the status of a fully-sworn police officer.

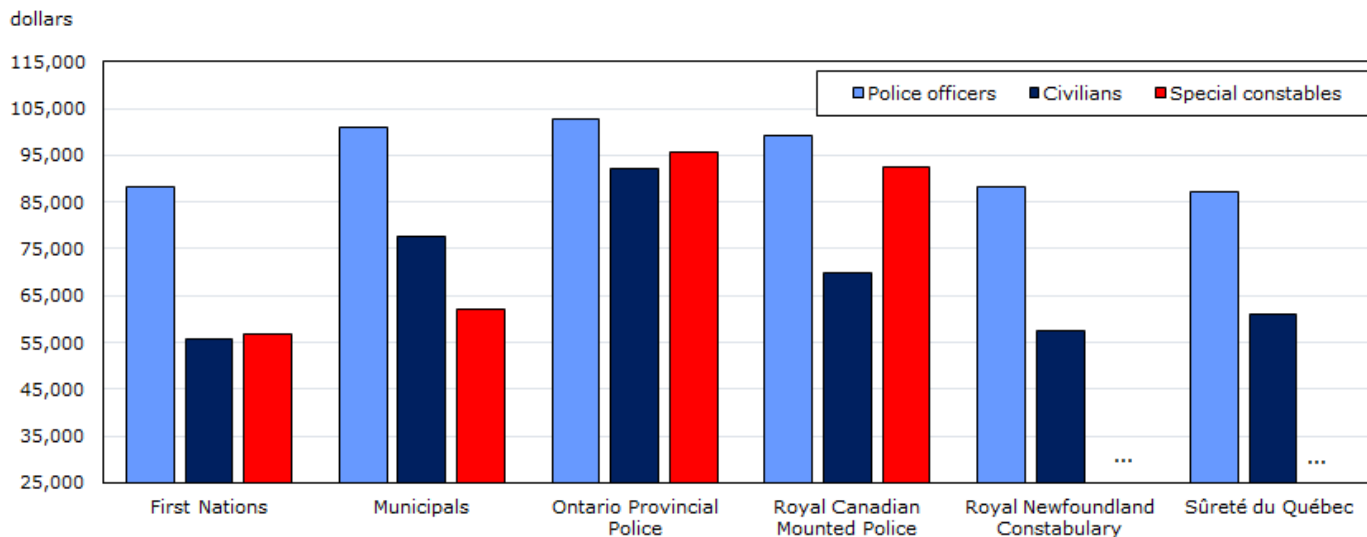
**Total personnel** includes all sworn police officers, civilian personnel, special constables and recruits.

### In 2017/2018, average salary for a police officer in Canada was just over \$99,000

Salaries, wages and benefits are the largest cost in policing, accounting for 82% of operating expenditures. Of the \$12.5 billion in wage and benefits paid by police services in 2017/2018, 77% was for police officers, 20% for civilians, 2% for special constables and 1% for recruits.

In 2017/2018, the average salary for a police officer,<sup>6</sup> including commissioned, non-commissioned and constables, in Canada was \$99,298 (Text box 2).<sup>7</sup> Overtime pay (\$665 million) comprised 7% of police officer pay while court, specialist and statutory holiday pay accounted for 3% (\$304 million).

The highest average police officer salary was reported by the OPP at \$102,821, followed closely by large municipal police services that serve a population of 100,000 or more (\$101,112) and small to medium municipal police services (\$99,931).<sup>8</sup> The RCMP reported an average salary of \$99,082, slightly below the national average (Chart 2).

**Chart 2****Average salary, different types of personnel, by level of policing, 2018**

... not applicable

**Note:** Royal Newfoundland Constabulary and Sûreté du Québec did not report special constables on the 2018 Police Administration Survey. Average salaries are calculated using the full-time equivalent counts for police service personnel in the following categories: police officers (including commissioned, non-commissioned, constables), civilians and special constables.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Within the RNC and First Nations police services, average police officer salaries were similar and were below the national average (\$88,419 and \$88,394 respectively). Police officers within the SQ reported the lowest average police salary at \$87,245.

OPP also reported the highest average civilian personnel salary<sup>9</sup> (\$92,081) and the highest average special constable salary (\$95,744). Large municipal police services had an average salary for civilian personnel of \$78,684 which was above Canada's average of \$74,012. First Nations police services and RCMP reported an average salary for civilian personnel below the national average, respectively \$55,600 and \$69,766.

The average salary for special constables<sup>10</sup> showed a range from \$56,954 in First Nations<sup>10</sup> police services to \$95,744 within the OPP.

### Police services spent \$380.0 million on IT in 2017/2018

Police services encountered other cost-drivers associated with their budget beside salaries, wages and benefits. In 2017/2018, Canada's police services spent \$380.0 million on Information Technology (IT) operations and \$284.2 million on police equipment from either their non-salary operating budgets or their capital expenditure budgets.<sup>11</sup>

Based on information available nationally, for the first time, some of the largest cost-drivers for Canada's police services in 2017/2018 included the cost<sup>12</sup> of radios (\$193.0 million); software, applications and computer systems (\$146.7 million); other telecommunication devices (\$85.4 million), and computers and hardware (\$77.7 million). These amounts lend insight into the cost pressures facing police services across Canada.

### Police responded to 12.8 million calls for service in 2017/2018

A large proportion of police work involves responding to non-criminal events that are related to public safety and well-being. These events are called "calls for service". It has been estimated that 50% to 80% of the calls police respond to are in fact non-criminal in nature and comprise incidents such as alarms, disturbances, domestic disputes, traffic accidents, sick or injured persons, overdoses and mental health-related calls (Mazowita and Rotenberg 2019). These calls can have a notable impact on police workload and resources and are not measured or reflected in annual crime statistics as they are not "criminal incidents". Statistics Canada has been working with the policing community and other partners to build a national program to collect detailed information on calls for service in order to help understand the impact of these calls has on police forces and to monitor emerging social issues, for example increased uses of harmful drugs.

In 2017/2018 police services across Canada received 12.8 million calls for service.<sup>13</sup> The municipal police services reported 67% of the calls for service, while RCMP accounted for 21% followed by provincial police (11%) and First Nations police

services (1%).<sup>14</sup> When accounting for population served, municipal police services received 36,813 calls per 100,000 population, compared to a rate of 36,031 for OPP, 34,359 for RCMP, 19,605 for SQ and 16,929 for RNC. Among First Nations police services, officers responded to 85,780 calls per 100,000 population.

### Police services were proactive in preparing for the legalization of cannabis in 2017/2018

On October 17, 2018, the *Cannabis Act* came into effect. It provides the legal framework for the legalization and regulation of the production, distribution, sale and possession of cannabis in Canada. In the same year, new legislation on impaired driving (Bill C-46) was also enacted in order to strengthen the *Criminal Code* provisions related to driving while impaired by alcohol and drugs (including cannabis).

Data from the new PAS indicate that, in the year prior to legalization of cannabis, police were proactively preparing for this significant change in law enforcement.

In 2017/2018, police services spent \$5.8 million and approximately 64,700 officer training hours to prepare for the legalization of cannabis. The amount spent on salary dollars accounted for 93% of total spending, and includes regular and overtime pay for tasks such as training, research, and developing or implementing changes related to the proposed legalization. With respect to drug-impaired driving, police services are implicated in providing and taking training on standardized field sobriety testing, increasing the number of certified drug recognition experts, purchasing oral fluid screening devices<sup>15</sup> and providing the community with clear information on the legalization of cannabis.

Police services reported they had received \$7.7 million in funding from various sources in 2017/2018 related to cannabis legalization.<sup>16</sup> At the time the survey was collected, the majority of this funding was reported by the RCMP. This is likely because the distribution of federal funding to support police services to prepare for the legalization of cannabis and to support the changes to impaired driving laws began in 2018/2019.

#### Text box 3

#### Canadians reported a high level of trust and confidence in police

Trust and confidence are key elements for any public institution to successfully serve the people for which it has been established. For police to carry out their mandate to serve and protect, trust and confidence is required (Giacomantonio and Savoie 2019). According to results from the most recent General Social Survey on Victimization, Canadians have a high level of confidence in police and the majority believe police were doing a good job at being approachable and easy to talk to (73%), ensuring the safety of citizens (70%), promptly responding to calls (68%), treating people fairly (68%), enforcing the laws (65%), and providing information on crime prevention (62%) (Cotter 2015). To enhance and continue to foster a cohesive relationship with Canada's growing and diverse population, Canadian police services are working to measure the public's trust and confidence in their ability to serve and protect (Kiedrowski et al. 2013).

Monitoring trust and confidence in policing is so key to policing that it comprises one of the pillars of the new Canadian Police Performance Metrics Framework. The performance metrics are comprised of measures of Canadians' trust, confidence in, and perceptions of police, as well as measures of public engagement, legitimacy, and the degree to which police services are seen as meeting the needs of their respective communities (Mazowita and Rotenberg 2019). To support police services and Canadian institutions in measuring trust and confidence in a comparable, meaningful way, Public Safety Canada, in partnership with Halifax Regional Police and in consultations with experts and members of the Canadian Association of Chiefs of Police, developed a set of survey instruments to measure trust and confidence in police. The questions collect information on the public's attitude towards the police while ensuring representation across demographics and cultural diversity of the Canadian people and became available in 2019 for police services to use (Giacomantonio and Savoie 2019).

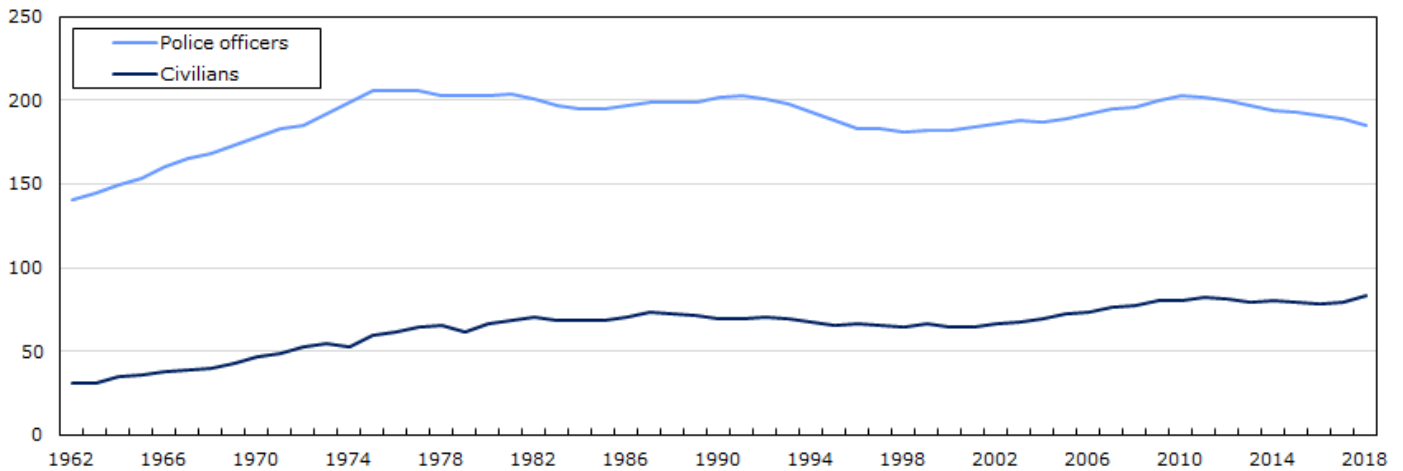
### The rate of police strength has been declining in Canada since 2011

As of May 15, 2018, there were 68,562 police officers in Canada, a decrease of 463 from 2017 (Table 3). This represents a rate of police strength<sup>17</sup> of 185 officers per 100,000 population, a decline of 2% from the previous year (189 officers per 100,000 in 2017).<sup>18</sup> The rate of police strength has been declining since 2011 and 2018 marks the lowest rate since 2001 (184) (Chart 3).



**Chart 3**  
**Rate of police officers and civilian personnel per 100,000 population, Canada, 1962 to 2018**

police and civilians per 100,000 population



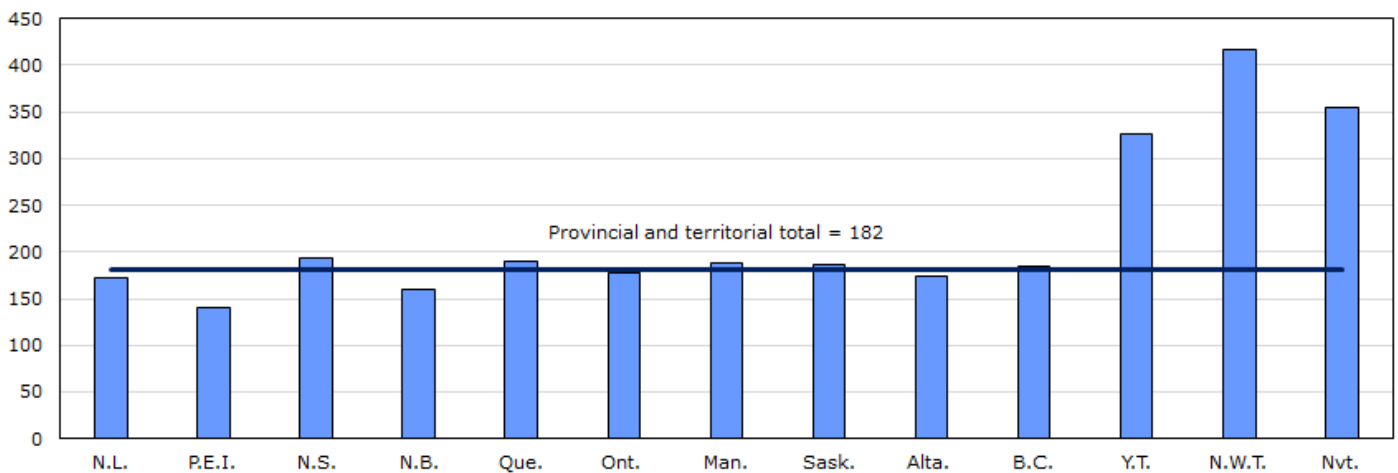
**Note:** Police officers represent the full-time equivalent permanent, fully-sworn police officers of all ranks. Civilian personnel include permanent civilian personnel, permanent special constables and recruits employed by a police service. Populations are based on July 1st, 2018 estimates from Statistics Canada, Demography Division. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Excluding officers involved in RCMP corporate duties (i.e., assigned to RCMP’s operation and corporate headquarters, training academy Depot division and forensic labs), the provincial and territorial rate of police strength was 182 police officers per 100,000 population in 2018 (Table 4). Throughout the country’s provinces, the rate of police strength ranged from 141 officers per 100,000 in Prince Edward Island to 194 officers per 100,000 population in Nova Scotia. As in 2017, the following five provinces reported a rate of police strength greater than the provincial and territorial rate in 2018: Nova Scotia (194), Quebec (189), Manitoba (189), Saskatchewan (186) and British Columbia (185) (Chart 4). All three territories remained above the provincial and territorial rate (Table 4).

**Chart 4**  
**Rate of police strength, by province and territory, 2018**

police officers per 100,000 population



**Note:** The provincial and territorial total excludes the Royal Canadian Mounted Police operation and corporate headquarters, training at Depot and forensic labs. Populations are based on July 1st, 2018 estimates from Statistics Canada, Demography Division. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

In 2018, there were 50 stand-alone municipal police services or municipalities policed by the RCMP that served a population greater than 100,000.<sup>19</sup> Of these police services, 14 saw an increase in their rate of police strength from the previous year, 31 saw a decrease, and 3 police services had no notable change in 2018.<sup>20, 21</sup> The largest increases in the rate of police strength were seen in Richmond, British Columbia (+10%), Kelowna, British Columbia (+9%), Longueuil, Quebec (+7%) and Codiac Regional, New Brunswick (+6%). The police services of Calgary, Alberta (-11%), and Toronto, Ontario (-8%) reported the largest decreases in the rate of police strength (Table 5).

Of these 50 police services, the police service with the highest rate of police strength was Montréal (223 per 100,000). From 2008 to 2018, Montréal reported the highest rate of police strength except in 2012 and 2013 when Victoria had the highest rate. In 2018, the second highest rate of police strength was Victoria (215),<sup>22</sup> followed by Vancouver (198), Thunder Bay (190), Edmonton (187), Windsor (185) and Winnipeg (184) (Table 5).

Meanwhile, the lowest rates of municipal police strength were all found in the province of Quebec: Richelieu Saint Laurent (100 per 100,000 population), Roussillon Region (104) and Lévis (106) (Table 5).

Consistent with previous years, over half of police officers (56% or 38,459) were employed by stand-alone municipal police services which included 905 officers serving with First Nations self-administered police services. In addition, 19% of all police officers in Canada were employed by RCMP in contract policing. Police officers employed by the OPP and the SQ each accounted for 8% of the total police officers in Canada, while officers employed in RCMP’s federal policing accounted for 6%. Those employed within the RCMP’s operation and corporate headquarters, training academy Depot division and forensic labs accounted for 2% and the remaining 1% of police officers in Canada were members of RNC (Table 4).

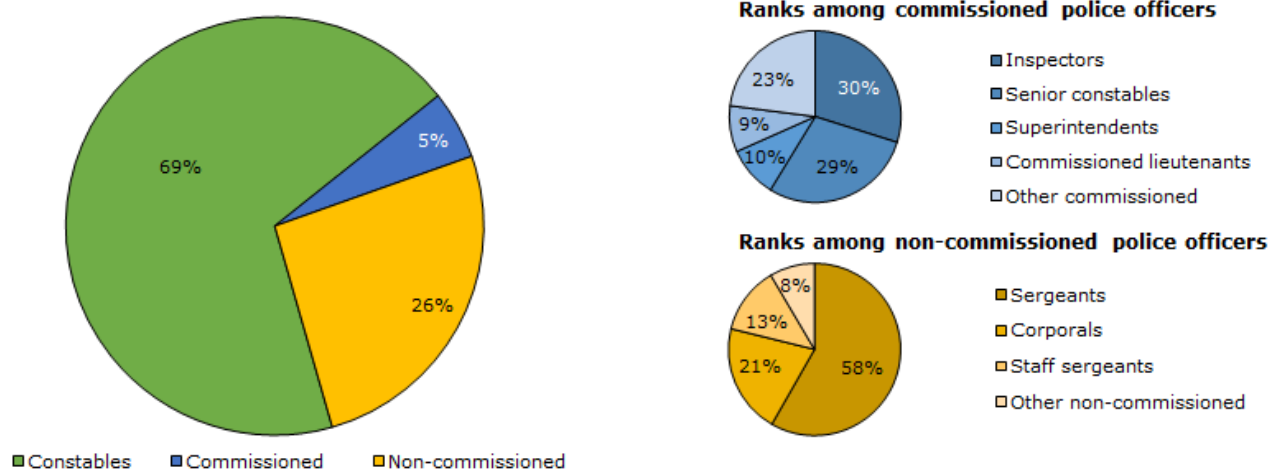
### Constables accounted for seven out of ten police officers in 2018

Of the police officers in Canada on May 15, 2018, 69% were constables, and an additional 26% were non-commissioned officers, meaning corporal sergeant majors, sergeant majors, staff-sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks. The remaining 5% were commissioned officers, which are those who have obtained senior status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors and inspectors.<sup>23</sup> These proportions have been relatively consistent going back to 1986.

While the OPP, the RCMP and municipal stand-alone police services are structured much like the national portrait, structures in the RNC and the SQ are different. The RNC comprised of a greater proportion of constables (80%) and has fewer officers in the higher ranks (16% are non-commissioned and 4% are commissioned officers). The SQ, on the other hand, reported a lower proportion of constables (60%) and greater proportion of officers among the higher ranks, with non-commissioned officers accounting for 34% of officers and 6% of commissioned officers.

The top four positions<sup>24</sup> among commissioned police officers in 2018 were inspectors (30% of commissioned officers), senior constables (29%), superintendents (10%) and commissioned lieutenants (9%). While 58% of non-commissioned officers were sergeants, 21% were corporals and 13% were staff sergeants (Chart 5).

**Chart 5**  
**Officer ranks as a proportion of total police officers, Canada, 2018**



**Note:** Commissioned officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Other commissioned officers includes; commissioners, chiefs, assistant commissioners, deputy commissioners, deputy chiefs, captains, staff superintendents, chief superintendents, staff inspectors, and all unspecified commissioned ranks. Non-commissioned officers include personnel between the rank such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeant, sergeant, corporal and other equivalent ranks. Other non-commissioned police officers includes; non-commissioned lieutenants, corporal sergeant majors, sergeant majors, staff sergeant majors and all unspecified non-commissioned ranks.

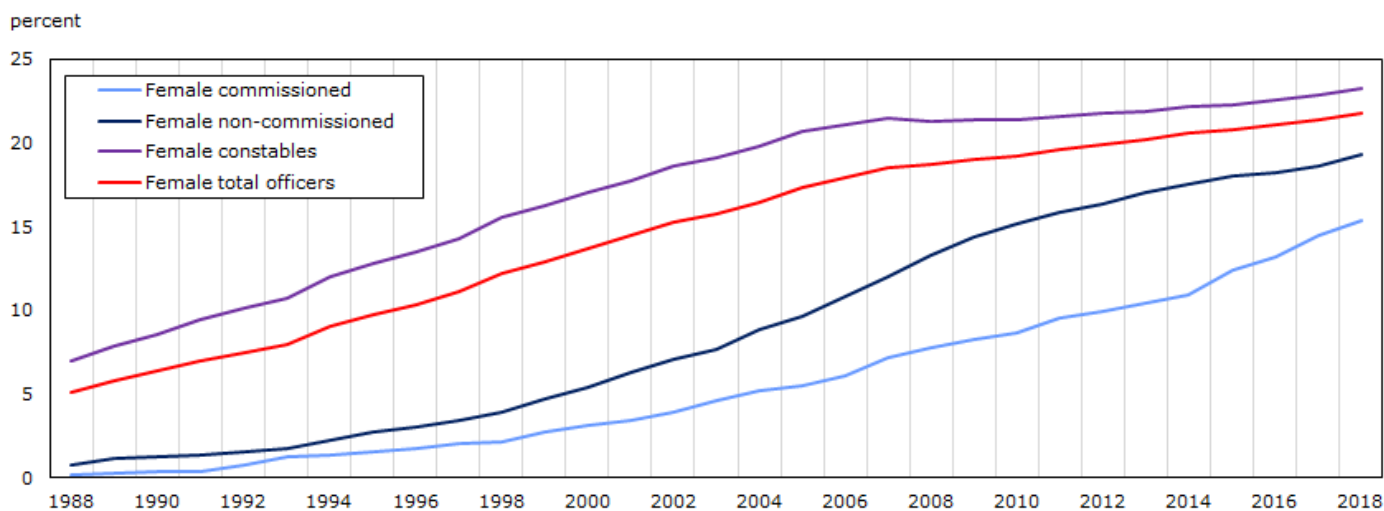
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

## The number of female officers in all ranks continues to grow

On May 15, 2018, there were 14,943 female police officers in Canada, an increase of 196 officers compared to the previous year. Female officers accounted for 22% of total sworn officers in 2018, a proportion that has steadily been increasing since data collection began in 1986 when women accounted for just under 4% of all officers.

Across the different officer ranks, female police personnel mostly occupied constable positions, making up 23% of constables in Canada. Although women make up a smaller proportion of commissioned and non-commissioned officers, their presence in these roles continues to increase. Between 2017 and 2018, the number of female commissioned officers increased from 509 to 556, accounting for 15% of commissioned officers in 2018. This marks the highest proportion of female commissioned officers since collection began in 1986. Meanwhile, there were 3,435 female non-commissioned officers in Canada, an increase of 131 compared to 2017. Non-commissioned female officers accounted for 19% of non-commissioned officers in Canada, which has increased steadily in the last 15 years when women represented 8% in 2003 (Chart 6).

**Chart 6**  
**Female officers as a percentage of total police officers, by rank, Canada, 1988 to 2018**



**Note:** Commissioned officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chief, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Non-commissioned officers include personnel between the rank such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.  
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Among commissioned police personnel, women were most highly represented as superintendents, accounting for 20% of officers in that rank.<sup>25</sup> Meanwhile, among non-commissioned officer ranks, women were most highly represented among corporals, accounting for 22%.

For the second consecutive year, the RNC reported the highest proportion of female officers at 29%, followed by the SQ (23%). The OPP, the RCMP and all municipal police services each reported 22% of their officers as female. Of the 905 officers employed in First Nations self-administered services, there were 128 female officers, accounting for 14% of total officers in these services.

Of the 50 municipal police services serving a population of 100,000 or more, the highest proportion of female officers were all found in police services in the province of Quebec. Longueuil had the highest proportion with 34% of officers being female, followed by Montréal (33%). There were twenty-four, police services that reported rates of female officers equal to or above the national average of 22%.<sup>26</sup> Another twenty-four of those 50 municipal police services were found to be below the national average, with the lowest in Brantford, Ontario at 13% (Table 5).

## 8% of police officers identified as visible minority

Individuals that identified as belonging to the visible minority population as defined by *Employment Equity Act*<sup>27</sup> represented 22% of Canada's population, according to the 2016 Census. In 2018, 8% of all police officers and 12% of recruits in Canada self-identified as belonging to a visible minority group. Visible minority officers were most prevalent in First Nation police services (19%), the RCMP (11%) and stand-alone municipals (8%).

Among the largest stand-alone municipal police services,<sup>28</sup> relatively high rates of visible minority officers were reported by Toronto Police Service (25%), Vancouver Police Department (25%) and Peel Regional Police Service (20%), according to the survey.<sup>29</sup> However, these rates were lower than the proportion of individual reporting as belonging to a visible minority group in the same cities in the 2016 Census. According to the Census, 51% of Toronto’s population belongs to a visible minority group, as does 48% of Vancouver’s population and 62% of Peel’s.<sup>30</sup> One third of Montréal’s population belongs to a visible minority group, the same was true for 8% of the Montréal police service’s officers.

#### 4% of police officers identified as Indigenous

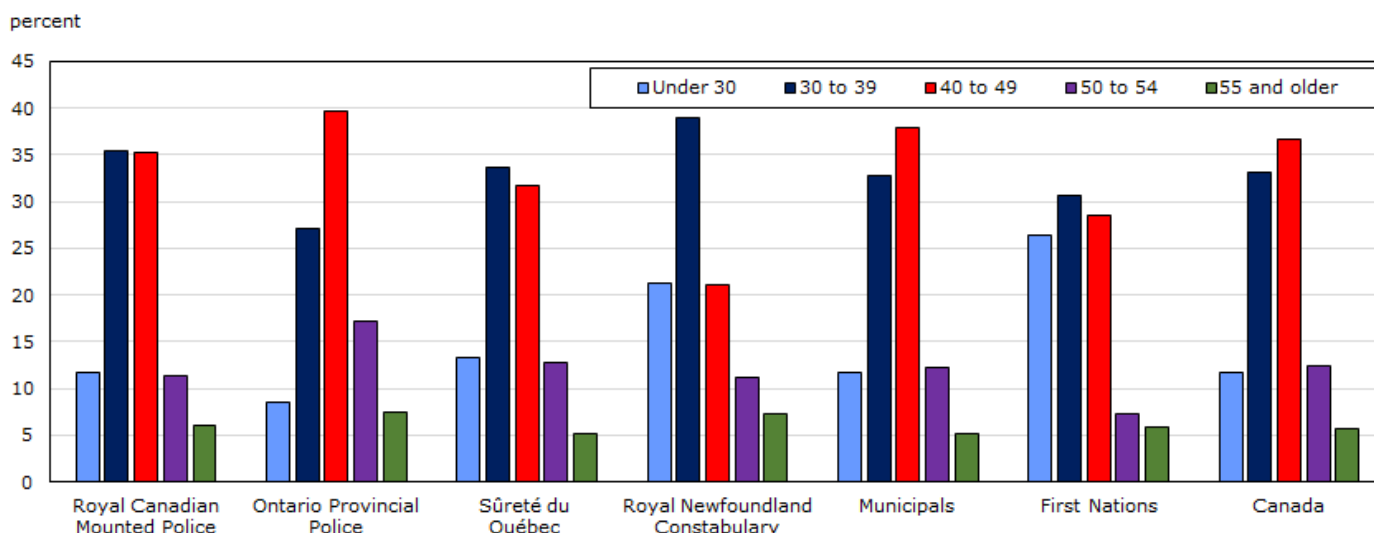
Based on the 2016 Census, it was estimated that there were 1,673,785 Indigenous peoples in Canada, accounting for 5% of the population.<sup>31</sup> Of the total number of police officers on May 15, 2018, 4% (or 2,829) reported their identity as Indigenous and 3% of recruits self-identified as Indigenous. In Newfoundland and Labrador, New Brunswick, Quebec and Ontario, the representation of Indigenous police officers is relatively close to the proportion of the Indigenous population for those provinces. Compared to representation in the general population, Prince Edward Island and Nova Scotia had a larger proportion of officers identifying as Indigenous. The remaining provinces had a lower proportion of Indigenous officers compared to the proportion of Indigenous peoples in the total provincial population.<sup>32</sup>

Within First Nation police services, 62% of police officers self-identified as Indigenous. The proportion of Indigenous officers in stand-alone municipals, OPP, RCMP and SQ ranged from 1% to 8%.<sup>33</sup>

#### Overall proportion of officers aged 50 and older has grown

Succession planning in the workforce and understanding the number of employees at risk of leaving are key to ensuring sufficient resources in coming years. In 2018, 55% of Canada’s police officers were over the age of 40 (Chart 7). The proportion of officers in the older age categories has been increasing since 2012, when age data were first collected. For instance, the proportion of police officers over the age of 50 has grown from 15% in 2012 to 18% in 2018.

**Chart 7**  
**Age distribution of police officers, by level of policing, 2018**



**Note:** Information on age of police officers is not available for 0.4% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations.  
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

The age profile of officers varied among the different types of police services. The age profile of police officers among the RCMP, the SQ, and municipal police services are relatively close to that of the national profile. For the OPP, however, 25% of sworn officers were aged 50 years or older (Chart 7). In contrast, First Nations<sup>34</sup> police services have a much younger complement of officers, with just 13% of the sworn officers aged 50 years or older.

In addition, 11% of police officers in Canada, or 7416, were eligible to retire as of the 2017 calendar year or the 2017/2018 fiscal year end (Table 6). Within the different types of policing services across Canada, First Nation police services had the lowest percentage of police officers eligible to retire at 4% and the RNC the highest rate with 18%.

## Civilians in policing continued to grow, increasing 7% in 2018

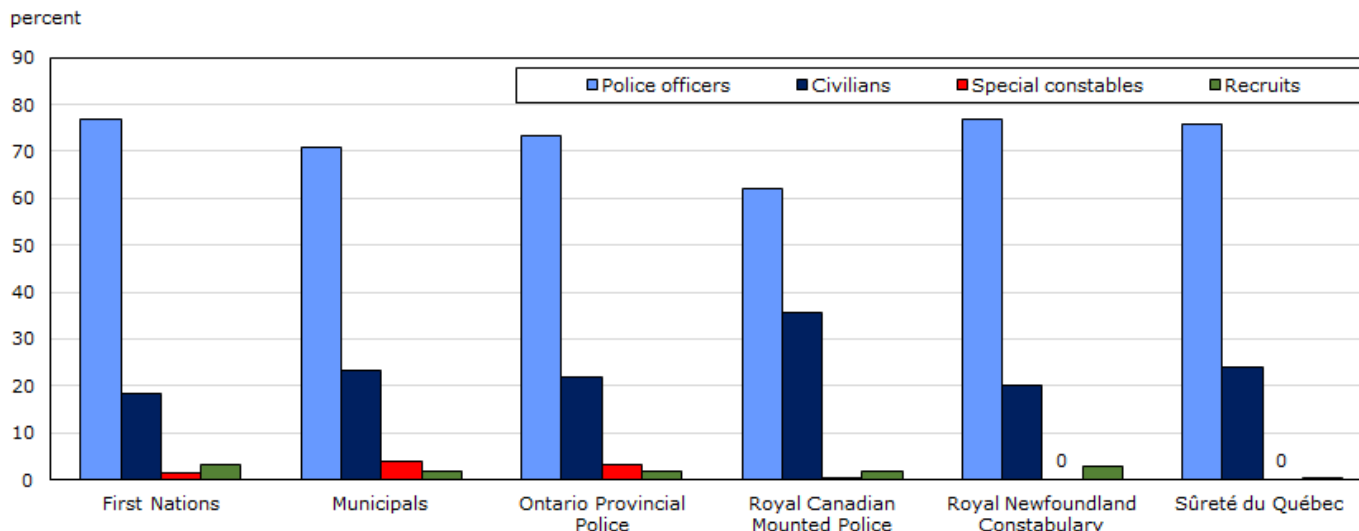
Police services are increasingly made up of civilian members such as clerks, communications staff, managers, and other professionals. This increase in civilian membership is referred to as civilianization. Civilianization is "the practice of assigning non-sworn employees to conduct police work that does not require the authority, special training, or credibility of a sworn police officer" (Griffiths et al. 2006). It has been argued that through redistributing duties to civilian members, effectiveness and economic efficiency may be increased (Griffiths et al. 2014). At the same time, caution has been expressed that civilianization be implemented in a way which is mindful of the duties requiring sworn officers while ensuring the police service and the work environment benefit (Morrell 2014; Peak 2010).

In addition to sworn officers, police services employed the equivalent of 31,050 full-time individuals on May 15, 2018 (Table 3). This consisted of 26,851 civilian personnel (86%), 2,539 special constables (8%) and 1,660 recruits (5%).<sup>35</sup> Special constables are civilian personnel who have been appointed with special constable status which gives limited authority as a police officer for a specific purpose defined in the appointment.

The number of full-time equivalent personnel in these roles grew by 1,998 or 7% over the previous year and has been steadily on the rise since data collection began in 1962. At that time, employees who were not sworn officers represented 18% of total police service personnel, compared to 31% in 2018.

The RCMP had the highest proportion of civilians and special constables among the different types of police services, making up 36% of their total personnel.<sup>36</sup> Civilians and special constables made up 27% of municipal police services' entire personnel, 25% of OPP's personnel and 24% within the SQ. Both the RNC and First Nations<sup>37</sup> police services reported 20% of their total personnel as civilian and special constables (Chart 8).

**Chart 8**  
Proportion of police personnel, by level of policing, 2018



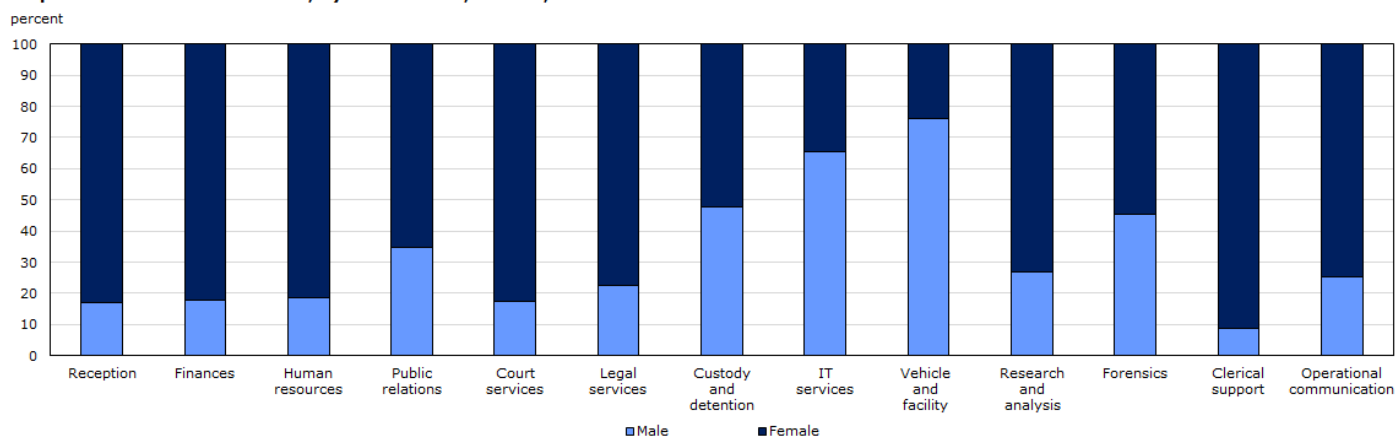
**Note:** All personnel, with the exception of recruits, represent the full-time equivalent counts as of May 15, 2018.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

## Women accounted for seven in ten civilians working in police services

As of May 15, 2018, women accounted for 71% of civilian personnel within police services, 36% of special constables and 24% of recruits. Based on police services other than the RCMP,<sup>38</sup> women were predominantly seen in the following civilian positions: clerical, reception and front desk services, court services, finances, human resources, legal services and operational communications (Chart 9).<sup>39</sup> Women were also visible in non-traditional positions such as research, custody and forensics. Overall, women accounted for anywhere from 91% of clerical staff to 24% of vehicle maintenance personnel.

**Chart 9**  
**Proportion of males and females, by civilian roles, Canada, 2018**



**Note:** This chart does not include other unspecified civilians, however this count is represented in civilian total. All Royal Canadian Mounted Police civilian personnel has been excluded from this chart as the duties and functions of their civilians was not provided.  
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Excluding the RCMP,<sup>40</sup> the top five duties and functions of all civilian personnel in policing were clerical (27%), operational communication (20%), information technology (9%), vehicle and facility services (6%) and reception and front desk services (6%).<sup>41</sup>

### Municipal police services had the greatest proportion of special constables

As the demand on police services continues to expand, some police services have been employing special constables to re-distribute some tasks. Special constables take on duties such as traffic control, court services, prisoner transport and other duties that help support core functions within the police service.

Eight in ten of the 2,539 special constables in Canada were located in stand-alone municipal police services. The largest number of full-time equivalent special constables were reported by Toronto Police Service (942), Peel Regional Police Service (95) and Montréal Police Service (91). Across stand-alone municipal police services, 56% of special constables performed duties in the area of court services, 25% in custody and detention services, and 15% in other unspecified areas.<sup>42</sup>

### Part-time positions very rare among officers

A challenge for modern policing is the 24/7 demands of police work and the ability to respond to requests for part-time hours and leave. With the retirement of baby boomer police officers, newer generations of officers are seeking greater work / life balance due to changes in work culture and the desire to accommodate today’s family model of double income and shared parental responsibilities (CBC News 2012). As well, with the recognition of the physical and mental hazards of policing comes the recognition of the need to accommodate those impacted by the high stress environment of policing (Roufa 2018; Ahlgren 2017).

Part-time officers are a rare occurrence in Canada. In 2018, there were 226 permanent part-time officers, accounting for less than half of one percent of officers.<sup>43</sup> The presence of part-time workers was more prevalent in civilian positions. Among civilian personnel, 6% were employed on a permanent part-time basis. Further, 18% of all civilians held non-permanent positions.

Women accounted for 64% of part-time positions and 47% of non-permanent positions.

### The largest percentage of police officers on long-term leave are on medical leave

In Canada, there were 5,116 permanent employees among police services who were on authorized leave of 12 weeks or more during the year 2017/2018, which represented 5% of all personnel.<sup>44</sup> Among these employees, 65% were permanent police officers, 32% were civilian personnel and 2% were special constables.<sup>45</sup>

Of police officers on long-term leave, 62% (or 2,069) were on leave for medical reasons, which includes, for example, long-term disability, mental health leave, medical emergencies, injury while on duty etc. In other words, 3% of police officers that year<sup>46</sup> were on medical leave. Other types of long-term leave included parental leave (23% of officers on leave, or 786) and other types of leave (14% or 480). Long-term leave may or may not have been paid by police service.

Among OPP officers on long-term leave, 72% were on leave for medical reasons. In comparison, the same was true for 68% of RCMP officers on long-term leave, 60% among stand-alone municipals (including First Nations police services), and 41%

of SQ officers on long-term leave. The RNC had the lowest proportion of long-term leave officers on leave for medical reasons (29%), and the largest proportion on parental leave (53%).

Male officers were more likely to be on long-term leave than female officers (57% versus 43%). Parental leave was the most common reason for female officers to be on long-term leave (43%), whereas medical leave was the most common reason among male officers on long-term leave (49%).

#### **Text box 4**

##### **Police officers as victims of homicide**

Like many first responder occupations, policing carries a high risk of mental and physical harm, including loss of life. According to Statistics Canada's Homicide Survey, between 1961 and 2018, 148 police officers were victims of homicide as a result of their occupation, marking an average of almost 3 officers per year. Over the last 20 years, 2005 saw the highest number of officers killed, with 5 reported as victims of homicide (Table 7). In 2018, two police officers were killed as a result of their occupation.<sup>47</sup>

### **Summary**

Police services face new and unforeseen challenges every year and are continually evolving to respond to new standards and policies, advances in information and communications technology, and the demands of their diverse communities.

Expectations of police services continually expand beyond crime prevention and law enforcement. Police services are one of the first responders to mental health calls, drug crisis, suicides, disturbances, motor vehicle accidents and many other community well-being and safety issues which may not be criminal. These calls, along with responding to crime, require an abundance of police resources, with recent data suggesting police responded to at least 12.8 million calls for service in 2017/2018.

While the results from the Police Administration Survey show the rate of police strength has been declining since 2011, spending per capita has been increasing for majority of the years since 2012/2013. The redesigned Police Administration Survey launched in 2018 provides insight not only on some of the cost-drivers for policing, but also information on how police services are evolving with their police personnel and human resources structures. For instance, in order to respond to the growing demands of police services, the use of civilian personnel are becoming more prevalent in police services, increasing the number of these employees by 7% in 2018. Further, a number of police services are working towards increasing diversity in their service and reported 8% of police officers as visible minority and 4% as Indigenous in 2018. Moreover, the representation of female officers is increasing each year, even within the higher ranks. While women continue to account for the majority of employees in traditional female roles in policing, they are also visible in non-traditional positions such as research, custody and forensics.

Costs continue to increase for policing, and salaries remain the largest expense, but information technology and other policing equipment together accounted for \$664 million in 2017/2018.

The collection of these new data from the Police Administration Survey over time will provide a better understanding of changing trends in human resources and the cost-drivers for policing. The 2019 survey collected detailed information on these aspects of policing as well as new information on the costs associated with policing drug-impaired driving.

### **Survey description**

The Police Administration Survey collects data on police personnel and expenditures from each municipal, provincial and federal police services in Canada. The following security agencies are excluded from the survey: the Canadian Security Intelligence Service, railway and military police, and government departments enforcing specific statutes in the areas of income tax, customs and excise, immigration, fisheries and wildlife. Additionally, private security services and private investigators are not included in the survey.

Data presented in this report represent police personnel as of May 15, 2018 and year-end expenditures for the 2017 calendar year or the 2017/2018 fiscal year. Full-time equivalent counts include all permanent sworn police officers available for active duty as of May 15, 2018. Part-time permanent personnel are converted to a full-time equivalent. Police expenditures represent actual operating expenditures and include salaries and wages, benefits, and other operating expenses such as accommodation costs, fuel, and maintenance, as well as capital expenditures. Expenditure data represent gross expenditure, and does not funding from external sources, or cost recovery dollars. These amounts are provided separately.

From 2012-2017, the Police Administration Survey has included a Supplemental questionnaire which captures detailed information on hires, departures, eligibility to retire, years of service, age, education, visible minority status, and language. Due to data quality issues, some of this information is not published.

In 2018, the Police Administration Survey was redesigned, in collaboration with the policing community. The new survey provides the number of police officers, civilians, special constables and recruits employed by the police service (in full-time equivalents). The actual number (headcount) of employees by their status as paid or unpaid, permanent or non-permanent, and full or part-time, is also collected. Information for police officers is categorized by rank (i.e., commissioned officers, non-commissioned officers, and Constables) and by gender and age group. Information for civilians and special constables is provided by their duties and functions in the police service. Information on hiring, departures, long-term leave, and eligibility to retire is provided, as well as Aboriginal and visible minority identity of employees. Other questions collect data on operating expenditures broken down into salaries/wages and benefits, and other non-salary operating expenditures by type of expenditure. Information on capital expenses are also collected by type of expense. In addition, detailed spending amounts on selected types of policing information technology and police equipment is collected. Lastly, information on current and emerging issues related to policing in Canada is collected.

For more information on survey definitions and methods, refer to the Statistics Canada survey information page: Police Administration Survey.

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## Notes

1. Further information on the survey's content can be found by referring to the Statistics Canada survey information page: Police Administration Survey.
2. This amount is in current dollars. Current dollars express the cost of items in terms of the year in which the expenditure occurs. Changes over time are expressed in constant dollars.
3. Percentages may not add up due to rounding.
4. These data mark the first year of collection, therefore no trend analysis is available.
5. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).
6. Average salary comparisons do not take into account differences in cost of living among the locations of the police services.
7. The average salary calculation uses the full-time equivalents counts collected in the survey, and not the actual headcount numbers. There were some police services that could not provide the level of details needed in the average salary calculation therefore their full-time equivalent personnel's counts were removed.
8. 'Large municipal police service' refers to services serving a population of greater than or equal to 100,000 for the 2018 year. 'Small municipal police service' refers to services serving a population of less than 100,000 for the 2018 year.
9. These data mark the first year of collection, therefore no trend analysis is available.
10. These data mark the first year of collection, therefore no trend analysis is available.
11. These data mark the first year of collection, therefore no trend analysis is available.
12. Costs include operational, maintenance and capital expenditures.
13. Includes citizen generated calls, police officer initiated calls or unknown source of calls. To avoid response burden, the 2018 Police Administration Survey only collected total number of calls, not type of call.
14. These data mark the first year of collection, therefore no trend analysis is available.
15. The 2018 PAS asked for amounts spent to purchase drug-impaired driving detection equipment in the fiscal year of 2017 (2017/2018). However, a number of police services, including the RCMP, were unable to provide these amounts. It is expected that most of the purchases occurred in the fiscal year of 2018 (2018/2019) and will be reported on the 2019 PAS.
16. These data mark the first year of collection, therefore no trend analysis is available.
17. The rate of police strength is calculated using the number of permanent full-time equivalent police officers employed on the police service as of May 15, 2018. It does not include non-permanent police officers or recruits. The total number of police officers and rate of police strength includes federal, provincial, territorial, municipal and First Nations police services. Includes Royal Canadian Mounted Police operation and corporate headquarters, training academy Depot division, and forensics labs.
18. Throughout this article, percent changes are based on unrounded rates.
19. In 2015, the Ontario Provincial Police (OPP) implemented a new municipal billing model, which reflects the provincial integrated service delivery model that does not apportion the number of officers to a Municipal boundary or contract. As a result, the OPP Municipal Contracts do not have a fixed or static number of officers assigned at the police service level, as defined by the Police Administration Survey. Therefore, as of 2015, OPP resource data are available only at the provincial level and Statistics Canada can no longer produce CMA data for Ontario. In lieu, this report is presenting data for police services serving populations of 100,000 or more. Caution should be used when comparing police services as some are regional and some are not.
20. For the purposes of analysis in this report, a change is considered stable or unchanged from the previous year if it round to 0%.
21. There are 50 municipal police services that serve a population of 100,000 or more. Two police services have been suppressed to meet the confidentiality requirements of the *Statistics Act*.
22. Halifax Regional Police, Nova Scotia has a rate of police strength of 210. However, this rate does not include the number of police officers from RCMP Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural officers and the population they serve are added to the calculation, the rate of police strength amounts to approximately 166 police officers per 100,000 population.
23. This includes permanent police officers, it excludes any police officers employed by the police service as a contract employee, casual or temporary status.
24. These data mark the first year of collection, therefore no trend analysis is available.
25. These data mark the first year of collection, therefore no trend analysis is available.

26. There are 50 municipal police services that serve a population of 100,000 or more. Two police services have been suppressed to meet the confidentiality requirements of the *Statistics Act*.
27. 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. The *Employment Equity Act* defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. The source for 2016 data is Census of Population.
28. 'Large municipal police service' refers to services serving a population of greater than or equal to 100,000 for the 2018 year. 'Small municipal police service' refers to services serving a population of less than 100,000 for the 2018 year.
29. These data are collected from police services through self-identification by personnel. As such, information on visible minority or Aboriginal identity was reported as "unknown" for 22% of police officers in Canada and as "not collected by the police service" for approximately 14% of police officers.
30. This compares the 2016 Census divisions to the police service boundaries which may not include the same census subdivisions (CSD).
31. Indigenous identity is collected through the variable 'Aboriginal identity'. The variable refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the *Indian Act* of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act, 1982*, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada. The source for 2016 data is Census of Population.
32. Population data is provided by Statistics Canada, Demography Division.
33. These data are collected from police services through self-identification by personnel. As such, information on visible minority or Indigenous identity (which is collected through the variable 'Aboriginal identity') was reported as "unknown" for 22% of police officers in Canada and as "not collected by the police service" for approximately 14% of police officers.
34. Includes only those services with a defined self-administered agreement.
35. Percentages may not add up due to rounding.
36. Total personnel includes all full-time equivalent police officers (commissioned, non-commissioned and constables), full-time equivalent civilians and special constables, and the number of recruits reported on May 15, 2018.
37. Includes only those services with a defined self-administered agreement.
38. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
39. These data mark the first year of collection, therefore no trend analysis is available.
40. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
41. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
42. These data mark the first year of collection, therefore no trend analysis is available.
43. These data mark the first year of collection, therefore no trend analysis is available.
44. These data mark the first year of collection, therefore no trend analysis is available.
45. Percentages may not add up due to rounding.
46. Includes sworn officers that were employed as either permanent full-time status, permanent part time or non-permanent.
47. Data from the 2018 Homicide Survey are now available (Statistics Canada data tables 35-10-0068-01 to 35-10-0075-01 and 35-10-0156-01 and 35-10-0157-01). The detailed annual *Juristat* on homicide in Canada is planned for release in November 2019.

## Detailed data tables

**Table 1**  
**Current and constant (2002) dollar operating expenditures on policing, Canada, 1986/1987 to 2017/2018**

Year	Current dollars <sup>1</sup>				Constant (2002) dollars <sup>2</sup>			
	Total expenditures <sup>3</sup>	Percentage change from previous year	Per capita cost <sup>4</sup>	Percentage change from previous year	Total expenditures <sup>3</sup>	Percentage change from previous year	Per capita cost <sup>4</sup>	Percentage change from previous year
	thousands of dollars	percent	dollars	percent	thousands of dollars	percent	dollars	percent
1986/1987	3,771,205	...	144	...	5,748,789	...	220	...
1987/1988	4,027,809	6.8	152	5.4	5,880,013	2.3	222	0.9
1988/1989	4,389,414	9.0	164	7.6	6,164,908	4.8	230	3.5
1989/1990	4,684,760	6.7	172	4.8	6,263,049	1.6	230	-0.2
1990/1991	5,247,646	12.0	189	10.3	6,693,426	6.9	242	5.3
1991/1992	5,426,887	3.4	194	2.2	6,554,211	-2.1	234	-3.2
1992/1993	5,716,833	5.3	202	4.1	6,805,754	3.8	240	2.6
1993/1994	5,790,165	1.3	202	0.2	6,764,212	-0.6	236	-1.7
1994/1995	5,783,656	-0.1	199	-1.2	6,748,723	-0.2	233	-1.3
1995/1996	5,766,630	-0.3	197	-1.3	6,582,911	-2.5	225	-3.5
1996/1997	5,856,055	1.6	198	0.5	6,587,238	0.1	222	-1.0
1997/1998	5,989,022	2.3	200	1.3	6,625,024	0.6	222	-0.4
1998/1999	6,209,756	3.7	206	2.8	6,801,486	2.7	226	1.8
1999/2000	6,395,380	3.0	210	2.2	6,884,155	1.2	226	0.4
2000/2001	6,798,772	6.3	222	5.3	7,126,596	3.5	232	2.6
2001/2002	7,270,027	6.9	234	5.8	7,433,565	4.3	240	3.2
2002/2003	7,827,322	7.7	250	6.5	7,827,322	5.3	250	4.2
2003/2004	8,324,196	6.3	263	5.4	8,097,467	3.5	256	2.5
2004/2005	8,758,213	5.2	274	4.2	8,365,055	3.3	262	2.3
2005/2006	9,281,879	6.0	288	5.0	8,674,653	3.7	269	2.7
2006/2007	9,877,071	6.4	303	5.3	9,053,227	4.4	278	3.3
2007/2008	10,544,769	6.8	321	5.7	9,457,192	4.5	288	3.5
2008/2009	11,449,953	8.6	344	7.4	10,035,016	6.1	302	5.0
2009/2010	12,314,195	7.5	366	6.3	10,764,157	7.3	320	6.0
2010/2011	12,651,406	2.7	372	1.6	10,859,576	0.9	319	-0.2
2011/2012	12,952,744	2.4	377	1.4	10,802,955	-0.5	315	-1.5
2012/2013 <sup>r</sup>	13,550,728	4.6	390	3.5	11,134,534	3.1	321	2.0
2013/2014 <sup>r</sup>	13,596,407	0.3	388	-0.7	11,071,992	-0.6	316	-1.6
2014/2015 <sup>r</sup>	13,881,108	2.1	392	1.1	11,087,147	0.1	313	-0.9
2015/2016 <sup>r</sup>	14,208,589	2.4	398	1.6	11,223,214	1.2	314	0.5
2016/2017 <sup>r</sup>	14,669,412	3.2	406	2.1	11,424,776	1.8	316	0.6
2017/2018	15,144,253	3.2	414	2.0	11,613,691	1.7	318	0.5

... not applicable

<sup>r</sup> revised

1. Dollars which express the cost of items in terms of the year in which the expenditure occurs.

2. Dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.

3. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Capital expenditures, revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.

4. Per capita costs are calculated using population statistics based on Census 2016 estimates, population data has been revised back to 2011. Statistics Canada, Demography Division.

**Note:** While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2018 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2017 for the most recent data).

**Source:** Statistics Canada, Consumer Price Index and Canadian Centre for Justice Statistics, Police Administration Survey.

**Table 2**  
**Total expenditures on policing, current dollars, by province and territory, 2017/2018**

Province and territory	Municipal police services <sup>2</sup>					Provincial police services <sup>3</sup>			
	2017 population <sup>1</sup>	Total operating expenditures	Percentage change from previous year <sup>4</sup>	Capital expenditures	Total expenditures	Total operating expenditures	Percentage change from previous year <sup>4</sup>	Capital expenditures	Total expenditures
	number	thousands of dollars	percent	thousands of dollars	thousands of dollars	thousands of dollars	percent	thousands of dollars	thousands of dollars
Newfoundland and Labrador	528,567	...	...	...	...	58,774	-1	168	58,941
Prince Edward Island	150,566	13,712	2	71	13,783	...	...	...	...
Nova Scotia	950,680	145,690	8	2,933	148,623	...	...	...	...
New Brunswick	766,852	69,660	-2	1,698	71,358	...	...	...	...
Quebec	8,297,717	1,513,277	-7	23,255	1,536,532	1,016,254	7	30,548	1,046,803
Ontario <sup>5</sup>	14,071,445	3,980,503	3	201,590	4,182,094	1,154,072	0	26,573	1,180,645
Manitoba	1,335,396	311,509	0	4,065	315,574	...	...	...	...
Saskatchewan <sup>6</sup>	1,150,782	213,794	3	7,822	221,615	...	...	...	...
Alberta	4,243,995	989,161	3	97,265	1,086,425	...	...	...	...
British Columbia	4,922,152	590,380	11	13,831	604,212	...	...	...	...
Yukon	39,628	...	...	...	...	...	...	...	...
Northwest Territories	44,936	...	...	...	...	...	...	...	...
Nunavut	37,552	...	...	...	...	...	...	...	...
<b>Provincial and territorial total<sup>7</sup></b>	<b>36,540,268</b>	<b>7,827,686</b>	<b>1</b>	<b>352,530</b>	<b>8,180,216</b>	<b>2,229,100</b>	<b>3</b>	<b>57,289</b>	<b>2,286,389</b>
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	...	...	...	...	...	...	...	...	...
<b>Canada</b>	<b>36,540,268</b>	<b>7,827,686</b>	<b>1</b>	<b>352,530</b>	<b>8,180,216</b>	<b>2,229,100</b>	<b>3</b>	<b>57,289</b>	<b>2,286,389</b>

Province and territory	Royal Canadian Mounted Police						
	Contract policing expenditures <sup>8</sup>	Federal and international policing expenditures <sup>9</sup>	Operational support and services expenditures <sup>10</sup>	Total operating expenditures	Percentage change from previous year <sup>4</sup>	Total capital expenditures	Total expenditures
	thousands of dollars				percent	thousands of dollars	
Newfoundland and Labrador	94,569	11,718	13,222	119,510	15	2,930	122,439
Prince Edward Island	17,267	3,102	2,782	23,151	8	963	24,114
Nova Scotia	148,124	18,886	20,547	187,557	17	10,446	198,003
New Brunswick	118,189	18,718	32,816	169,723	12	7,224	176,947
Quebec	...	150,022	62,885	212,907	34	14,703	227,611
Ontario <sup>5</sup>	...	281,472	68,901	350,373	12	7,472	357,845
Manitoba	180,966	14,396	24,381	219,744	5	7,511	227,255
Saskatchewan <sup>6</sup>	220,199	14,953	49,645	284,798	20	27,384	312,182
Alberta	514,053	48,347	47,316	609,716	10	29,905	639,620
British Columbia	1,026,337	106,275	96,011	1,228,623	14	36,985	1,265,608
Yukon	33,188	1,714	3,861	38,763	9	1,429	40,192
Northwest Territories	57,838	2,011	3,884	63,733	7	1,292	65,025
Nunavut	58,124	2,006	4,913	65,043	14	3,704	68,747
<b>Provincial and territorial total<sup>7</sup></b>	<b>2,468,855</b>	<b>673,621</b>	<b>431,164</b>	<b>3,573,640</b>	<b>14</b>	<b>151,948</b>	<b>3,725,588</b>
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	306,452	242,415	964,960	1,513,827	-7	104,410	1,618,237
<b>Canada</b>	<b>2,775,306</b>	<b>916,036</b>	<b>1,396,124</b>	<b>5,087,467</b>	<b>7</b>	<b>256,359</b>	<b>5,343,825</b>

See notes at the end of the table.

**Table 2 — end**  
**Total expenditures on policing, current dollars, by province and territory, 2017/2018**

Province and territory	Total policing			
	Total operating expenditures thousands of dollars	Percentage change from previous year <sup>4</sup> percent	Total capital expenditures thousands of dollars	Total expenditures
Newfoundland and Labrador	178,283	9	3,097	181,381
Prince Edward Island	36,863	5	1,034	37,897
Nova Scotia	333,247	13	13,380	346,626
New Brunswick	239,384	8	8,922	248,305
Quebec	2,742,439	0	68,506	2,810,945
Ontario <sup>5</sup>	5,484,948	3	235,636	5,720,584
Manitoba	531,253	2	11,576	542,829
Saskatchewan <sup>6</sup>	498,591	12	35,206	533,797
Alberta	1,598,876	5	127,169	1,726,046
British Columbia	1,819,003	13	50,816	1,869,820
Yukon	38,763	9	1,429	40,192
Northwest Territories	63,733	7	1,292	65,025
Nunavut	65,043	14	3,704	68,747
<b>Provincial and territorial total<sup>7</sup></b>	<b>13,630,426</b>	<b>5</b>	<b>561,767</b>	<b>14,192,193</b>
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	1,513,827	-7	104,410	1,618,237
<b>Canada</b>	<b>15,144,253</b>	<b>3</b>	<b>666,177</b>	<b>15,810,430</b>

... not applicable

1. Populations are based on July 1st estimates for 2017, Statistics Canada, Demography Division.

2. Includes municipal stand-alone police services (i.e. municipalities with a dedicated police service, not contracted out to a provincial police service or the Royal Canadian Mounted Police). This includes First Nations communities that are not policed by a provincial police service or the Royal Canadian Mounted Police.

3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.

4. Year-over-year percent change calculations are based on unrounded current dollar amounts.

5. Excludes the Royal Canadian Mounted Police operation and corporate headquarters.

6. Excludes the Royal Canadian Mounted Police training academy depot division and forensic labs.

7. Excludes the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensics labs.

8. Includes provincial/territorial, municipal, and Aboriginal contract policing.

9. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support) and international policing operations (peacekeeping missions, capacity building missions, and liaison missions).

10. Includes technical services and operational support; scientific, technical, and investigative support; Canadian firearms program; advance police training; transfer payments, internal services, and Canadian police culture and heritage.

**Note:** While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2018 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2017 for the most recent data).

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

**Table 3**  
**Trends in police personnel, Canada, 1962 to 2018**

Year	Police officers <sup>1</sup>			Civilian personnel <sup>2,3</sup>			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians ratio
	Total	Officers per 100,000 population	Percentage change in rate <sup>4</sup>	Total	Per 100,000 population	Percentage change in rate <sup>4</sup>				
	number	rate <sup>5</sup>	percent	number	rate <sup>5</sup>	percent				
1962	26,129	140.6	...	5,699	30.7	...	31,828	82.1	17.9	4.6
1963	27,333	144.4	2.7	5,935	31.4	2.3	33,268	82.2	17.8	4.6
1964	28,823	149.4	3.5	6,655	34.5	9.9	35,478	81.2	18.8	4.3
1965	30,146	153.5	2.7	7,133	36.3	5.2	37,279	80.9	19.1	4.2
1966	32,086	160.3	4.4	7,583	37.9	4.4	39,669	80.9	19.1	4.2
1967	33,792	165.8	3.4	8,018	39.3	3.7	41,810	80.8	19.2	4.2
1968	34,887	168.5	1.6	8,351	40.3	2.5	43,238	80.7	19.3	4.2
1969	36,342	173.0	2.7	8,963	42.7	6.0	45,305	80.2	19.8	4.1
1970	37,949	178.2	3.0	9,936	46.7	9.4	47,885	79.3	20.7	3.8
1971	40,148	182.8	2.6	10,597	48.3	3.4	50,745	79.1	20.9	3.8
1972	41,214	185.5	1.5	11,762	52.9	9.5	52,976	77.8	22.2	3.5
1973	43,142	191.8	3.4	12,297	54.7	3.4	55,439	77.8	22.2	3.5
1974	45,276	198.5	3.5	12,085	53.0	-3.1	57,361	78.9	21.1	3.7
1975	47,713	206.2	3.9	13,794	59.6	12.5	61,507	77.6	22.4	3.5
1976	48,213	205.6	-0.3	14,377	61.3	2.9	62,590	77.0	23.0	3.4
1977	48,764	205.5	0.0	15,231	64.2	4.7	63,995	76.2	23.8	3.2
1978	48,705	203.2	-1.1	15,749	65.7	2.3	64,454	75.6	24.4	3.1
1979	48,990	202.4	-0.4	15,001	62.0	-5.6	63,991	76.6	23.4	3.3
1980	49,841	203.3	0.4	16,410	66.9	7.9	66,251	75.2	24.8	3.0
1981	50,563	203.7	0.2	16,999	68.5	2.4	67,562	74.8	25.2	3.0
1982	50,539	201.2	-1.2	17,738	70.6	3.1	68,277	74.0	26.0	2.8
1983	50,081	197.4	-1.9	17,342	68.4	-3.1	67,423	74.3	25.7	2.9
1984	50,010	195.3	-1.1	17,503	68.4	0.0	67,513	74.1	25.9	2.9
1985	50,351	194.8	-0.3	17,702	68.5	0.1	68,053	74.0	26.0	2.8
1986	51,425	197.0	1.1	18,273	70.0	2.2	69,698	73.8	26.2	2.8
1987	52,510	198.5	0.8	19,558	73.9	5.6	72,068	72.9	27.1	2.7
1988	53,312	199.0	0.2	19,407	72.4	-2.1	72,719	73.3	26.7	2.7
1989	54,211	198.7	-0.1	19,526	71.6	-1.2	73,737	73.5	26.5	2.8
1990	56,034	202.3	1.8	19,259	69.5	-2.8	75,293	74.4	25.6	2.9
1991	56,768	202.5	0.1	19,440	69.4	-0.3	76,208	74.5	25.5	2.9
1992	56,992	200.9	-0.8	20,059	70.7	2.0	77,051	74.0	26.0	2.8
1993	56,901	198.4	-1.3	19,956	69.6	-1.6	76,857	74.0	26.0	2.9
1994	55,859	192.6	-2.9	19,492	67.2	-3.4	75,351	74.1	25.9	2.9
1995	55,008	187.7	-2.5	19,259	65.7	-2.2	74,267	74.1	25.9	2.9
1996	54,323	183.5	-2.3	19,603	66.2	0.7	73,926	73.5	26.5	2.8
1997	54,719	183.0	-0.3	19,679	65.8	-0.6	74,398	73.5	26.5	2.8
1998	54,763	181.6	-0.7	19,383	64.3	-2.3	74,146	73.9	26.1	2.8
1999	55,321	182.0	0.2	20,169	66.3	3.2	75,490	73.3	26.7	2.7

See notes at the end of the table.

**Table 3 — end**  
**Trends in police personnel, Canada, 1962 to 2018**

Year	Police officers <sup>1</sup>			Civilian personnel <sup>2,3</sup>			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians ratio
	Total	Officers per 100,000 population	Percentage change in rate <sup>4</sup>	Total	Per 100,000 population	Percentage change in rate <sup>4</sup>				
	number	rate <sup>5</sup>	percent	number	rate <sup>5</sup>	percent				
2000	55,954	182.3	0.2	19,917	64.9	-2.2	75,871	73.7	26.3	2.8
2001	57,076	184.0	0.9	19,982	64.4	-0.7	77,058	74.1	25.9	2.9
2002	58,422	186.3	1.3	20,732	66.1	2.6	79,154	73.8	26.2	2.8
2003	59,412	187.8	0.8	21,476	67.9	2.7	80,888	73.4	26.6	2.8
2004	59,800	187.2	-0.3	22,212	69.5	2.5	82,012	72.9	27.1	2.7
2005	61,026	189.3	1.1	23,391	72.5	4.3	84,417	72.3	27.7	2.6
2006	62,461	191.8	1.3	23,911	73.4	1.2	86,372	72.3	27.7	2.6
2007	64,134	195.0	1.7	25,295	76.9	4.8	89,429	71.7	28.3	2.5
2008	65,283	196.4	0.7	25,630	77.1	0.2	90,913	71.8	28.2	2.5
2009	67,243	200.0	1.8	27,056	80.5	4.4	94,299	71.3	28.7	2.5
2010	69,068	203.1	1.6	27,357	80.4	0.0	96,425	71.6	28.4	2.5
2011 <sup>r</sup>	69,424	202.2	-0.5	28,142	82.0	1.9	97,566	71.2	28.8	2.5
2012 <sup>r</sup>	69,505	200.2	-1.0	28,202	81.2	-0.9	97,707	71.1	28.9	2.5
2013 <sup>r</sup>	69,250	197.4	-1.4	27,870	79.4	-2.2	97,120	71.3	28.7	2.5
2014 <sup>r</sup>	68,806	194.2	-1.6	28,425	80.2	1.0	97,231	70.8	29.2	2.4
2015 <sup>r</sup>	68,772	192.6	-0.8	28,371	79.5	-0.9	97,143	70.8	29.2	2.4
2016 <sup>r</sup>	68,859	190.7	-1.0	28,436	78.7	-0.9	97,295	70.8	29.2	2.4
2017 <sup>r</sup>	69,025	188.9	-0.9	29,052	79.5	1.0	98,077	70.4	29.6	2.4
2018	68,562	185.0	-2.1	31,050	83.8	5.4	99,612	68.8	31.2	2.2

... not applicable

<sup>r</sup> revised

1. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

2. Counts include civilians on the police service's payroll employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of Royal Canadian Mounted Police detachments and some police services, they are not captured by the survey.

3. Special constables and recruits were included in the civilian counts prior to 2017. Starting in 2018, counts for special constables and recruits were collected in a separate question but added to the civilian counts for comparability purposes in this table.

4. Percent changes are based on unrounded rates.

5. Populations are based on July 1st, 2018 estimates from Statistics Canada, Demography Division.

**Note:** A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2018 for the most recent data). Additional data are available on Statistics Canada table 35-10-0176.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

**Table 4**  
**Police officers by level of policing, by province and territory, 2018**

Province and territory	2018 population <sup>1</sup>	Municipal police services <sup>2</sup>	Provincial police services <sup>3</sup>	Royal Canadian Mounted Police <sup>4</sup>		Total police officers	Police officers per 100,000 population	Percentage change in rate <sup>7</sup>	
				Contract policing <sup>5</sup>	Federal and other policing <sup>6</sup>			2017 to 2018	2008 to 2018
			number				rate	percent	
Newfoundland and Labrador	525,355	...	387	439	74	900	171	-0.6	-0.9
Prince Edward Island	153,244	96	...	98	22	216	141	-4.4	-15.3
Nova Scotia	959,942	879	...	856	125	1,860	194	0.6	-2.7
New Brunswick	770,633	423	...	689	117	1,229	160	-0.9	-12.1
Quebec	8,390,499	9,616	5,356	...	912	15,884	189	-1.1	-4.6
Ontario <sup>8</sup>	14,322,757	17,950	5,668	...	1,709	25,327	177	-4.2	-8.7
Manitoba	1,352,154	1,557	...	867	128	2,552	189	-2.0	-6.5
Saskatchewan <sup>9</sup>	1,162,062	1,076	...	1,091	...	2,167	186	-8.3	-10.7
Alberta	4,307,110	4,290	...	2,795	425	7,510	174	-1.1	9.3
British Columbia	4,991,687	2,572	...	5,855	819	9,246	185	1.7	-1.0
Yukon <sup>10</sup>	40,476	...	...	118	14	132	326	1.0	-7.8
Northwest Territories <sup>10</sup>	44,541	...	...	168	18	186	416	2.3	1.4
Nunavut <sup>10</sup>	38,396	...	...	122	14	136	354	-0.7	-5.1
<b>Provincial and territorial total<sup>11</sup></b>	<b>37,058,856</b>	<b>38,459</b>	<b>11,411</b>	<b>13,097</b>	<b>4,376</b>	<b>67,344</b>	<b>182</b>	<b>-2.2</b>	<b>-4.9</b>
Royal Canadian Mounted Police operation and corporate headquarters	...	...	...	...	834	834	...	...	...
Royal Canadian Mounted Police training academy depot division and forensic labs	...	...	...	...	384	384	...	...	...
<b>Canada</b>	<b>37,058,856</b>	<b>38,459</b>	<b>11,411</b>	<b>13,097</b>	<b>5,594</b>	<b>68,562</b>	<b>185</b>	<b>-2.1</b>	<b>-5.8</b>

... not applicable

1. Populations are based on July 1st, 2018 estimates from Statistics Canada, Demography Division. The populations were revised back to 2011 due to the 2016 Census rebasing.

2. Includes municipal stand-alone police services (i.e. Municipalities with a dedicated police service not contracted with a provincial police service or the Royal Canadian Mounted Police. Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police).

3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, the Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.

4. Some minor variances with the counts may appear when comparing the 2017 and 2018 survey data. This is due to a methodology change which categorizes Royal Canadian Mounted Police personnel within the respondent codes.

5. Includes provincial/territorial, municipal, and Aboriginal contract policing. Contract policing refers to provincial and municipal policing services provided by the Royal Canadian Mounted Police.

6. Includes Federal policing and Departmental and Divisional Administration. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support).

7. Percent changes are based on unrounded rates.

8. Excludes the Royal Canadian Mounted Police operation and corporate headquarters.

9. Excludes the Royal Canadian Mounted Police training academy depot division and forensic labs.

10. Yukon, Northwest Territories and Nunavut are policed solely by the Royal Canadian Mounted Police.

11. Excludes the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

**Note:** A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2018 for the most recent data). Police officers calculated in this table are based on the counts for permanent full-time and permanent part-time that are calculated into full-time equivalent.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.



**Table 5**  
**Municipal police services serving a population of 100,000 or more, Canada, 2018**

Municipal police services <sup>1</sup>	Police officers <sup>3</sup>					Hires <sup>6</sup>	Departures <sup>6</sup>	Net gain or loss: hiring and departures <sup>6</sup>	Police officers eligible to retire <sup>6</sup>
	2018 population <sup>2</sup>	2018 number of police officers	2018 police officers per 100,000 population <sup>4</sup>	Percentage change from previous year <sup>5</sup>	2018 Percentage of female officers				
	number		rate	percent					
Toronto Police Service, Ont.	2,956,024	4,923	167	-8	19	14	232	-218	8
Montréal Police Service, Que.	2,029,374	4,532	223	-3	33	241	197	44	17
Peel Regional Police Service, Ont.	1,404,628	2,004	143	0	18	91	70	21	3
Calgary Police Service, Alta.	1,311,833	2,006	153	-11	19	171	70	101	0
York Regional Police, Ont.	1,150,672	1,505	131	-6	19	89	66	23	5
Ottawa Police Service, Ont.	1,007,501	1,230	122	-3	22	51	38	13	3
Edmonton Police Service, Alta.	1,004,947	1,882	187	4	21	83	58	25	3
Winnipeg Police Service, Man.	753,674	1,383	184	-3	15	22	52	-30	9
Durham Regional Police Service, Ont.	683,604	878	128	1	20	48	64	-16	7
Vancouver Police Department, B.C.	678,308	1,341	198	1	25	89	43	46	10
Halton Regional Police Service, Ont.	580,014	682	118	-2	21	29	20	9	7
Waterloo Regional Police Service, Ont.	579,145	762	132	-4	22	22	32	-10	6
Québec City Police Service, Que.	578,781	728	126	-5	27	24	33	-9	6
Surrey, B.C. (RCMP)	568,158	784	138	5	20	98	23	75	6
Hamilton Police Service, Ont.	567,979	x	x	x	x	x	x	x	x
Niagara Regional Police Service, Ont.	472,448	708	150	-1	17	25	27	-2	8
Laval Police Service, Que.	432,858	x	x	x	x	x	x	x	x
Longueuil Police Service, Que.	421,842	613	145	7	34	29	21	8	5
London Police Service, Ont.	414,959	607	146	-2	21	36	27	9	5
Gatineau Police Service, Que.	282,596	396	140	0	23	28	8	20	4
Saskatoon Police Service, Sask.	268,188	465	173	-1	23	34	9	25	11

See notes at the end of the table.

**Table 5**  
**Municipal police services serving a population of 100,000 or more, Canada, 2018**

Municipal police services <sup>1</sup>	Police officers <sup>3</sup>						Net gain or loss: hiring and departures <sup>6</sup>	Police officers eligible to retire <sup>6</sup>	
	2018 population <sup>2</sup>	2018 number of police officers	2018 police officers per 100,000 population <sup>4</sup>	Percentage change from previous year <sup>5</sup>	2018 Percentage of female officers	Hires <sup>6</sup>			Departures <sup>6</sup>
	number		rate	percent		number			percent
Halifax Regional Police, N.S. <sup>7</sup>	253,841	533	210	-2	20	19	21	-2	16
Burnaby, B.C. (RCMP)	248,071	290	117	-1	24	44	12	32	9
Regina Police Service, Sask.	233,170	399	171	-2	25	2	3	-1	3
Windsor Police Service, Ont.	229,787	426	185	-2	17	24	22	2	5
Richmond, B.C. (RCMP) <sup>8</sup>	209,838	229	109	10	19	40	11	29	8
Richelieu-Saint-Laurent Police Service, Que.	209,246	210	100	-2	24	34	35	-1	5
St. John's, N.L. (RNC)	208,289	326	157	-4	29	33	17	16	20
Greater Sudbury Police Service, Ont.	168,141	261	155	-2	18	8	8	0	5
Sherbrooke Police Service, Que.	166,863	202	121	-1	23	14	14	0	4
Langley Township, B.C. (RCMP) <sup>9</sup>	156,931	203	130	3	26	27	11	16	10
Abbotsford Police Department, B.C.	153,866	208	135	-5	19	15	7	8	8
Coquitlam, B.C. (RCMP)	149,450	164	110	-1	28	15	4	11	9
Saguenay Police Service, Que.	148,053	187	126	5	22	14	7	7	6
Barrie Police Service, Ont.	147,685	232	157	-4	19	8	5	3	3
Lévis Police Service, Que.	146,080	155	106	-1	21	0	1	-1	13
Guelph Police Service, Ont.	140,683	198	140	0	22	13	10	3	10
Terrebonne Police Service, Que.	140,301	170	121	-1	28	16	14	2	1
Kelowna, B.C. (RCMP)	138,513	192	139	9	27	12	12	0	10
Trois-Rivières Police Service, Que.	136,857	157	115	-1	22	6	8	-2	3
Kingston Police Service, Ont.	132,943	204	153	-2	19	4	6	-2	9
Codiac Regional, N.B. (RCMP)	122,988	143	116	6	20	10	10	0	20
Saanich Police Department, B.C.	121,032	158	131	-1	24	9	8	1	6

See notes at the end of the table.

**Table 5 — end**  
**Municipal police services serving a population of 100,000 or more, Canada, 2018**

Municipal police services <sup>1</sup>	Police officers <sup>3</sup>					Hires <sup>6</sup>	Departures <sup>6</sup>	Net gain or loss: hiring and departures <sup>6</sup>	Police officers eligible to retire <sup>6</sup>
	2018 population <sup>2</sup>	2018 number of police officers	2018 police officers per 100,000 population <sup>4</sup>	Percentage change from previous year <sup>5</sup>	2018 Percentage of female officers				
	number		rate	percent					
Thunder Bay Police Service, Ont.	118,253	225	190	-2	16	5	11	-6	8
Victoria Police Department, B.C.	110,916	239	215	-3	25	11	13	-2	8
Roussillon Regional Police Service, Que.	110,144	115	104	-2	25	10	8	2	4
Delta Police Department, B.C.	109,674	160	146	2	20	8	8	0	13
Chatham-Kent Police Service, Ont.	105,445	163	155	5	15	8	6	2	12
Brantford Police Service, Ont.	104,978	178	170	1	13	14	13	1	1
Red Deer, Alta. (RCMP)	104,493	179	171	4	24	12	5	7	6

x suppressed to meet the confidentiality requirements of the *Statistics Act*

1. Refers to the municipal stand-alone police services and municipalities policed by the Royal Canadian Mounted Police (RCMP) that have a population of 100,000 or more (based on 2018 populations).

2. Populations are based on July 1st, 2018 estimates from Statistics Canada, Demography Division. The populations were revised back to 2011 due to the 2016 Census rebasing.

3. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2018. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded. All recruits are excluded from the number of police officers.

4. Based on the number of police officers on May 15, 2018 and populations for 2018. Populations are adjusted to follow policing boundaries.

5. Percent changes are based on unrounded rates.

6. Represents hiring of police officers and recruits, departures of police officers and eligibility to retire of police officers during the 2017 calendar or 2017/2018 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of full-time equivalent police officers employed on May 15, 2018.

7. The data in this table represents Halifax Regional Police, N.S. which has a rate of police strength of 210. However, this rate does not include the number of police officers from Royal Canadian Mounted Police (RCMP) Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural officers and the population they serve are added to the calculation, the rate of police strength amounts to approximately 166 police officers per 100,000 population.

8. Includes Vancouver International Airport.

9. Langley Township, B.C. includes both Langley Township and Langley B.C.

**Note:** A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2018 for the most recent data). Additional data are available on Statistics Canada table 35-10-0177.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

**Table 6**  
**Hirings and departures of police officers, by province and territory, Canada, 2017/2018**

Province and territory	Hirings <sup>1</sup>			Departures <sup>1</sup>			Net gain or loss: hirings and departures	Police officers eligible to retire <sup>1</sup>
	Total	Experienced police officers <sup>2</sup>	Recruit <sup>3</sup>	Total	Retirements	Other <sup>4</sup>		
	number	percent		number	percent			
Newfoundland and Labrador	53	68	32	44	64	36	9	16
Prince Edward Island	10	100	0	20	65	35	-10	17
Nova Scotia	80	100	0	80	61	39	0	18
New Brunswick	32	100	0	74	51	49	-42	16
Quebec	901	76	24	800	66	34	101	14
Ontario <sup>5</sup>	952	29	71	1,127	71	29	-175	8
Manitoba	112	73	27	117	56	44	-5	10
Saskatchewan <sup>6</sup>	100	76	24	56	39	61	44	9
Alberta	474	55	45	254	63	37	220	6
British Columbia	636	79	21	389	50	50	247	12
Yukon	10	100	0	9	44	56	1	18
Northwest Territories	12	100	0	4	50	50	8	12
Nunavut	9	100	0	4	25	75	5	10
<b>Provincial and territorial total<sup>7</sup></b>	<b>3,381</b>	<b>61</b>	<b>39</b>	<b>2,978</b>	<b>64</b>	<b>36</b>	<b>403</b>	<b>10</b>
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	2	100	0	79	66	34	-77	40
<b>Canada</b>	<b>3,383</b>	<b>61</b>	<b>39</b>	<b>3,057</b>	<b>64</b>	<b>36</b>	<b>326</b>	<b>11</b>

1. Percentages may not sum to 100% due to rounding.

2. Includes senior officers, non-commissioned officers and constables who achieved the status of fully-sworn officer prior to the calendar or fiscal year for which data are shown.

3. Includes paid police officers who achieved the status of fully-sworn police officer during the calendar or fiscal year prior to the year for which data are shown.

4. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death.

5. Excludes personnel from the Royal Canadian Mounted Police operations and corporate headquarters.

6. Excludes personnel from the Royal Canadian Mounted Police training academy depot division and forensic labs.

7. Excludes personnel from the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

**Note:** Represents hirings, departures and eligibility to retire during the 2017 calendar or 2017/2018 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2018.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

**Table 7**  
**Homicides against police officers as a result of their profession, by region, 1961 to 2018**

Year	Atlantic	Quebec	Ontario	Prairies	British Columbia	Territories	Total
	number						
1961	0	2	0	0	0	0	2
1962	0	4	3	0	4	0	11
1963	0	0	0	0	0	0	0
1964	1	1	0	0	0	0	2
1965	0	0	1	0	1	0	2
1966	0	0	1	2	0	0	3
1967	0	1	1	1	0	0	3
1968	0	2	3	0	0	0	5
1969	0	2	2	1	0	0	5
1970	0	0	0	3	0	0	3
1971	0	2	0	1	0	0	3
1972	0	1	2	0	0	0	3
1973	0	1	4	0	0	0	5
1974	2	1	0	1	2	0	6
1975	1	1	0	0	0	0	2
1976	0	2	0	1	0	0	3
1977	0	2	2	2	0	0	6
1978	2	0	2	2	0	0	6
1979	0	1	0	0	0	0	1
1980	0	0	2	0	1	0	3
1981	0	2	2	1	0	0	5
1982	0	0	1	0	0	0	1
1983	0	0	1	0	0	0	1
1984	0	1	6	0	0	0	7
1985	0	3	0	1	1	0	5
1986	0	3	0	1	0	0	4
1987	1	0	0	1	1	0	3
1988	0	0	0	0	0	0	0
1989	0	0	0	0	0	0	0
1990	0	1	0	1	0	0	2
1991	0	1	2	0	0	0	3
1992	0	0	0	1	0	0	1
1993	0	0	2	0	0	0	2
1994	0	0	1	0	0	0	1
1995	0	2	0	0	0	0	2
1996	1	1	0	0	0	0	2
1997	0	0	1	0	0	0	1
1998	0	0	1	0	0	0	1
1999	0	0	1	0	0	0	1

See notes at the end of the table.

**Table 7 — end**  
**Homicides against police officers as a result of their profession, by region, 1961 to 2018**

Year	Atlantic	Quebec	Ontario	Prairies	British Columbia	Territories	Total
	number						
2000	0	1	0	0	0	0	1
2001	0	0	0	1	0	1	2
2002	0	1	0	0	0	0	1
2003	0	0	0	0	0	0	0
2004	0	0	1	1	0	0	2
2005	0	1	0	4	0	0	5
2006	0	0	1	2	0	0	3
2007	0	1	1	0	0	2	4
2008	0	0	0	0	0	0	0
2009	0	0	1	0	0	0	1
2010	0	0	1	0	0	0	1
2011	0	0	2	0	0	0	2
2012	0	0	0	0	0	0	0
2013	0	1	0	0	0	0	1
2014	3	0	0	0	0	0	3
2015	0	0	0	2	0	0	2
2016	0	1	0	0	0	0	1
2017	0	0	0	0	1	0	1
2018	2	0	0	0	0	0	2
<b>Total</b>	<b>13</b>	<b>43</b>	<b>48</b>	<b>30</b>	<b>11</b>	<b>3</b>	<b>148</b>

**Note:** The total count of a given year's number of homicides could include incidents that occurred in previous years. Homicides are allotted to the year in which they become known to or are deemed homicides by police, according to the date on the report submitted to Statistics Canada.

**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Homicide Survey.