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**Juristat**

## **Police resources in Canada, 2017**

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## Police resources in Canada, 2017: Highlights

- There were 69,027 police officers in Canada on May 15, 2017, 168 more than the previous year. This represents a rate of police strength of 188 officers per 100,000 population and a decline of 1% from the previous year. It also marks the sixth consecutive year of decline in the rate of police strength.
- The 29,049 civilians employed by police services across Canada on May 15, 2017, represents a 2% increase from the previous year and accounted for 30% of all police service personnel. The proportion of personnel employed by police services who are civilians has gradually increased since the 1960s. Growth has occurred predominantly in the management and professional categories which includes managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel.
- On May 15, 2017, women accounted for 21% of all sworn officers. Women continued to be increasingly represented in the higher ranks of police services. Women represented 15% of senior officers in 2017—the highest proportion ever recorded—compared with 7% in 2007 and less than 1% in 1986.
- The proportion of police officers aged 40 years and older has grown from 52% in 2013 to 56% in 2017.
- In 2016/2017, police services in Canada hired 2,917 officers. The majority (86%) were recruit graduates, remaining consistent from the previous year.
- Police reported that 2,684 officers departed their service in 2016/2017, with 67% leaving for retirement and the remaining 33% leaving for other reasons such as a job with another service or a career change. In 2016/2017, 10% of officers in Canada were eligible to retire but did not.
- Year-end operating expenditures for police services in Canada in 2016/2017 totaled \$14.7 billion in current dollars. Police spending has increased annually from 1987/1988 for every year except in 1994/1995 and 1995/1996 with very small decreases of less than 1%. Accounting for inflation, total operating expenditures in 2016/2017 rose by 2% from the previous year.
- When accounting for population and inflation, policing operational costs in 2016/2017 amounted to \$315 per capita, almost unchanged from \$313 per capita in 2015/2016.

# Police resources in Canada, 2017

by Patricia Conon

The roles and responsibilities of police services has changed over time, creating new challenges in areas such as crime prevention, law enforcement, public assistance, maintenance of public order and responding to emergencies. As such, police, policy-makers and the public require information to monitor and make information-based decisions regarding the administration of policing.

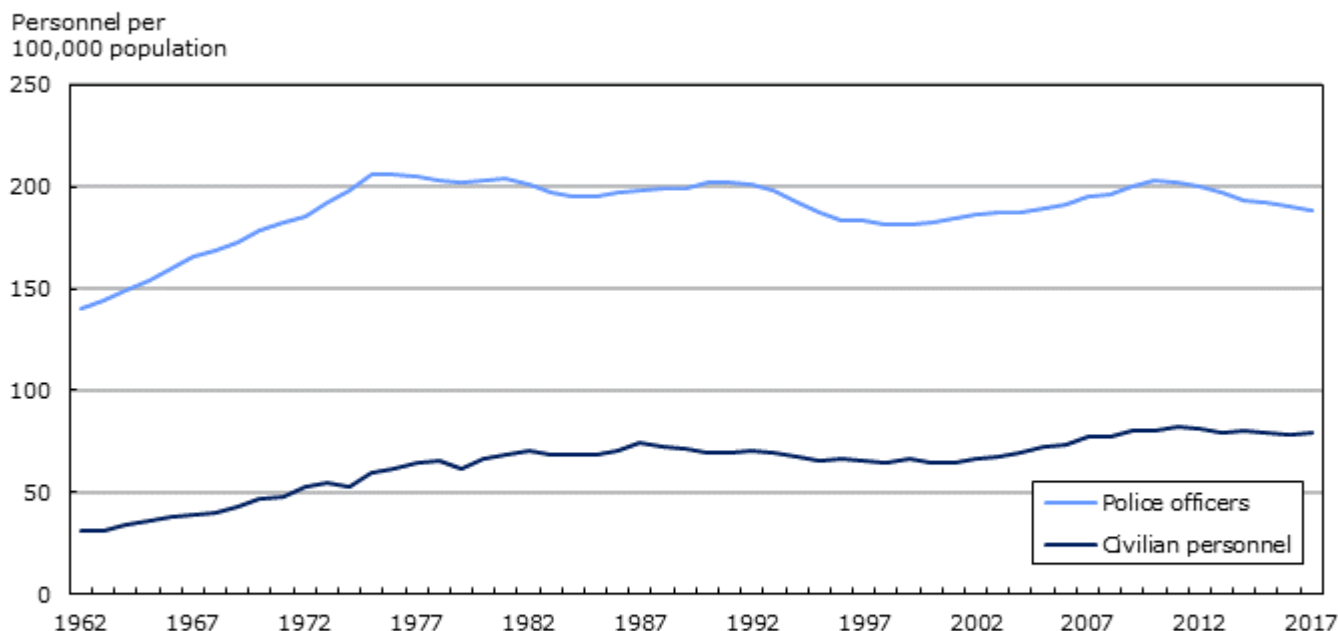
Using data from the Police Administration Survey, this *Juristat* article provides the most recent findings on the rate of police strength; police officers by rank, sex and age; police officer hirings and departures; civilian employees; and, police operating expenditures. Data are presented at the national, provincial and territorial, and municipal levels. This article also includes information from the 2016 Census of Population on the Aboriginal and visible minority status of police officers in Canada.

To provide a more complete picture of policing in Canada, the Canadian Centre for Justice Statistics has developed a revised Police Administration Survey that will collect new information to better understand the cost-drivers and changing human resource structures within police services. This new survey will begin collecting data in April 2018.

## The rate of police strength down slightly from 2016

On May 15, 2017, there were 69,027 police officers in Canada, up by 168 officers from the previous year (Table 1). This represents a rate of police strength of 188 officers per 100,000 population<sup>1</sup> and a decline of 1% from the previous year (Chart 1).<sup>2</sup> The rate of police strength in 2017 also marks the sixth<sup>3</sup> consecutive year of decline and the lowest rate since 2004 (187). The total number of police officers and rate of police strength includes federal, provincial, territorial, municipal and First Nations police services.

**Chart 1**  
**Rate of police strength and civilian personnel per 100,000 population, Canada, 1962 to 2017**



**Note:** Police officers represent the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). Civilian personnel include permanent civilian staff 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. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division. Additional data are available on CANSIM (Table 254-0002).

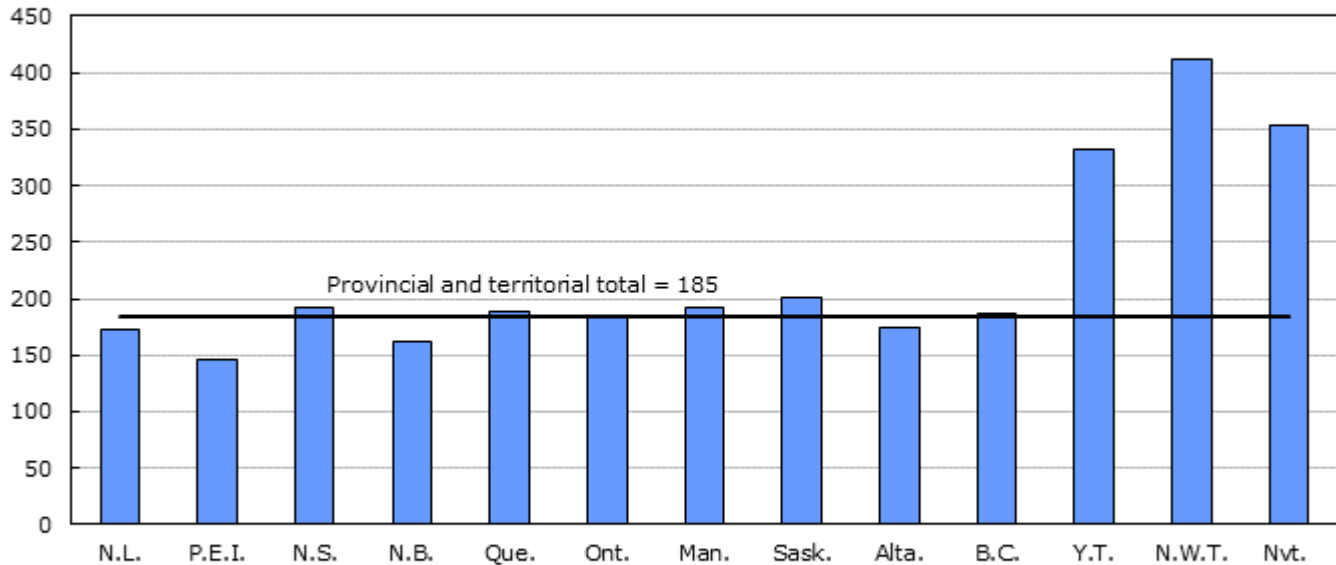
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

The provincial and territorial rate of police strength, which excludes the Royal Canadian Mounted Police (RCMP) headquarters and Training Academy, was 185 officers per 100,000 population in 2017. Among Canada's provinces, the rate of police strength in 2017 ranged from the lowest rate of 146 officers per 100,000 population in Prince Edward Island, to the highest rate of 201 officers per 100,000 population in Saskatchewan (Chart 2). For these two provinces, these ranking were

similar to previous years. The rate of police strength in Nova Scotia (192), Quebec (189), Manitoba (192), Saskatchewan (201) and British Columbia (186) were higher than the provincial and territorial rate (Table 2). All three territories were higher than the provincial and territorial rate with Northwest Territories having the highest rate of police strength of 411 per 100,000 population.

**Chart 2**  
**Rate of police strength, by province and territory, 2017**

Police officers per  
100,000 population



**Note:** The provincial and territorial total excludes the Royal Canadian Mounted Police Headquarters and Training Academy. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division. Additional data are available on CANSIM (Table 254-0002).

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

Across the country in 2017, there were 50 stand-alone municipal police services or municipalities policed by the RCMP that have a population greater than 100,000.<sup>4</sup> Among these services, eight saw increases in their rates of police strength from the preceding year, 31 saw decreases in strength, while 11 reported no notable change from 2016 to 2017. The largest increases in the rates of police strength were seen in the municipalities of Delta, British Columbia (+7%), Red Deer, Alberta (+4%), and London, Ontario (+3%). The municipalities of Codiac Region, New Brunswick (-10%), Abbotsford, British Columbia (-6%) and Toronto, Ontario (-5%) reported the largest decrease in rate of police strength (Table 3).

Among these 50 police services, the 10 with the highest rates of police strength were Victoria (233 per 100,000 population), Montréal (228), Halifax (223),<sup>5</sup> Thunder Bay (197), Vancouver (196), Windsor (193), Winnipeg (192), Edmonton (183), Toronto (180), and Regina (178) (Table 3). Of these 10 police services, only Toronto and Regina reported rates of police officer strength that fell below their provincial rate of police strength.

For the third consecutive year, the lowest rates of police strength were observed in British Columbia's municipality of Richmond (98 per 100,000 population), and in Richelieu Saint-Laurent (103 per 100,000 population) and Lévis (107 per 100,000 population) both of which are located in Quebec (Table 3).

**Text box 1****Types of police services in Canada**

Policing in Canada is administered on three levels: municipal, provincial, and federal services. In 2017, 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. 2016). The communities are responsible for governing the police service through a police board, band council, or other authority (Lithopoulos and Ruddell 2013).

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 Royal Canadian Mounted Police (RCMP) provides provincial, municipal and First Nations policing to the remainder of the province, in addition to their federal policing role.

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. Provinces without a provincial service have these duties provided by the RCMP.

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.

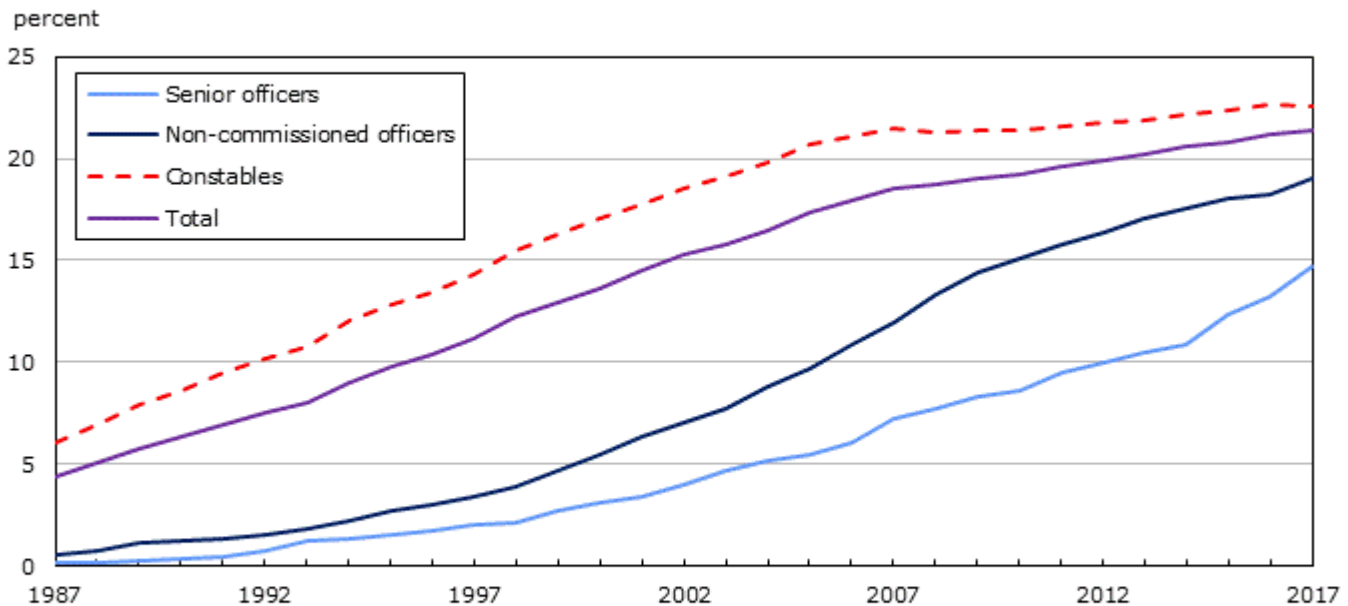
Of the 69,027 police officers in Canada, 56%, or 38,911, were employed by stand-alone municipal police services (Table 2). These included 874 officers serving with First Nations self-administered police services. In addition, 18% of all police officers in Canada were employed in RCMP contract policing, 9% by the OPP, 8% by the SQ, 7% were employed with the RCMP's federal and other policing duties, and 2% were employed with the RCMP's Headquarters and Training Academy. The remaining 1% of police officers in Canada were members of the RNC.

Among the different types of policing services, two reported increases in the number of police officers compared to 2016: the RCMP grew by 291 police officers and First Nation self-administered police services saw 20 more police officers. This latter increase was driven by a growth in officers reported by Nishnawbe-Aski Police Service, Ontario (+17), Lac Simon Police Service, Quebec (+11) and Kativik Regional Police Service, Quebec (+8).

**The proportion of females employed by police services has grown**

On May 15, 2017, there were 14,752 female police officers in Canada, accounting for 21% of all sworn officers. Since data collection began in 1986 when women accounted for just under 4% of all officers, they have slowly accounted for more and more officers each year (Chart 3). Compared to the previous year, police services reported 197 more female officers in 2017 and 29 fewer male officers.

**Chart 3**  
**Female officers as a percentage of total police officers, by rank,**  
**Canada, 1987 to 2017**



**Note:** Non-commissioned officers include personnel between the rank of constable and lieutenant, such as staff-sergeants, sergeants, detective-sergeants, corporals and all equivalent ranks. Senior officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Additional data are available on CANSIM (Table 254-0005).

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

Across the different types of police services, the Royal Newfoundland Constabulary reported the highest proportion of female officers at 28%. The Ontario Provincial Police and the Sûreté du Québec each reported 22% of their officers as female. Among the Royal Canadian Mounted Police (RCMP) and municipal stand-alone police services (excluding First Nations), each reported 21% of officers were female. Across the First Nation self-administered services, women accounted for 16% of officers in 2017.

Among the 50 stand-alone municipal police services and municipalities policed by the RCMP that have a population greater than 100,000, the largest proportion of female officers was reported by Longueuil, Quebec with 35% in 2017, followed by Montréal (32%) and Kelowna (32%) (Table 3). Twenty-five of the 50 municipal police services reported rates of female officers ranging from 21% (the national average) to 30%. The remaining 22 municipal police services were lower than the national average, with the lowest proportion of female officers reported in Ontario's Chatham-Kent (14%) (Table 3).

Although women account for a smaller proportion of senior and non-commissioned officers when compared with Constables, their presence in the higher ranks continues to increase. In 2017, the number of female senior officers increased from 348 to 384, accounting for 15% of senior officers. This marks the highest proportion of female senior officers since collection began in 1986. Among non-commissioned officers in 2017, 19% were women, compared with 12% ten years ago and less than 1% in 1986.

**Text box 2**

**Census 2016: Visible minority and Aboriginal police officers in Canada**

Over the years, Canada has become more diverse as visible minority and Aboriginal populations have grown. A component of community policing is building a service that reflects the profile of the communities it serves. For many police services, this is a consideration in recruitment.

**Visible minority police officers**

The increase in the number of immigrants from non-European countries, as well as their children and grandchildren born in Canada, has contributed to the growth of the visible minority population in Canada (Statistics Canada 2017a).

In 2016, 7,674,580 individuals were identified as belonging to the visible minority population as defined by the *Employment Equity Act*.<sup>6</sup> They represented more than one-fifth (22.3%) of Canada's population, compared to 19.1% in 2011. Of the visible minority population in 2016, 3 in 10 were born in Canada. The three largest visible minority groups were South Asian, Chinese and Black.<sup>7</sup>

If current trends continue, the visible minority population will continue to grow and could represent between 31.2% and 35.9% of the Canadian population by 2036.

In 2016, 8.4% of all police officers (both commissioned and non-commissioned) self-identified as belonging to a visible minority group, according to the Census that year (Text box 2 table 1). This represents a total of 145 commissioned officers and 6,760 non-commissioned officers. Similarly, 8.2% of all police in 2011 were a visible minority, according to the 2011 National Household Survey. From 2011 to 2016, the proportions of visible minority commissioned and non-commissioned officers both increased.

**Text box 2 table 1**

**Visible minority police officers, by province and territories, Canada, 2016 and 2011**

Province and territory	2016 <sup>1</sup>					2011 <sup>1</sup>				
	Visible minority population	Visible minority commissioned officers <sup>2</sup>	Visible minority police officers (excluding commissioned)	Total visible minority officers	Number of visible minority officers per 1,000 visible minority population	Visible minority population	Visible minority commissioned officers <sup>2</sup>	Visible minority police officers (excluding commissioned)	Total visible minority officers	Number of visible minority officers per 1,000 visible minority population
	percent				rate		percent			rate
Newfoundland and Labrador	2.3	0.0	1.4	1.4	1.3	1.4	...	0.0	0.0	0.0
Prince Edward Island	4.8	0.0	5.0	4.8	2.3	3.1	0.0	0.0	0.0	0.0
Nova Scotia	6.5	0.0	4.6	4.5	1.5	5.2	0.0	5.5	5.2	2.4
New Brunswick	3.4	0.0	1.6	1.6	1.0	2.3	0.0	1.7	1.7	1.8
Quebec	13.0	3.6	3.6	3.6	0.7	11.0	2.1	3.3	3.2	0.7
Ontario	29.3	9.9	10.7	10.7	0.9	25.9	14.9	10.8	10.9	1.1
Manitoba	17.5	0.0	7.3	7.1	1.0	13.1	0.0	5.0	4.9	1.0
Saskatchewan	10.8	0.0	3.8	3.7	0.9	6.3	0.0	3.2	3.1	1.6
Alberta	23.5	6.9	7.5	7.5	0.8	18.4	0.0	7.6	7.4	1.1
British Columbia	30.3	17.9	15.6	15.6	1.2	27.3	12.9	13.8	13.8	1.4
Yukon	8.5	0.0	6.3	5.9	3.3	6.1	...	0.0	0.0	0.0
Northwest Territories	9.6	0.0	0.0	0.0	0.0	6.7	...	0.0	0.0	0.0
Nunavut	2.5	0.0	0.0	0.0	0.0	1.6	...	0.0	0.0	0.0
<b>Canada</b>	<b>22.3</b>	<b>7.0</b>	<b>8.5</b>	<b>8.4</b>	<b>0.9</b>	<b>19.1</b>	<b>6.6</b>	<b>8.2</b>	<b>8.2</b>	<b>1.1</b>

... not applicable

1. '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.

2. Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group.

**Note:** All counts in census tabulations undergo random rounding, a process that transforms all raw counts into randomly rounded counts. This may include rounding small counts to zero. This reduces the possibility of identifying individuals in the tabulations.

**Source:** Statistics Canada, 2016 Census of Population and 2011 National Household Survey.

Most provinces saw an increase from 2011 to 2016 in the proportion of total officers reporting as a visible minority, particularly in Prince Edward Island, Manitoba, British Columbia, Newfoundland and Labrador and Saskatchewan.

Among the provinces, the number of visible minority police officers per 1,000 visible minority population ranged from 0.7 in Quebec to 2.3 in Prince Edward Island. It should be noted that provincial rates do not demonstrate specific geographies where visible minority populations and officers may be concentrated.



**Text box 2—end****Census 2016: Visible minority and Aboriginal police officers in Canada****Aboriginal police officers**

In 2016, there were 1,673,780 Aboriginal people in Canada, accounting for 4.9% of the population and marking an increase from 4.3% in 2011 (Statistics Canada 2017b; Statistics Canada 2015).

Of the total number of officers in 2016, 5.4% (or 4,390) reported their identity as Aboriginal,<sup>8</sup> up from 4.7% in 2011. This growth represents an increase of 45 Aboriginal commissioned officers and 250 Aboriginal non-commissioned police officers. In total, there were 115 Aboriginal commissioned officers and 4,275 Aboriginal non-commissioned officers in 2016, according to the Census (Text box 2 table 2).

**Text box 2 table 2****Aboriginal police officers, by provinces and territories, Canada, 2016 and 2011**

Province and territory	2016 <sup>1</sup>				2011 <sup>1</sup>					
	Aboriginal population	Aboriginal commissioned officers <sup>2</sup>	Aboriginal police officers (excluding commissioned)	Total Aboriginal officers	Aboriginal population	Aboriginal commissioned officers <sup>2</sup>	Aboriginal police officers (excluding commissioned)	Total Aboriginal officers		
	percent	percent	percent	rate	percent	percent	percent	rate		
Newfoundland and Labrador	8.9	0.0	8.4	8.2	2.0	7.1	...	7.9	7.9	2.2
Prince Edward Island	2.0	0.0	5.0	4.8	5.5	1.6	0.0	0.0	0.0	0.0
Nova Scotia	5.7	0.0	8.9	8.8	3.4	3.7	0.0	5.5	5.2	3.4
New Brunswick	4.0	0.0	6.6	6.5	3.4	3.1	0.0	3.4	3.4	2.7
Quebec	2.3	3.6	3.1	3.1	3.3	1.8	2.7	2.8	2.8	3.8
Ontario	2.8	5.4	4.4	4.4	3.7	2.4	2.6	3.3	3.2	3.7
Manitoba	18.0	18.2	16.4	16.4	2.2	16.7	0.0	18.2	17.8	3.0
Saskatchewan	16.3	13.3	14.0	13.9	2.2	15.6	0.0	11.3	11.1	2.3
Alberta	6.5	10.7	5.7	5.8	2.1	6.2	0.0	6.9	6.7	3.0
British Columbia	5.9	5.3	5.1	5.1	2.0	5.4	0.0	4.0	3.9	2.0
Yukon	23.3	0.0	18.8	17.6	3.7	23.1	...	11.1	11.1	1.3
Northwest Territories	50.7	100.0	20.6	25.0	2.2	51.9	...	20.9	20.9	2.1
Nunavut	85.9	0.0	12.0	12.0	0.5	86.3	...	26.7	26.7	1.5
<b>Canada</b>	<b>4.9</b>	<b>5.5</b>	<b>5.4</b>	<b>5.4</b>	<b>2.6</b>	<b>4.3</b>	<b>2.9</b>	<b>4.7</b>	<b>4.7</b>	<b>2.9</b>

... not applicable

1. 'Aboriginal identity' 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.

2. Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group.

**Note:** All counts in census tabulations undergo random rounding, a process that transforms all raw counts into randomly rounded counts. This may include rounding small counts to zero. This reduces the possibility of identifying individuals in the tabulations.

**Source:** Statistics Canada, 2016 Census of Population and 2011 National Household Survey.

Almost all provinces and territories reported an increase from 2011 to 2016 in the proportion of officers of Aboriginal identity, with the exception of Alberta, Manitoba and Nunavut where proportions declined (Text box 2 table 2).

The provincial rate of Aboriginal police officers per 1,000 Aboriginal population ranged from 2.0 in both Newfoundland and Labrador and British Columbia to 5.5 in Prince Edward Island. Compared to 2011, the number of Aboriginal people occupying the ranks of commissioned officers grew in a number of provinces in 2016, namely in Manitoba, Alberta, Saskatchewan and British Columbia.

**The proportion of civilian personnel employed by police services continues to increase**

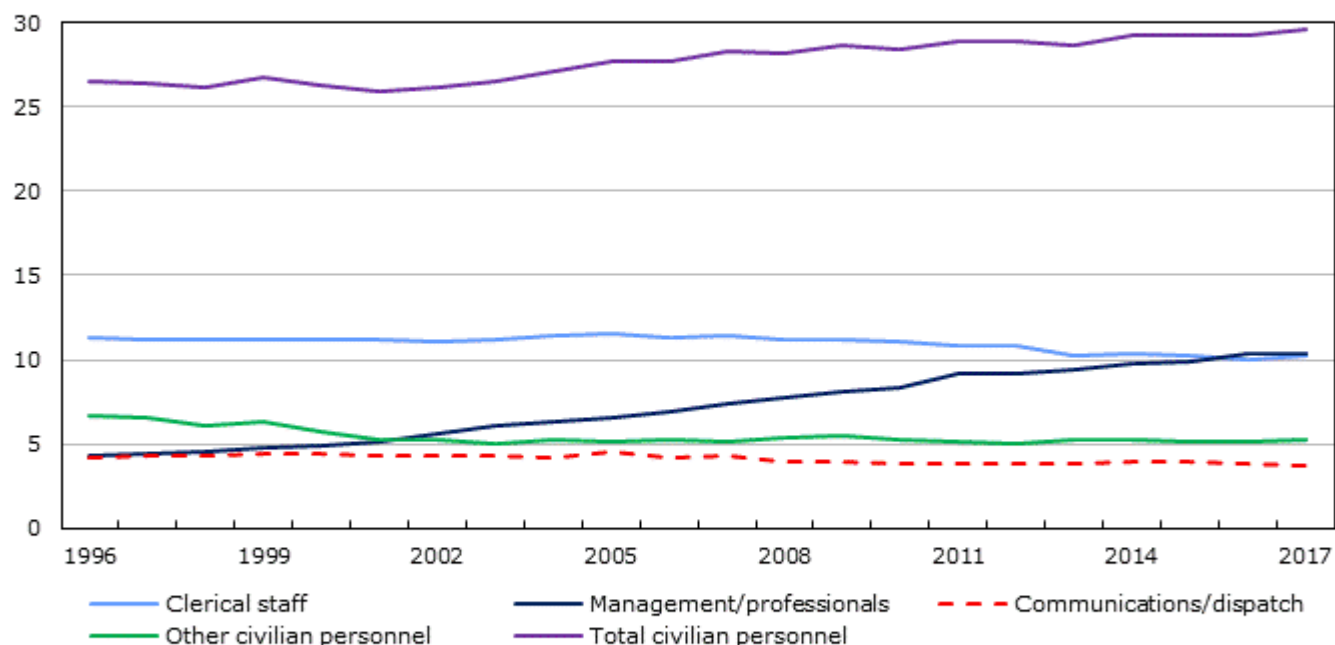
Police services are increasingly made up of civilian members such as clerks, communications staff, and managers and professionals. This increase in civilian membership is referred to as civilianization. Civilianization is "the practice of assigning non-sworn employees to conduct police work that does 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 that is mindful of the duties that require sworn officers and that ensures that the police service and the work environment benefit (Morrell 2014; Peak 2010).

On May 15, 2017, police services employed 29,049 civilians, which represents 613 more than the previous year (+2%) (Table 1). This increase is the largest gain in civilian personnel since 2011, when police services had reported an additional

785 civilians from the preceding year. The number of civilian personnel as a proportion of all personnel employed by police services has gradually increased since data were first collected in 1962. At that time, civilian personnel accounted for 18% of personnel employed by police services, compared with 30% in 2017 (Chart 4). Civilian personnel can be categorized as clerical staff, management and professional staff, communications and dispatch staff, and other civilian staff, which include security officers, cadets, special constables, by-law enforcement and parking control officers, and school crossing guards. Among these four staff categories, growth has been seen predominantly in the category of managers and professionals, which accounted for 10% of all police personnel in 2017, compared with 4% in 1996 (Chart 5). The management and professional category includes managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel.

**Chart 4**  
**Civilian personnel as a proportion of total personnel, by category,**  
**Canada, 1996 to 2017**

percent of  
total personnel

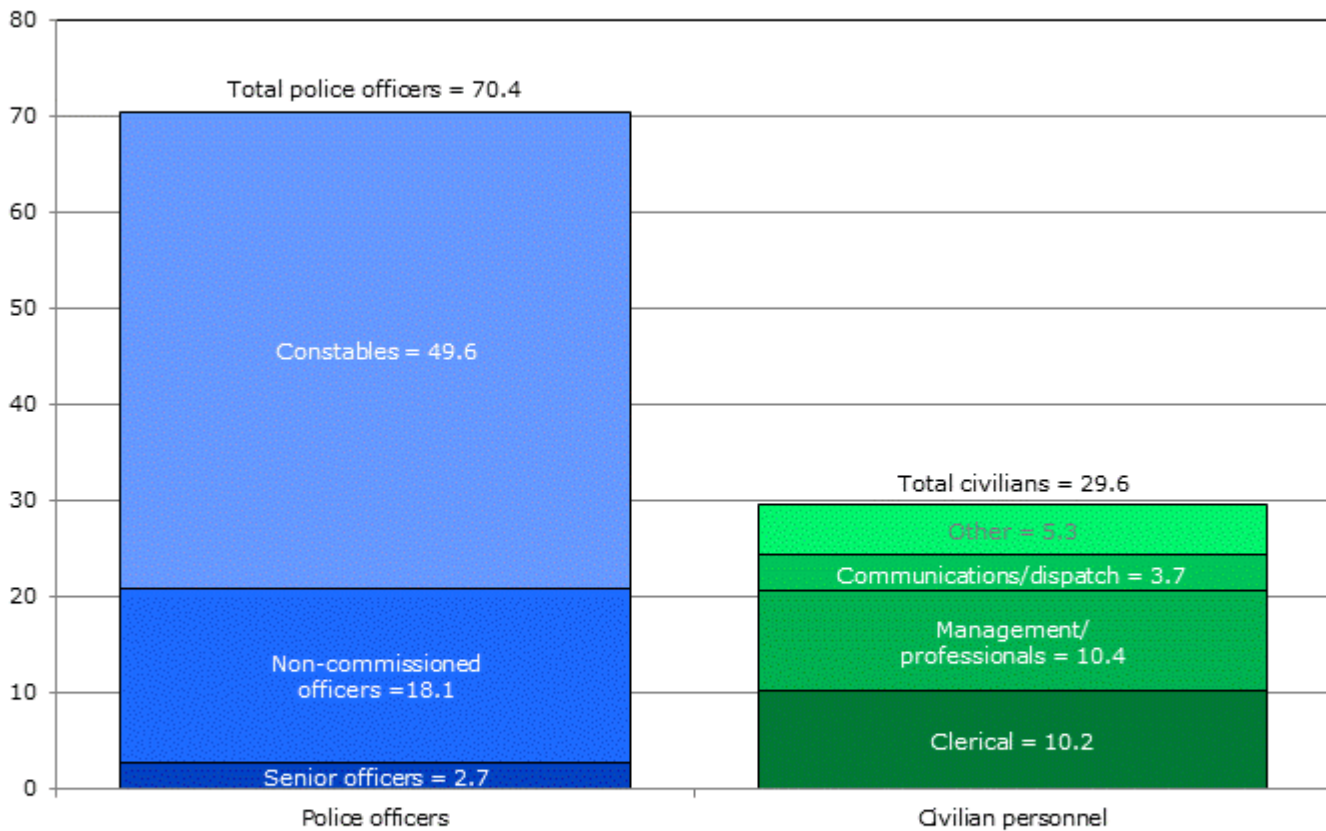


**Note:** Clerical staff include all civilian personnel who perform clerical support, secretarial or reception duties. Management/professionals include managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel. Communications/dispatch includes all civilian dispatchers, telephone switchboard operators, call evaluators and complaint takers. Other civilian staff include security officers, cadets, special constables, and school crossing guards. Numbers may not add up to totals due to rounding.

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

**Chart 5**  
**Composition of police services, by rank and category, Canada, 2017**

percent of all personnel



**Note:** Police officers represent the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). Civilian personnel include permanent civilian staff on the police service's payroll. Clerical staff include all civilian personnel who perform clerical support, secretarial or reception duties. Management/professionals include managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel. Communications/dispatch includes all civilian dispatchers, telephone switchboard operators, call evaluators and complaint takers. Other civilian staff include security officers, cadets, special constables, and school crossing guards. Numbers may not add up to totals due to rounding.

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

In 2017, 35% of Royal Canadian Mounted Police personnel were civilians, the largest proportion among the different types of police services. Civilians also made up a notable proportion of municipal police services' staff at 29%. Just under one quarter of police personnel in each of the three provincial services were civilian (24% for both Ontario Provincial Police and Royal Newfoundland Constabulary, 23% for Sûreté du Québec). Among First Nations<sup>9</sup> police services, civilians accounted for 21% of employees.

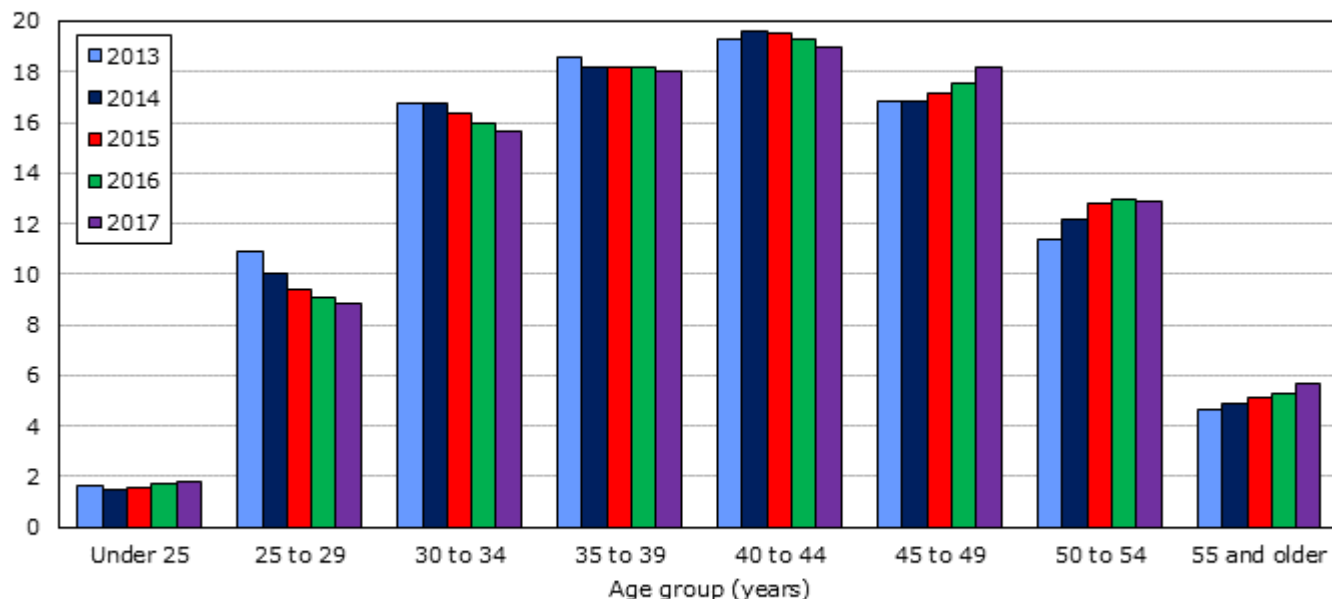
As in the previous year, women filled 67% of civilian positions in 2017. Among the 19,411 female civilian workers, 45% were working in clerical support positions and 31% occupied management and professional positions.

## Overall proportion of officers aged 40 years and older has grown

In 2012, the Police Administration Survey began collecting additional information on the socio-demographic characteristics of police officers in order to inform human resources planning. Based on these additional data, in 2017, 50% of Canada's police officers were between 40 and 54 years old and approximately 6% were 55 years and older (Chart 6). In addition, 10% of police officers in Canada were eligible to retire as of the 2017 calendar year or the 2016/2017 fiscal year end.

**Chart 6**  
**Age distribution of police officers, Canada, 2013 to 2017**

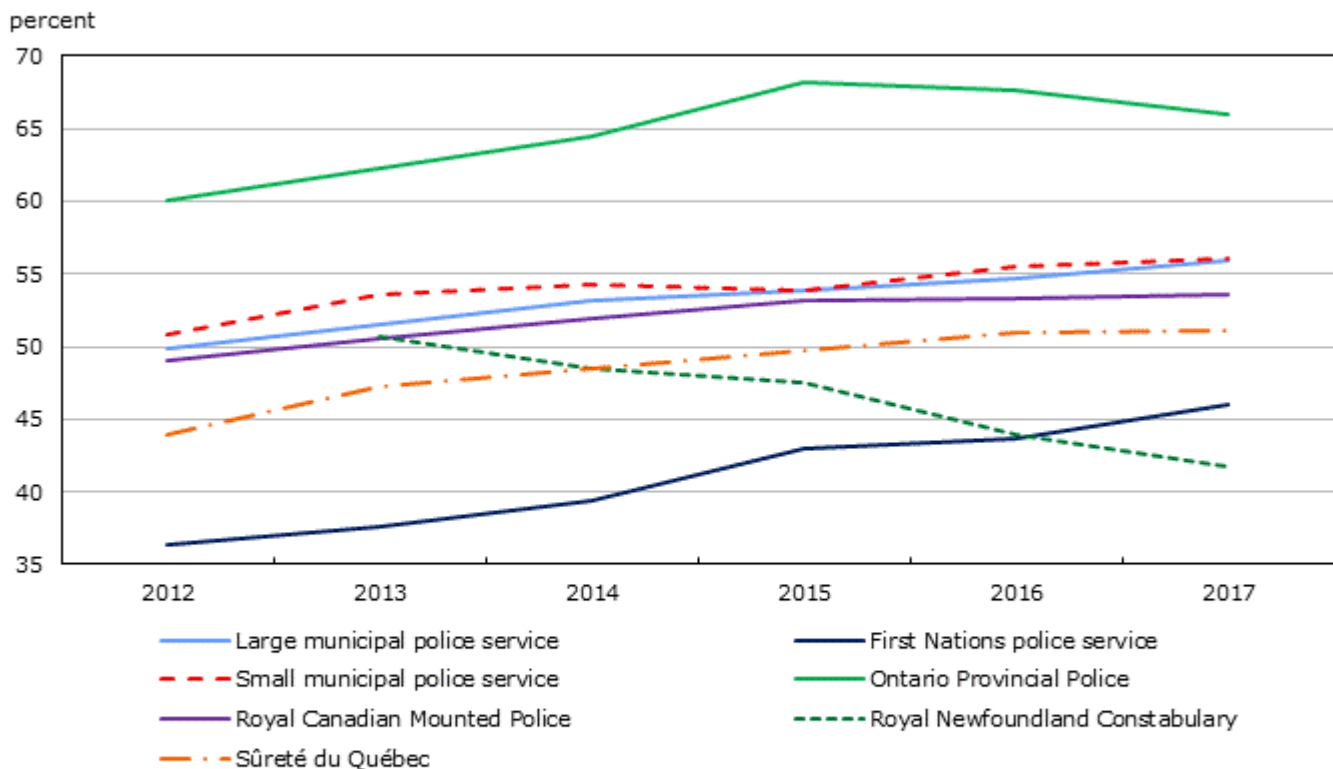
percent of  
police officers



**Note:** Information on age of police officers is available for 99% 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 Supplemental questionnaire.

The age profile of officers varies among the different types of police services. For instance, among the Royal Canadian Mounted Police, the Sûreté du Québec, and both small and large municipal police services,<sup>10</sup> those aged 40 years and older accounted for 50% to 56% of officers in 2017. The proportion has been growing since 2013, with the exception of a decrease in small municipal police services in 2015 (Chart 7).

**Chart 7**  
**Proportion of police officers 40 years of age and older, by type of police service, Canada, 2012 to 2017**



**Note:** Information on age of police officers is available for 99% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available. **Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

The age profile of Ontario Provincial Police (OPP), is somewhat older when compared with all other types of police services. In 2017, 66% of the OPP's sworn officers were aged 40 years or older, up 6 percentage points from 2012.

In contrast, those aged 40 and older account for a smaller proportion of officers within the Royal Newfoundland Constabulary (RNC), and this proportion has steadily decreased over time. In 2017, 42% of officers within the RNC were 40 years of age or older, compared with 51% in 2013 (the first year age related data were reported from the RNC).

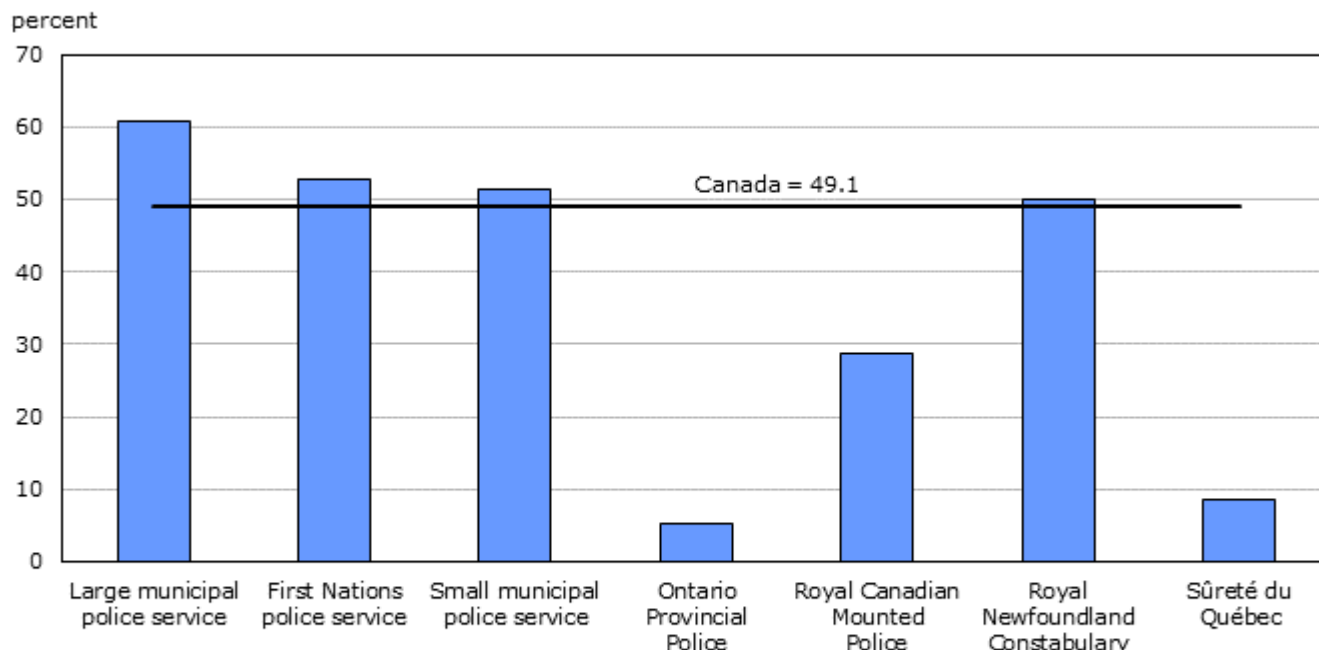
First Nations<sup>11</sup> police services reported 46% of their sworn police officers as aged 40 years and older and this age category has continued to increase since 2012 (Chart 7).

### The number of recruits hired increased from last year

In 2016/2017, there were 2,917 police officers hired by police services in Canada, up by 287 from 2015/2016. The majority (86%) were recruit graduates, which was the same percentage as the previous year. To be considered a recruit graduate, an individual must have successfully completed a training program where they achieved the status of fully sworn officer in the previous calendar or fiscal year. The remaining 14% of hires were experienced officers (Table 4).

Among the 409 experienced officers hired nationally, 36% had less than 5 years of service and 33% had 5 to under 10 years of service. Among the experienced officers hired by First Nations police services, 67% in 2017 and 53% over the last six year average had less than 5 years of service (Chart 8). In contrast, 77% of experienced officers hired by the Ontario Provincial Police had between 5 and 15 years of experience.

**Chart 8**  
**Proportion of experienced police officers hired with under 5 years of service, by type of police service, Canada, 2012 to 2017**



**Note:** 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.

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

With the financial and personnel investments associated with training police officers, officer retention is an emerging area of research. Some research suggests that turnover can lead to disruption in the workplace, can have a negative impact on police work and crime control, and may hinder the development of leadership within the ranks (Scheer 2014). Police services reported that 2,684 officers departed their service in 2016/2017, with 67% leaving for retirement and the other 33% leaving for other reasons such as a job with another police service or a career change (Table 4).

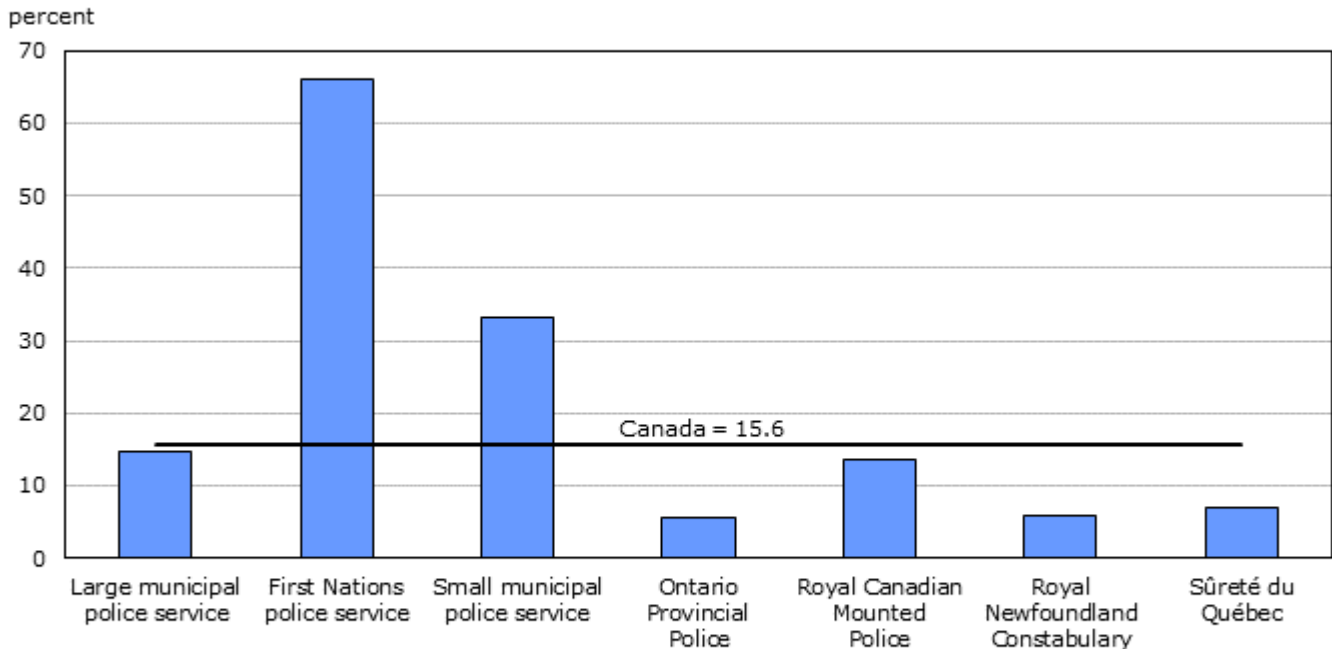
In 2017, six provinces saw a net loss between the number of police officers they hired and the number of officers that departed their police service, with the greatest net loss experienced by Quebec (-146 officers) followed by Ontario (-115 officers). The other four provinces and the territories all reported a net gain, meaning more officers were hired than departed. Among these, Alberta showed the largest net gain of 262 officers, with British Columbia having the second largest net gain of 255 officers (Table 4).

### Majority of officers who left First Nations police services have less than 10 years of service

Based on data covering the period from 2012 to 2017, 16% of all officers who departed their police service had less than 10 years of experience.

Among First Nations<sup>12</sup> police services, 66% of all departures were officers with under 10 years of service. Of sworn officers leaving First Nations police services with less than 10 years of service, just over 55% had left for another service, while 45% left for other reasons. For small municipal services<sup>13</sup> policing populations of less than 90,000, 33% of officers who left had under 10 years of service. When it comes to larger municipal police services, Ontario Provincial Police (OPP), Royal Newfoundland Constabulary (RNC) and Sûreté du Québec (SQ), a far smaller proportion of departures occur within the early part of an officer's career (Chart 9).

**Chart 9**  
**Proportion of police officers who departed their service with under 10 years of service, by type of police service, Canada, 2012 to 2017**



**Note:** 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.  
**Source:** Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

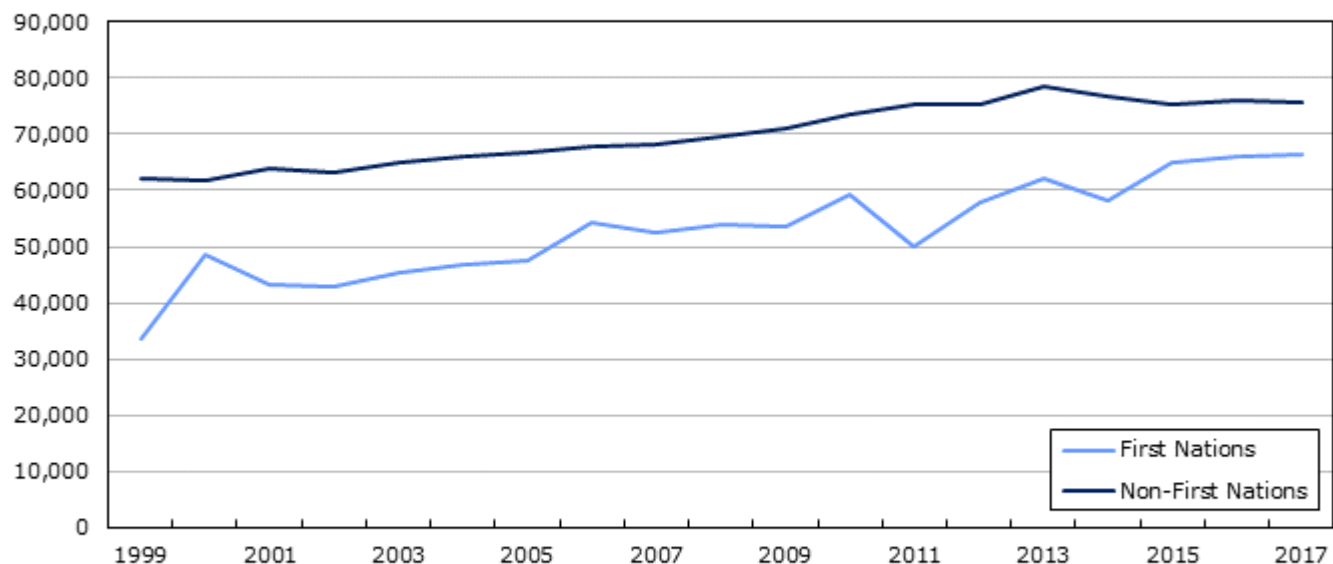
Instead, the provincial police services reported the largest proportions of officers leaving for retirement. From 2012 to 2017, 92% of officers who left the RNC left to retire. This was true for 89% of departures from the OPP and 87% from the SQ.<sup>14</sup> Among large municipal police services, 73% of officers left for retirement, whereas this was true for 56% of departures from small municipal police services. Among the Royal Canadian Mounted Police, 59% of officers left for retirement, and among First Nations police services,<sup>15</sup> 10% of officers left for this reason.

**Salaries among First Nations police services have been consistently lower compared with other services, but gap is narrowing**

The average annual salary for police personnel in Canada in 2016/2017, including both police officers and civilians, was \$97,004, up by 1% from the previous year.<sup>16</sup> When controlling for inflation, this amount has generally grown since 1998/1999 with a few years of declines, but overall showing an 11% increase over the last decade (Chart 10).

**Chart 10**  
**Average salary, total police personnel, constant dollars, Canada,**  
**1999 to 2017**

constant dollars



**Note:** 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 2017 estimates from Statistics Canada, Demography Division.

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

Over time, the average salaries reported by First Nations police services (when accounting for inflation) have remained consistently lower than for other types of police services. In recent years, however, the gap has narrowed. In the 10 years prior to 2017, the average gap in salaries between First Nations and non-First Nations police services was just over \$16,100. In 2017, that difference had decreased to \$9,300, with the gap beginning to narrow in 2015 (Chart 10).

In 2016/2017, the average salary in current dollars for personnel employed by First Nations police services was \$85,197 compared with \$97,139 for personnel of non-First Nations police services. First Nations average salaries were closely in line with Royal Newfoundland Constabulary and Sûreté du Québec (\$87,204 and \$87,258, respectively).

Average salaries<sup>17, 18</sup> in 2016/2017 were driven predominantly by the Ontario Provincial Police (OPP), municipal services serving a population greater than 90,000 and the Royal Canadian Mounted Police (RCMP). The average salaries (in current dollars) were higher in these types of police services than any other types of police services. The OPP reported an average salary of \$103,918, while average salaries of the large municipal police services ranged from \$68,228 in Halifax, Nova Scotia<sup>19</sup> to \$114,490 in Ottawa, Ontario. The RCMP reported an average salary of \$96,401.

In 2017, the amount paid for salaries and wages for all police services including police officers and civilians was \$9.5 billion. Almost half of this amount (49%) was paid by large stand-alone municipal police services which served a population greater than 100,000. The RCMP accounted for an additional 29% of national spending on salaries and wages.

### Operating expenditures reached \$14.7 billion in 2016/2017

Total operating expenditures for all police services across Canada in 2016/2017 amounted to \$14.7 billion in current dollars (Table 5). The total expenditures comprise salaries and wages (65%), benefits (16%), and other operating expenditures (20%). Historically, these proportions have remained relatively consistent.

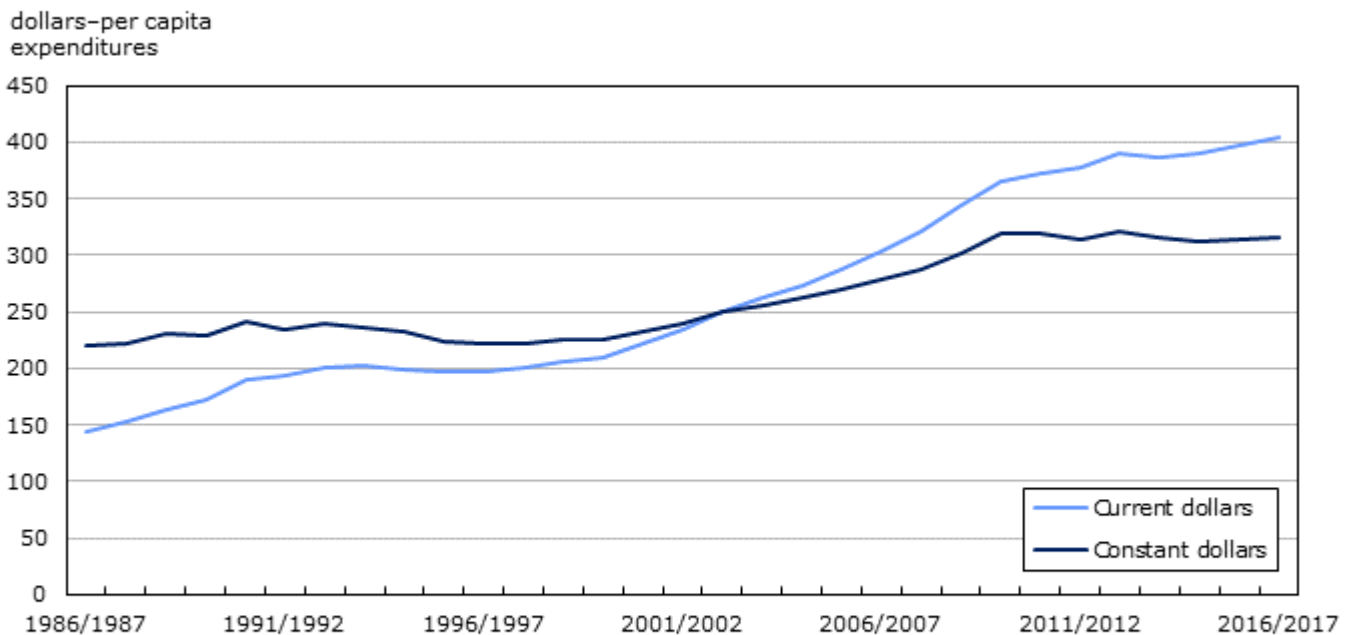
Accounting for inflation,<sup>20</sup> total operating expenditures rose by 2% from the previous year. Total operating expenditures in constant dollars have risen most years since 1996/1997 except for relatively small decreases in 2011/2012 and 2013/2014 and is 26% higher than it was 10 years ago (Table 6). While total spending in Nova Scotia remained stable and decreased in the Yukon, the other provinces and territories reported increases in total expenditures from the previous year. The largest increase was seen in Alberta (+7%) and Nunavut (+7%), followed by Newfoundland and Labrador (+6%).



Of the total operating expenditures for Canada in current dollars, \$7.7 billion (53%) were associated with stand-alone municipal police services, and marked a 3% increase from 2016. Provincial police reported spending \$2.2 billion (15%), which was down slightly from last year. The Royal Canadian Mounted Police reported \$4.8 billion in expenditures (33%) and a 6% increase from the previous year (Table 5).

On a per capita basis, using constant dollars,<sup>21</sup> policing operating expenditures amounted to a cost of \$315 per person in 2016/2017. This was virtually unchanged<sup>22</sup> from 2015/2016 (\$313 per capita), staying within the range of \$312 to \$320 since 2009/2010. The per capita cost, however, was 13% higher in 2016/2017 than in 2006/2007 (Chart 11).

**Chart 11**  
**Police expenditures per capita, current dollars and constant dollars,**  
**Canada, 1986/1987 to 2016/2017**



**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 2017 estimates from Statistics Canada, Demography Division.

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

## Summary

Overall, police services are generally responsible for enforcing the law, preventing and reducing crime, assisting victims, maintaining public order, and responding to emergencies. However, it has been argued that police services are increasingly being called upon to respond to matters that fall outside of these core functions of the police. For instance, police engage in a variety of tasks including responding to calls for service, initiating enforcement activities, and carrying out administrative duties (Canadian Association of Chiefs of Police 2015; Malm et al. 2005; Waterloo Regional Police Service 2011). At the same time, police are accountable to their municipality, their police service boards and the public to report on both service and fiscal performance.

While national statistics on police resources are able to demonstrate that the rate of police strength has been slowly decreasing since 2012 and the spending per capita has remained relatively stable since 2009, the current survey lacks the detail needed to better understand and report on the cost pressures and cost drivers in policing and how the conventional structure of human resources may be changing.

In order to produce better information to inform and monitor police administration and performance, the Canadian Centre for Justice Statistics (CCJS), in collaboration with the policing community, will be launching a new Police Administration Survey in April 2018. This new survey will allow police to report more details on salaries, wages and benefits for officers and civilians, as well as more detailed breakdowns of operating costs and capital expenditures.

Further, the CCJS, in collaboration with the policing community and other partners in public safety, has developed a national, standard police performance metrics framework from which police can build comparable metrics. This framework is planned for publication in fall 2018.

Lastly, together with the policing community, the CCJS has been working to determine the feasibility of a national survey on police calls for service to allow for better reporting on the workload of police as it is estimated that up to 80% of calls for police service are not specifically related to a criminal offence (Canadian Association of Chiefs of Police 2015; Malm et al. 2005; Waterloo Regional Police Service 2011). The ability to report on a regular basis standardized, national statistics on the nature and extent of calls to which police respond will address a significant gap in measuring public safety and police workload and performance.

## Survey description

### Police Administration Survey

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, 2017 and year-end operating expenditures for the 2016 calendar year or the 2016/2017 fiscal year. Police officers include the actual number of permanent sworn police officers available for active duty as of May 15, 2017. Part-time 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. Expenditure data represent gross expenditure, and does not include capital expenditures, funding from external sources, or cost recovery dollars.

Since 2012, 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.

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## Notes

1. Includes Royal Canadian Mounted Police headquarters and Training Academy.
2. Throughout this article, percent changes are based on unrounded rates.
3. For the purposes of analysis in this report, a change is considered stable if it rounds to 0%.
4. 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 census metropolitan area 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.
5. The data in this report represents Halifax Regional Police (HRP) only. It does not include data for Royal Canadian Mounted Police (RCMP) Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural data is added to the calculation, the rate of police strength amounts to approximately 175 police officers per 100,000 population.
6. '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.
7. See the following link to view Census profile data at various geographic levels:  
<http://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Index-eng.cfm>
8. 'Aboriginal identity' 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.
9. Includes only those services with a defined self-administered agreement.
10. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year.
11. Includes only those services with a defined self-administered agreement.
12. Includes only those services with a defined self-administered agreement.
13. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year.
14. The Ontario Provincial Police, Royal Canadian Mounted Police, Royal Newfoundland Constabulary and Sûreté du Québec are unable to report the number of officers who were hired by another police service upon departure. As such, these counts are reported in departures for "other reasons".
15. Includes only those services with a defined self-administered agreement.
16. 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.
17. Larger police services are likely to have higher salaries because of specialized policing services, information technology requirements, and administration functions.
18. Average salary comparisons do not take into account differences in cost of living among the locations of the police services.
19. The average salaries of Halifax Regional Police are based on headcount rather than full-time equivalents (FTE's), which is the standard unit of collection for the Police Administration Survey. When using their FTE in the calculation, their average salary is approximately \$76,900.
20. Year-over-year comparisons of total operating expenditures are made using constant dollars. 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).
21. 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).
22. For the purposes of analysis in this report, a change is considered stable if it rounds to 0%.

## Detailed data tables

**Table 1**  
**Trends in police personnel, Canada, 1962 to 2017**

Year	Police officers <sup>1</sup>			Civilian personnel <sup>2</sup>			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians ratio
	Officers per 100,000 population	Percentage change in rate <sup>3</sup>	Total	Per 100,000 population	Percentage change in rate <sup>3</sup>	Total				
	rate <sup>4</sup>	percent		rate <sup>4</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	3.3	50,745	79.1	20.9	3.8
1972	41,214	185.5	1.5	11,762	52.9	9.7	52,976	77.8	22.2	3.5
1973	43,142	191.8	3.4	12,297	54.7	3.3	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	2.4	64,454	75.6	24.4	3.1
1979	48,990	202.4	-0.4	15,001	62.0	-5.7	63,991	76.6	23.4	3.3
1980	49,841	203.3	0.4	16,410	66.9	8.0	66,251	75.2	24.8	3.0
1981	50,563	203.7	0.2	16,999	68.5	2.3	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	-3.2	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	-0.2	17,702	68.5	0.2	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 <sup>r</sup>	55,321	182.0	0.2	20,169	66.3	3.2	75,490	73.3	26.7	2.7
2000 <sup>r</sup>	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	69,424	202.2	-0.5	28,142	81.9	1.9	97,566	71.2	28.8	2.5
2012	69,505	200.0	-1.1	28,202	81.2	-1.0	97,707	71.1	28.9	2.5
2013	69,250	197.0	-1.5	27,870	79.3	-2.3	97,120	71.3	28.7	2.5
2014 <sup>r</sup>	68,806	193.6	-1.7	28,425	80.0	0.9	97,231	70.8	29.2	2.4
2015 <sup>r</sup>	68,772	191.9	-0.9	28,371	79.2	-1.0	97,143	70.8	29.2	2.4
2016 <sup>r</sup>	68,859	189.9	-1.1	28,436	78.4	-1.0	97,295	70.8	29.2	2.4
2017	69,027	188.0	-1.0	29,049	79.1	0.9	98,076	70.4	29.6	2.4

... 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. Percent changes are based on unrounded rates.

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

Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data).

Additional data are available on CANSIM (Table 254-0002).

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

**Table 2**  
**Police officers by level of policing, by province and territory, 2017**

Province and territory	2017 population <sup>1</sup>	Municipal police services <sup>2</sup>	Provincial police services <sup>3</sup>	Royal Canadian Mounted Police		Total police officers	Police officers per 100,000 population rate	Percent change in rate <sup>6</sup>	
				Contract policing <sup>4</sup>	Federal and other policing <sup>5</sup>			2016 to 2017	2007 to 2017
			number				rate	percent	
Newfoundland and Labrador	528,817	...	407	409	95	911	172	0.4	4.6
Prince Edward Island	152,021	98	...	97	27	222	146	-3.8	-11.4
Nova Scotia	953,869	885	...	795	151	1,831	192	-0.1	2.1
New Brunswick	759,655	440	...	659	135	1,234	162	-4.3	-8.7
Quebec	8,394,034	9,603	5,399	...	882	15,884	189	-1.3	-4.4
Ontario <sup>7</sup>	14,193,384	18,289	6,040	...	1,652	25,981	183	-2.2	-4.4
Manitoba	1,338,109	1,577	...	819	176	2,572	192	-1.0	-5.1
Saskatchewan <sup>8</sup>	1,163,925	1,069	...	1,024	247	2,340	201	0.3	-1.5
Alberta	4,286,134	4,383	...	2,669	430	7,482	175	1.1	7.6
British Columbia	4,817,160	2,567	...	5,529	870	8,966	186	1.1	-1.1
Yukon <sup>9</sup>	38,459	...	...	111	17	128	333	-8.1	-8.9
Northwest Territories <sup>9</sup>	44,520	...	...	163	20	183	411	-7.8	1.9
Nunavut <sup>9</sup>	37,996	...	...	123	11	134	353	0.1	-10.0
<b>Provincial and territorial total<sup>10</sup></b>	<b>36,708,083</b>	<b>38,911</b>	<b>11,846</b>	<b>12,398</b>	<b>4,713</b>	<b>67,868</b>	<b>185</b>	<b>-1.1</b>	<b>-2.7</b>
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	1,159	1,159	...	...	...
<b>Canada</b>	<b>36,708,083</b>	<b>38,911</b>	<b>11,846</b>	<b>12,398</b>	<b>5,872</b>	<b>69,027</b>	<b>188</b>	<b>-1.0</b>	<b>-3.6</b>

... not applicable

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

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

5. 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).

6. Percent changes are based on unrounded rates.

7. Excludes the Royal Canadian Mounted Police Headquarters.

8. Excludes the Royal Canadian Mounted Police Training Academy.

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

10. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.

**Note:** A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data).

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

**Table 3**  
**Municipal police services serving a population of 100,000 or more, Canada, 2017**

Municipal police services <sup>1</sup>	Police officers <sup>3</sup>							Departures <sup>6</sup> number	Net gain or loss: hirings and departures <sup>6</sup>	Police officers eligible to retire <sup>6</sup> percent
	2016 population <sup>2</sup> number	2017 number of police officers	2017 police officers per 100,000 population <sup>4</sup> rate	Percentage change from previous year <sup>5</sup> percent	2017 percentage of female officers	Hires <sup>6</sup>	2017 percentage of female officers			
Toronto, Ont.	2,876,095	5,190	180	-4.9	19.1	26	171	-145	7.1	
Montréal, Que.	2,014,221	4,596	228	-0.9	32.1	180	220	-40	16.3	
Peel Region (Mississauga/Brampton), Ont.	1,404,431	1,973	140	-2.0	18.3	100	74	26	4.5	
Calgary, Alta.	1,318,817	2,215	168	-0.4	18.5	128	55	73	0.0	
York Region (Markham/Vaughan), Ont.	1,157,419	1,586	137	-2.4	19.0	52	39	13	5.3	
Ottawa, Ont.	973,481	1,242	128	-1.5	22.6	62	45	17	5.8	
Edmonton, Alta.	969,068	1,775	183	-0.2	18.9	134	65	69	8.5	
Winnipeg, Man.	735,552	1,409	192	-2.6	15.6	2	43	-41	25.8	
Durham Region (Oshawa/Whitby/Ajax), Ont.	671,839	854	127	-2.3	19.8	36	26	10	2.7	
Vancouver, B.C.	670,718	1,313	196	0.0	25.3	73	34	39	8.4	
Québec, Que.	575,398	757	132	-2.3	27.2	0	6	-6	2.6	
Halton Region (Oakville/Burlington), Ont.	569,591	686	120	-2.5	20.7	33	23	10	2.2	
Hamilton, Ont.	561,022	835	149	-1.7	23.8	21	26	-5	15.7	
Waterloo Region (Kitchener), Ont.	548,936	776	141	-0.1	21.6	33	22	11	0.6	
Surrey, B.C. (RCMP)	514,522	732	142	-1.3	18.4	72	19	53	5.9	
Niagara Region (St. Catharines), Ont.	453,817	706	156	-0.8	16.6	22	18	4	6.8	
Laval, Que.	429,413	611	142	0.9	30.0	11	15	-4	12.3	
Longueuil, Que.	423,525	568	134	-0.4	34.7	10	12	-2	3.5	
London, Ont.	397,493	605	152	2.5	20.3	38	29	9	3.6	
Gatineau, Que.	281,392	393	140	-1.7	22.6	13	15	-2	4.3	
Saskatoon, Sask.	266,064	460	173	-1.4	23.0	17	14	3	10.7	
Burnaby, B.C. (RCMP)	246,987	290	117	1.5	23.4	31	7	24	7.6	
Halifax, N.S. <sup>7</sup>	238,467	531	223	1.7	19.0	21	17	4	2.3	
Regina, Sask.	223,637	397	178	-1.2	24.9	9	11	-2	2.5	
Windsor, Ont.	221,862	428	193	-1.2	15.9	24	17	7	4.0	
Richmond, B.C. <sup>8</sup> (RCMP)	209,738	206	98	1.3	18.4	30	6	24	7.3	
St. John's, N.L.	207,695	341	164	-1.2	28.7	15	16	-1	24.0	
Richelieu Saint-Laurent, Que.	205,564	212	103	-0.8	23.1	0	12	-12	0.0	
Greater Sudbury, Ont.	165,154	264	160	0.0	17.4	6	9	-3	4.5	
Sherbrooke, Que.	164,538	200	122	-2.6	23.5	1	4	-3	1.5	
Barrie, Ont.	150,443	239	159	-0.6	15.9	0	2	-2	2.5	
Saguenay, Que.	147,543	178	121	0.2	24.2	0	9	-9	3.4	
Abbotsford, B.C.	146,498	203	139	-5.6	18.2	9	8	1	3.0	
Lévis, Que.	144,918	155	107	0.4	21.3	8	7	1	10.3	
Terrebonne, Que.	139,818	169	121	0.7	27.2	19	2	17	3.0	
Coquitlam, B.C. (RCMP)	139,055	163	117	-3.9	26.4	11	8	3	8.6	
Trois-Rivières, Que.	136,168	157	115	-0.5	19.7	4	4	0	2.5	
Guelph, Ont.	132,350	194	147	-0.8	22.7	2	9	-7	7.7	
Kingston, Ont.	131,746	203	154	-0.1	18.7	3	4	-1	3.4	
Kelowna, B.C. (RCMP)	129,512	173	134	-4.3	31.8	9	10	-1	9.8	
Codiac Region (Moncton), N.B. (RCMP)	118,122	134	113	-9.8	18.7	6	14	-8	17.2	
Saanich, B.C.	117,285	158	135	-1.2	24.7	7	8	-1	5.1	
Thunder Bay, Ont.	115,740	228	197	-1.3	16.7	6	5	1	3.5	
Langley Township, B.C. (RCMP)	114,940	139	121	-1.6	25.2	13	3	10	8.6	
Delta, B.C.	110,730	168	152	6.6	22.6	14	7	7	3.0	
Roussillon Region, Que.	105,835	115	109	-1.0	25.2	0	2	-2	1.7	
Chatham-Kent, Ont.	104,859	155	148	-2.3	13.5	3	2	1	10.3	
Victoria, B.C.	104,777	244	233	-0.9	25.4	7	6	1	6.1	
Red Deer, Alta. (RCMP)	103,690	172	166	3.7	22.7	11	6	5	5.8	
Brantford, Ont.	100,791	173	172	0.1	15.0	8	4	4	0.0	

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 2016 populations).

2. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations according to policing boundaries for 2017 were not available in time for this publication.

3. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2017. 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.

4. Based on the number of police officers on May 15, 2017 and populations for 2016. Populations are adjusted to follow policing boundaries. Populations for 2017 are not yet available.

5. Percent changes are based on unrounded rates.

6. Represents hirings, departures and eligibility to retire during the 2016 calendar or 2016/2017 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, 2017.

7. The data in this table represents Halifax Regional Police (HRP) only. It does not include data for RCMP Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural data is added to the calculation, the rate of police strength amounts to approximately 175 police officers per 100,000 population.

8. Includes Vancouver International Airport.

**Note:** A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data).

Additional data are available on CANSIM (Table 254-0004).

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

**Table 4**  
**Hirings and departures of police officers, by province and territory, Canada, 2016/2017**

Province and territory	Hirings <sup>1</sup>			Departures <sup>2</sup>			Net gain or loss: hirings and departures	Police officers eligible to retire <sup>7</sup>
	Total <sup>3</sup>	Experienced police officers <sup>4</sup>	Recruit graduates <sup>5</sup>	Total	Retirements	Other <sup>6</sup>		
		number	percent					
Newfoundland and Labrador	35	6	94	39	72	28	-4	17
Prince Edward Island	10	0	100	15	33	67	-5	14
Nova Scotia	61	33	67	70	70	30	-9	15
New Brunswick	63	21	79	78	51	49	-15	13
Quebec	512	18	82	658	83	17	-146	13
Ontario <sup>8</sup>	857	17	83	972	72	28	-115	6
Manitoba	105	9	91	91	62	38	14	19
Saskatchewan <sup>9</sup>	130	4	96	82	43	57	48	8
Alberta	515	5	95	253	45	55	262	6
British Columbia	601	13	87	346	55	45	255	10
Yukon	6	33	67	3	67	33	3	16
Northwest Territories	7	14	86	4	75	25	3	10
Nunavut	5	40	60	3	0	100	2	9
<b>Provincial and territorial total<sup>10</sup></b>	<b>2,907</b>	<b>14</b>	<b>86</b>	<b>2,614</b>	<b>68</b>	<b>32</b>	<b>293</b>	<b>10</b>
Royal Canadian Mounted Police Headquarters and Training Academy	10	90	10	70	61	39	-60	41
<b>Canada</b>	<b>2,917</b>	<b>14</b>	<b>86</b>	<b>2,684</b>	<b>67</b>	<b>33</b>	<b>233</b>	<b>10</b>

1. Information on hirings was unavailable for less than 1.0% of officers.

2. Information on departures was unavailable for 1.4% of officers.

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

4. 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.

5. 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.

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

7. Information on eligibility to retire was unavailable for 0.1% of officers.

8. Excludes personnel from the Royal Canadian Mounted Police Headquarters.

9. Excludes personnel from the Royal Canadian Mounted Police Training Academy.

10. Excludes personnel from the Royal Canadian Mounted Police Headquarters and Training Academy.

**Note:** Represents hirings, departures and eligibility to retire during the 2016 calendar or 2016/2017 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, 2017.

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

**Table 5**  
**Total expenditures on policing, current dollars, by province and territory, 2016/2017**

Province and territory	Municipal police services <sup>2</sup>			Provincial police services <sup>3</sup>		Royal Canadian Mounted Police				Total policing		
	2016 population <sup>1</sup>	Total expenditures	Percentage change	Total expenditures	Percentage change	Contract policing expenditures <sup>5</sup>	Federal and international policing expenditures <sup>6</sup>	Operational support and services expenditures <sup>7</sup>	Total expenditures	Percentage change	Total expenditures	Percentage change
			from previous year <sup>4</sup>		from previous year <sup>4</sup>					from previous year <sup>4</sup>		from previous year <sup>4</sup>
number	thousands of dollars	percent	thousands of dollars	percent	thousands of dollars				percent	thousands of dollars	percent	
Newfoundland and Labrador	528,817	...	...	59,318	2.8	84,763	10,717	8,809	104,289	8.0	163,607	6.1
Prince Edward Island	152,021	13,486	2.1	...	...	16,460	2,908	2,103	21,471	2.6	34,957	2.4
Nova Scotia	953,869	135,165	0.9	...	...	130,686	16,464	13,654	160,804	-0.2	295,969	0.3
New Brunswick	759,655	70,823	3.9	...	...	110,230	18,568	22,578	151,377	0.1	222,200	1.3
Quebec	8,394,034	1,618,640	0.1	953,274	1.4	...	116,227	42,121	158,348	-0.2	2,730,262	0.5
Ontario <sup>8</sup>	14,193,384	3,883,298	1.9	1,151,119	-3.0	144	255,753	56,707	312,604	0.4	5,347,021	0.7
Manitoba	1,338,109	310,860	8.2	...	...	166,882	11,922	29,650	208,454	-0.2	519,314	4.7
Saskatchewan <sup>9</sup>	1,163,925	207,600	10.3	...	...	204,007	13,616	19,867	237,490	0.2	445,090	4.7
Alberta	4,286,134	964,007	6.2	...	...	480,021	39,202	34,579	553,802	8.1	1,517,809	6.9
British Columbia	4,817,160	531,755	2.9	...	...	901,320	101,373	73,933	1,076,626	3.0	1,608,381	2.9
Yukon	38,459	...	...	...	...	30,215	1,895	3,481	35,590	-1.5	35,590	-1.5
Northwest Territories	44,520	...	...	...	...	54,301	2,281	3,060	59,643	2.0	59,643	2.0
Nunavut	37,996	...	...	...	...	51,466	2,319	3,259	57,044	6.5	57,044	6.5
<b>Provincial and territorial total<sup>10</sup></b>	<b>36,708,083</b>	<b>7,735,634</b>	<b>2.6</b>	<b>2,163,711</b>	<b>-1.0</b>	<b>2,230,495</b>	<b>593,245</b>	<b>313,801</b>	<b>3,137,542</b>	<b>2.8</b>	<b>13,036,887</b>	<b>2.0</b>
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	...	449,602	254,328	928,595	1,632,525	14.2	1,632,525	14.2
<b>Canada</b>	<b>36,708,083</b>	<b>7,735,634</b>	<b>2.6</b>	<b>2,163,711</b>	<b>-1.0</b>	<b>2,680,097</b>	<b>847,573</b>	<b>1,242,396</b>	<b>4,770,067</b>	<b>6.4</b>	<b>14,669,412</b>	<b>3.2</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). 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, 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. Includes provincial/territorial, municipal, and aboriginal contract policing.

6. 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).

7. 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.

8. Excludes the Royal Canadian Mounted Police Headquarters.

9. Excludes the Royal Canadian Mounted Police Training Academy.

10. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.

**Note:** While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2016 for the most recent data).

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



**Table 6**  
**Current and constant (2002) dollar expenditures on policing, Canada, 1986/1987 to 2016/2017**

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 <sup>r</sup>	5,766,630	-0.3	197	-1.3	6,582,911	-2.5	225	-3.5
1996/1997 <sup>r</sup>	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 <sup>r</sup>	6,798,772	6.3	222	5.3	7,126,596	3.5	232	2.6
2001/2002 <sup>r</sup>	7,270,027	6.9	234	5.8	7,433,565	4.3	240	3.2
2002/2003 <sup>r</sup>	7,827,322	7.7	250	6.5	7,827,322	5.3	250	4.2
2003/2004 <sup>r</sup>	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 <sup>r</sup>	10,544,769	6.8	321	5.7	9,457,192	4.5	288	3.5
2008/2009 <sup>r</sup>	11,449,953	8.6	344	7.4	10,035,016	6.1	302	5.0
2009/2010 <sup>r</sup>	12,314,195	7.5	366	6.3	10,764,157	7.3	320	6.0
2010/2011 <sup>r</sup>	12,651,406	2.7	372	1.6	10,859,576	0.9	319	-0.2
2011/2012 <sup>r</sup>	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	3.4	11,134,534	3.1	320	1.9
2013/2014	13,596,407	0.3	387	-0.8	11,071,992	-0.6	315	-1.7
2014/2015 <sup>r</sup>	13,881,108	2.1	391	1.0	11,087,147	0.1	312	-0.9
2015/2016 <sup>r</sup>	14,208,589	2.4	397	1.5	11,223,214	1.2	313	0.4
2016/2017	14,669,412	3.2	405	2.0	11,424,776	1.8	315	0.6

... 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. 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 preliminary postcensal estimates, Statistics Canada, Demography Division.

**Note:** While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2016 for the most recent data).

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