

# **New Brunswick Police Human Resources 2012 Survey Report**

Policing and Community Services  
Department of Public Safety  
August 2012

## **Preface**

Each year the New Brunswick Department of Public Safety requests the assistance of the municipal/regional police forces and the RCMP in completing a Human Resources Survey. The information gathered enables the Department to track demographic changes within the province's police sector. The results of the 2012 survey are presented within this report. Many thanks to the survey respondents for their continued cooperation.

# New Brunswick Police Human Resources

## 2012 Survey Report

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## NB Police Force Compositions

### *Number of Employees*

At the time of the survey (May 2012), 465 sworn police officers and 127 civilian staff were employed by the municipal/regional police forces in New Brunswick. The Royal Canadian Mounted Police (RCMP) employed 901 regular members, 87 civilian members, and 151 public service employees.

Five of the nine municipal/regional police forces and the RCMP had auxiliary police programs staffed by 156 volunteers. Auxiliary police constables are appointed as peace officers pursuant to New Brunswick's *Police Act*. They have the powers, authority, privileges, rights and immunities of a peace officer. Auxiliary Police Constables conduct patrol duties in police vehicles and on foot with regular police officers; participate in traffic enforcement initiatives and crime prevention programs; assist with crowd and traffic control at various community events; and assist with securing and protecting crime scenes, among other duties.

	Number of Sworn Police Officers			Number of Civilian Staff	Number of Auxiliary Members
	Full-Time	Part-Time	TOTAL		
<b>Bathurst</b>	29	2	31	15	N/A
<b>BNPP</b>	17	2	19	2	N/A
<b>Edmundston</b>	29	5	34	15	N/A
<b>Fredericton</b>	115	-	115	22	9
<b>Grand Falls</b>	15	2	17	2	N/A
<b>Miramichi</b>	32	2	34	15	1
<b>Rochesay</b>	38	-	38	4.5	10
<b>Saint John</b>	163	-	163	49	19
<b>Woodstock</b>	13	1	14	2.5	5
<b>NB M/R PFs</b>	<b>451</b>	<b>14</b>	<b>465</b>	<b>127</b>	<b>44</b>
<b>RCMP</b>	<b>901</b>	<b>-</b>	<b>901</b>	<b>238<sup>1</sup></b>	<b>112</b>
<b>NB TOTAL</b>	<b>1,352</b>	<b>14</b>	<b>1,366</b>	<b>365</b>	<b>156</b>

<sup>1</sup> This number reflects both Civilian Members (n=87) and Public Service Employees (n=151) within the RCMP in NB.

## Gender

Since 1999, the percentage of women municipal police officers in New Brunswick has grown 6.0%, while the percentage of women RCMP members in the province has increased 5.4%. The greatest increases were in the Grand Falls (+11.7%) and Edmundston (+9.0%) Police Forces. In 2012, almost 17% of municipal police officers and 16% of RCMP members in NB were women. The Rothesay Regional and Fredericton Police Forces continued to have the greatest compositions of women officers in NB, at 23.7% and 20.9% respectively, in 2012.

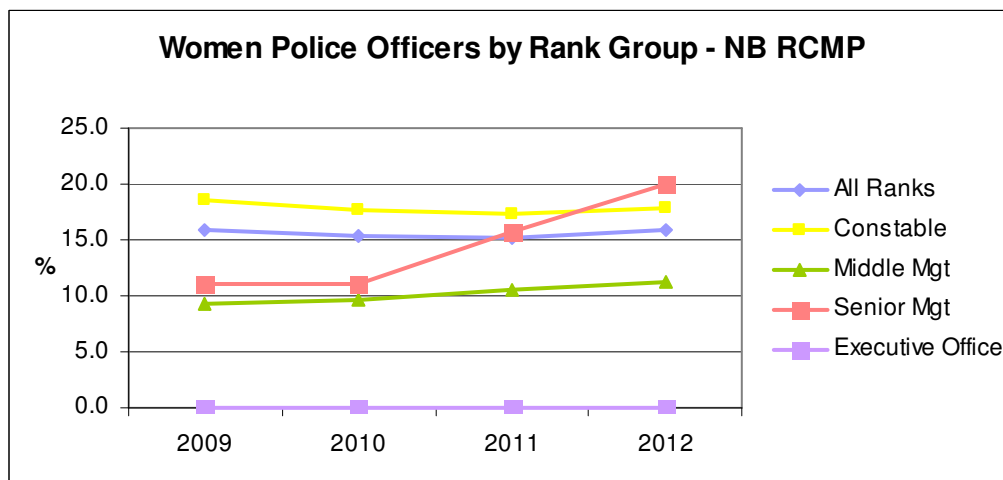
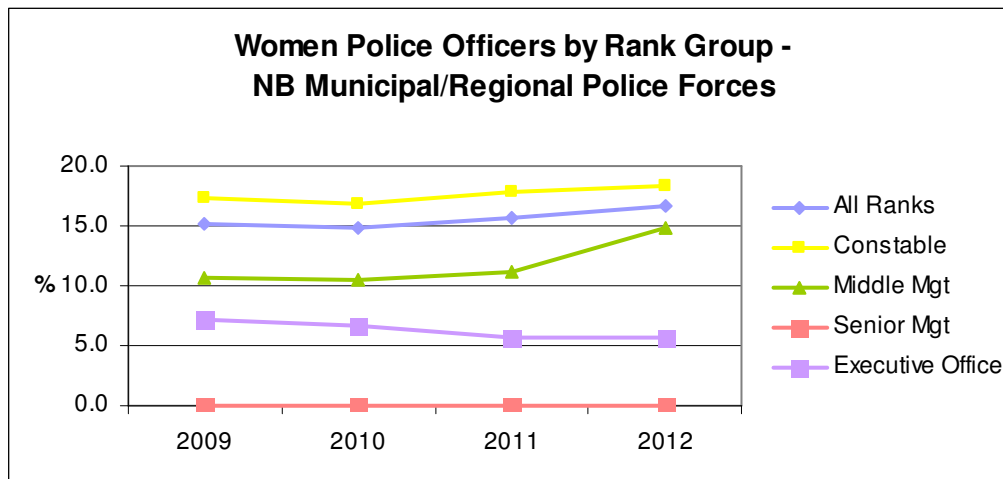
	1999				2004				2012			
	Men	Women	Total	% of Women	Men	Women	Total	% of Women	Men	Women	Total	% of Women
<b>BPF</b>	29	3	32	9.4%	25	4	29	13.8%	27	5	32	15.6%
<b>BNPP</b>	14	1	15	6.7%	14	2	16	12.5%	19	1	20	5.0%
<b>EPF</b>	32	3	35	8.6%	31	4	35	11.4%	28	6	34	17.6%
<b>FPF</b>	81	15	96	15.6%	79	19	98	19.4%	91	24	115	20.9%
<b>GFPF</b>	16	1	17	5.9%	14	1	15	6.7%	14	3	17	17.6%
<b>MPF</b>	40	4	44	9.1%	37	3	40	7.5%	31	3	34	8.8%
<b>RRPF</b>	25	5	30	16.7%	26	5	31	16.1%	29	9	38	23.7%
<b>SJPF</b>	151	15	166	9.0%	142	18	160	11.3%	137	26	163	16.0%
<b>WPF</b>	12	1	13	7.7%	9	1	10	10.0%	13	1	14	7.1%
<b>NB M/R</b>	400	48	448	10.7%	377	57	434	13.1%	389	78	467	16.7%
<b>NB RCMP</b>	717	84	801	10.5%	760	102	862	11.8%	758	143	901	15.9%
<b>NB TOTAL</b>	1,117	132	1,249	10.6%	1,137	159	1,296	12.3%	1,147	221	1,368	16.2%

Only one woman officer held an executive management position<sup>2</sup> within a New Brunswick police force in May 2012. She is the Deputy Chief of the Fredericton Police Force. At the time of the survey, four women held senior management positions within the RCMP. This is an increase of 9.0% in the percentage of women in senior positions since 2010. No woman occupied a senior management position within a municipal police force. Between 2011 and 2012, however, the percentage of women in middle management positions within municipal policing increased 3.7%. Almost 15% of all

<sup>2</sup> For the purposes of the 2012 NB Police HR Survey, Executive Office included Chief and Deputy Chief in the municipal/regional police force environment, and Assistant Commissioner and Chief Superintendent in the RCMP. Senior management positions included Inspector and Superintendent while middle management positions included Staff Sergeant, Sergeant and Corporal. However, due to differences in how each police force, and their collective agreements, distinguish between senior and middle management, these criteria may not have been applied consistently by survey respondents.

municipal officers within this rank group were women in 2012. The largest concentration of women in policing was found at the constable level (18.4% in municipal policing; 17.8% in RCMP).

RANK	NB M/R Police 2012		NB RCMP 2012		NB TOTAL 2012	
	# of women / total # of officers	% of women	# of women / total # of officers	% of women	# of women / total # of officers	% of women
All Ranks	78 / 467	16.7%	143 / 901	15.9%	221 / 1,368	16.2%
Constable	61 / 332	18.4%	109 / 613	17.8%	170 / 945	18.0%
Middle Mgt	16 / 108	14.8%	30 / 266	11.3%	46 / 374	12.3%
Senior Mgt	0 / 9	0.0%	4 / 20	20.0%	4 / 29	13.8%
Executive Office	1 / 18	5.6%	0 / 2	0.0%	1 / 20	5.0%



## Ethnicity

At the time of the survey in 2012, 9.6% of RCMP members in NB identified as non-white, up from 6.9% in 2011. While 6.6% of RCMP officers in NB were Aboriginals<sup>3</sup> in 2012 (up from 4.4% in 2011), 3.1% were visible minorities<sup>4</sup> (up from 2.5% in 2011).

Ethnicity data is unavailable for two of the nine municipal police forces. Five of the 190 officers employed by the other seven forces (or 2.6%) were non-white in 2012, four of whom were Aboriginal and one, a visible minority.

	Caucasian	Aboriginal	Visible Minority	TOTAL	% of Non-White
<b>Bathurst</b>	32	0	0	32	0.0%
<b>BNPP</b>	20	0	0	20	0.0%
<b>Edmundston</b>	33	0	1	34	2.9%
<b>Fredericton<sup>5</sup></b>	-	-	-	-	-
<b>Grand Falls</b>	17	0	0	17	0.0%
<b>Miramichi</b>	34	0	0	34	0.0%
<b>Rothsay</b>	36	2	0	38	5.3%
<b>Saint John<sup>6</sup></b>	-	-	-	-	-
<b>Woodstock</b>	13	1	0	14	7.1%
<b>NB M/R Police</b>	185	4	1	190	2.6%
<b>NB RCMP</b>	799	58	27	884	9.6%
<b>NB TOTAL</b>	984	62	28	1,074	8.4%

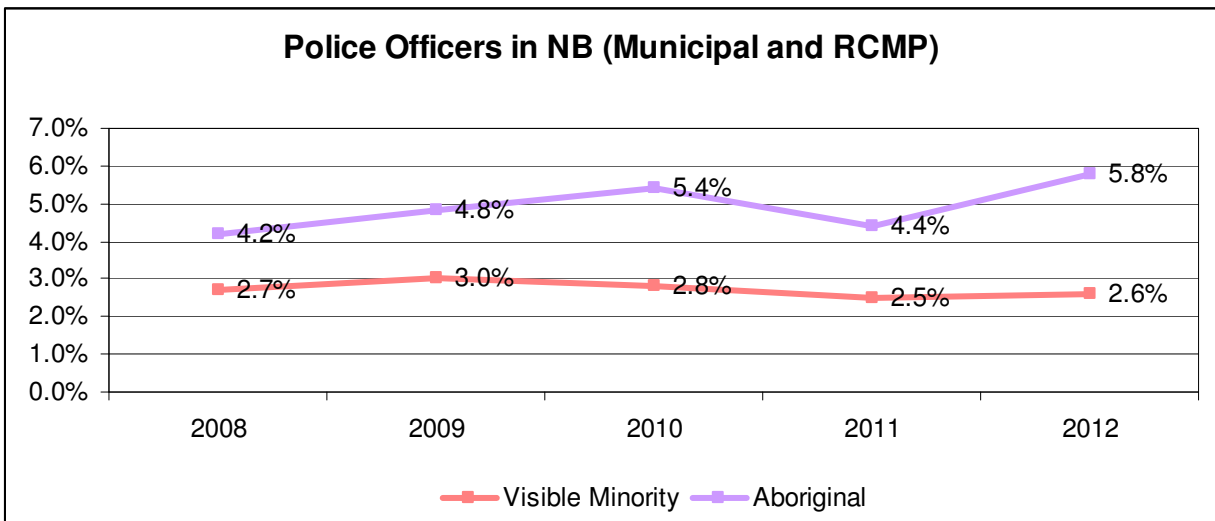
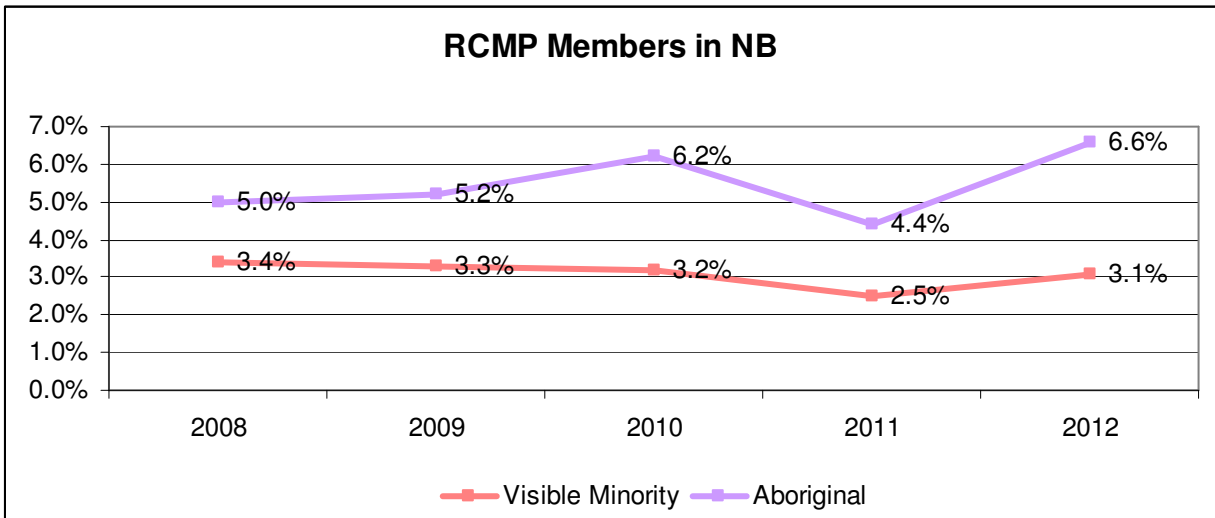
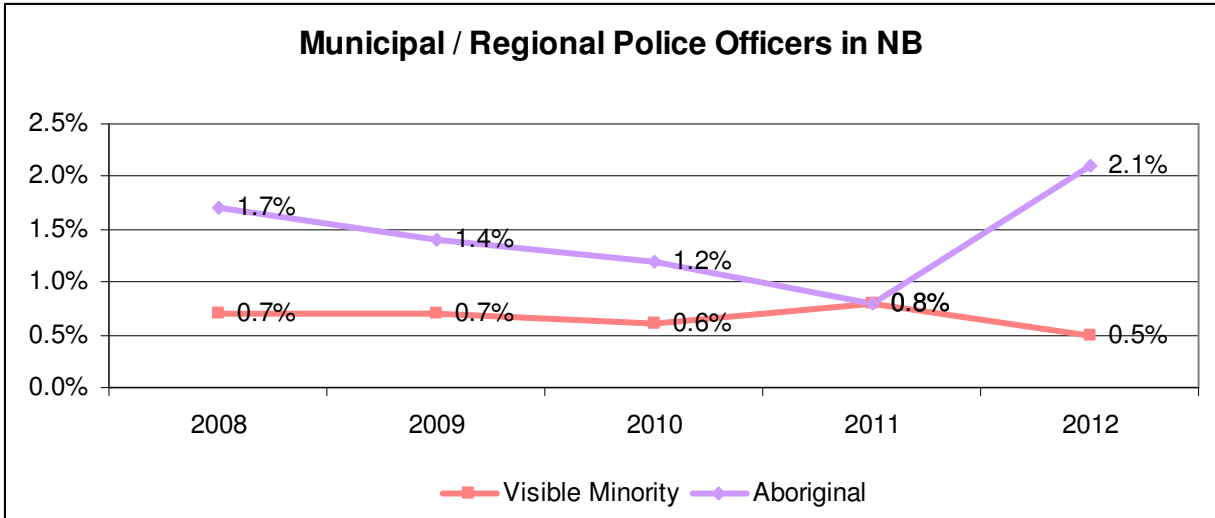
The percentages presented in the charts below are approximates only. Ethnicity data was unavailable in 2008 for the Saint John Police Force; in 2009, for Edmundston, Fredericton, and Saint John Police Forces; in 2010, for Fredericton, Grand Falls, and Saint John Police Forces; in 2011, for Fredericton, Grand Falls, Rothesay Regional, and Saint John Police Forces; and in 2012, for Fredericton and Saint John Police Forces.

<sup>3</sup> The Aboriginal identity population is composed of those identifying with at least one Aboriginal group, that is, North American Indian, Metis or Inuit, and/or those who are Treaty Indians or Registered Indians, as defined by the *Indian Act of Canada*, and/or those who are members of an Indian band or First Nation.

<sup>4</sup> The *Employment Equity Act* defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.”

<sup>5</sup> The Fredericton Police Force does not record ethnicity of members in their record system.

<sup>6</sup> The Saint John Police Force does not record ethnicity of members in their record system.





## Age

The average ages of municipal police officers in executive office, senior management and middle management positions in New Brunswick were 54, 50, and 47 years old, respectively, in May 2012. The average age of a constable in municipal policing was 36 years.

The average age of a RCMP member in executive office was 49 years old. A senior management RCMP member was, on average, 50 years old; a middle management member, 45 years; and a constable, 36 years in 2012.

	Average Age of Police Officers by Rank			
	Executive Office	Senior Mgt <sup>7</sup>	Middle Mgt	Constable
<b>Bathurst</b>	54	-	47.9	36.7
<b>BNPP</b>	59	-	40-45	20-45
<b>Edmundston</b>	50	-	51	36
<b>Fredericton</b>	unavailable	52	47	37.5
<b>Grand Falls</b>	55	-	42.5	27
<b>Miramichi</b>	49	46	47.5	39
<b>Rothesay<sup>8</sup></b>	-	-	-	-
<b>Saint John</b>	54	52.3	48	37.9
<b>Woodstock</b>	54	-	42	35
<b>NB M/R Police</b>	<b>53.6</b>	<b>50.1</b>	<b>46.6<sup>9</sup></b>	<b>35.6<sup>10</sup></b>
<b>NB RCMP</b>	<b>49.2</b>	<b>49.6</b>	<b>44.9</b>	<b>36.1</b>

## Years of Service

By December 31<sup>st</sup>, 2012, 90 of 467 municipal police officers (or 19.3%) will have accumulated 25 years of service within the province of New Brunswick.<sup>11</sup> The BNPP Regional and Rothesay Regional Police Forces have the greatest proportions of officers with 25 or more years' service (at 45.0% and 36.8% respectively), while the two largest municipal police forces, Saint John and Fredericton, have the smallest (13.5% and 9.6% respectively).

<sup>7</sup> At the time of the survey, no one occupied a senior management position (Inspector or Superintendent) within the Bathurst, BNPP Regional, Edmundston, Grand Falls, and Woodstock Police Forces.

<sup>8</sup> The average age of police officers on the Rothesay Regional Police Force is unavailable for 2012.

<sup>9</sup> Excluding BNPP Regional Police, for which an age range was provided.

<sup>10</sup> Excluding BNPP Regional Police, for which an age range was provided.

<sup>11</sup> The number of RCMP members with 25 or more years' service is not available.

	Municipal Police Officers with 25 or more years' service	
	Ratio	Percentage
Bathurst	7 / 32	21.9%
BNPP	9 / 20	45.0%
Edmundston	12 / 34	35.3%
Fredericton	11 / 115	9.6%
Grand Falls	6 / 17	35.3%
Miramichi	7 / 34	20.6%
Rothesay	14 / 38	36.8%
Saint John	22 / 163	13.5%
Woodstock	2 / 14	14.3%
<b>NB M/R Police</b>	<b>90 / 467</b>	<b>19.3%</b>

### ***Bilingualism***

Approximately 38.1% of municipal police officers in New Brunswick identified as bilingual at the time of the survey (May 2012). Three-quarters of all RCMP members in the province were fluent in both official languages.

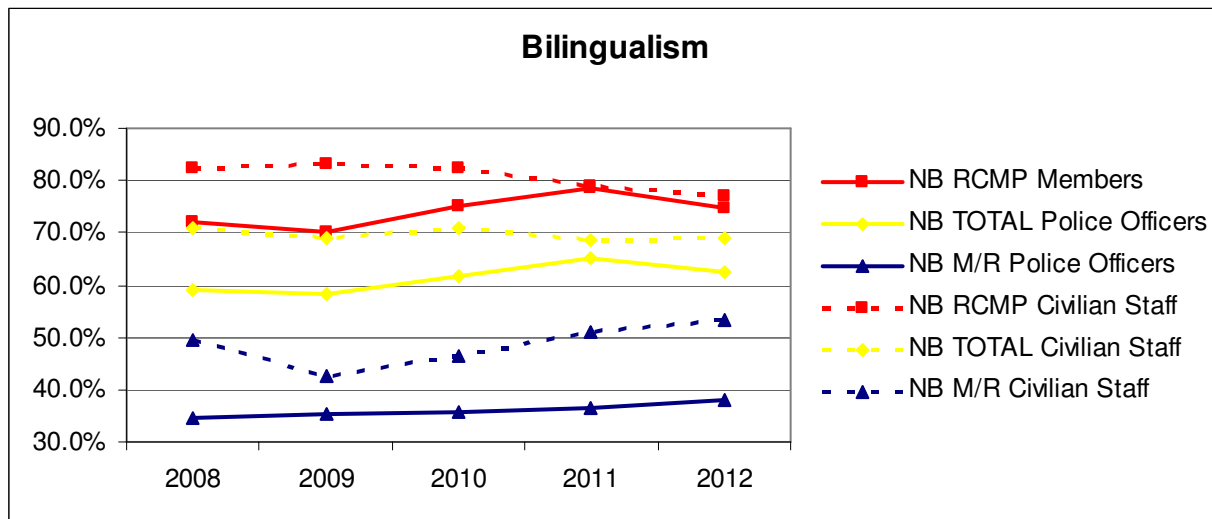
	Bilingual Police Officers						
	2012 Ratio	2012 Percentage	2011 Percentage	2010 Percentage	2009 Percentage	2008 Percentage	2002 Percentage
Bathurst	31 / 32	96.9%	96.6%	87.9%	87.9%	91.4%	89.0%
BNPP	20 / 20	100%	100.0%	100.0%	100.0%	100.0%	100.0%
Edmundston	34 / 34	100%	100.0%	100.0%	100.0%	100.0%	100.0%
Fredericton	30 / 115	26.1%	21.7%	23.9%	24.2%	24.1%	31.0%
Grand Falls	17 / 17	100%	93.3%	100.0%	100.0%	100.0%	100.0%
Miramichi	10 / 34	29.4%	29.4%	27.0%	29.7%	27.0%	15.0%
Rothesay <sup>12</sup>	11 / 38	28.9%	-	35.1%	33.3%	15.2%	3.0%
Saint John	25 / 163	15.3%	15.1%	13.1%	13.1%	11.1%	6.0%
Woodstock	0 / 14	0%	13.3%	13.3%	7.1%	7.7%	0.0%
<b>NB M/R Police</b>	<b>178 / 467</b>	<b>38.1%</b>	<b>36.6%</b>	<b>35.6%</b>	<b>35.5%</b>	<b>34.5%</b>	<b>-</b>
<b>NB RCMP</b>	<b>675 / 901</b>	<b>74.9%</b>	<b>78.6%</b>	<b>75.1%</b>	<b>70.3%</b>	<b>72.2%</b>	<b>63.0%<sup>13</sup></b>
<b>NB TOTAL</b>	<b>853 / 1,368</b>	<b>62.4%</b>	<b>65.3%</b>	<b>61.6%</b>	<b>58.3%</b>	<b>59.1%</b>	<b>-</b>

Fifty-four percent of all civilian staff members employed by municipal/regional police forces were capable of communicating in French and English in 2012. Seventy-seven percent of civilian members and public service employees within the RCMP were proficient in French and English in 2012.

<sup>12</sup> The number of bilingual police officers on the Rothesay Regional Police Force is unavailable for 2011.

<sup>13</sup> This percentage includes both civilians and regular members of the RCMP who are bilingual.

	Bilingual Civilian Staff Members					
	2012 Ratio	2012 Percentage	2011 Percentage	2010 Percentage	2009 Percentage	2008 Percentage
<b>Bathurst</b>	15/15	100.0%	100.0%	100.0%	100.0%	100.0%
<b>BNPP</b>	2 / 2	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Edmundston</b>	15 / 15	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Fredericton</b>	6 / 22	27.3%	9.1%	9.1%	9.1%	15.8%
<b>Grand Falls</b>	2 / 2	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Miramichi</b>	9 / 15	60.0%	60.0%	60.0%	62.5%	66.7%
<b>Rochesay</b>	0 / 4.5	0%	10.0%	12.5%	12.5%	20.0%
<b>Saint John</b>	18 / 49	36.7%	43.1%	7.4%	7.4%	12.0%
<b>Woodstock</b>	1 / 2.5	40.0%	40.0%	-	40.0%	100.0%
<b>NB M/R Police</b>	<b>68 / 127</b>	<b>53.5%</b>	<b>50.9%</b>	<b>46.6%</b>	<b>42.8%</b>	<b>49.5%</b>
<b>NB RCMP<sup>14</sup></b>	<b>183 / 238</b>	<b>76.9%</b>	<b>79.0%</b>	<b>82.2%</b>	<b>83.3%</b>	<b>82.4%</b>
<b>NB TOTAL</b>	<b>251 / 365</b>	<b>68.8%</b>	<b>68.5%</b>	<b>70.8%</b>	<b>69.1%</b>	<b>70.8%</b>



<sup>14</sup> The percentages of bilingual civilian staff members within the RCMP for 2008-2012 include both civilian members and public service employees.

## Recruitment and Retention

### *Number of police officers hired in NB*

In 2011, NB municipal/regional police forces hired 27 officers (20 men and seven women). All of the 27 new hires are Caucasian; 20 are from New Brunswick; 12 have a university degree; and seven are bilingual. The average age of a police officer hired by a municipal/regional police force in 2011 was 27.9 years.

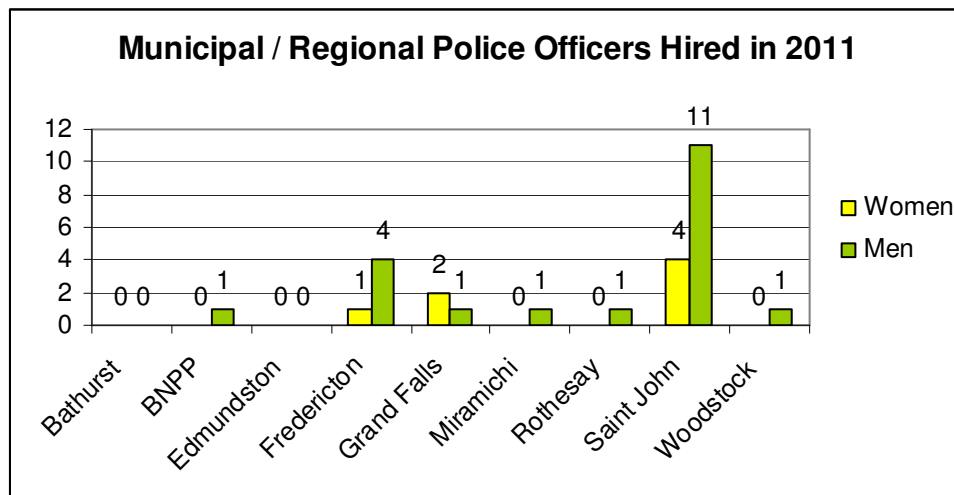
	2007	2008	2009	2010	2011
<b>Number of Municipal Officers Hired in NB</b>	42	35	15	14	27
<b>By Gender</b>					
Men	30 (71.4%)	30 (85.7%)	13 (86.7%)	11 (78.6%)	20 (74.1%)
Women	12 (28.6%)	5 (14.3%)	2 (13.3%)	3 (21.4%)	7 (25.9%)
<b>By Ethnicity</b>					
Caucasian	41 (97.6%)	33 (94.3%)	14 (93.3%)	14 (100%)	27 (100%)
Aboriginal	0 (0.0%)	1 (2.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Visible Minority	1 (2.4%)	1 (2.9%)	1 (6.7%)	0 (0.0%)	0 (0.0%)
<b>Language Capacity</b>					
Unilingual	28 (66.7%)	19 (54.3%)	9 (60.0%)	11 (78.6%)	20 (74.1%)
Bilingual	14 (33.3%)	16 (45.7%)	6 (40.0%)	3 (21.4%)	7 (25.9%)
University Degree Holders	6 (14.3%)	11 (31.4%)	1 (6.7%)	6 (42.9%)	12 (44.4%)
Average Age of New Recruit	29.3 yrs.	28.5 yrs.	28 yrs.	25.7 yrs.	27.9 yrs.
From New Brunswick <sup>15</sup>	-	32 (91.4%)	11 (73.3%) <sup>16</sup>	11 (78.6%)	20 (74.1%)

In 2011, 8 female and 7 male regular members were hired by J Division upon graduating from RCMP Depot in Regina. Thirteen of the 15 new RCMP members are Caucasian; two are visible minorities; and six are from New Brunswick. It is not known how many of the members hired in 2011 are bilingual or hold a university degree. The average age of a new RCMP recruit in 2011 is also unknown. RCMP J Division's recruiting unit sent 40 New Brunswickers (23 males and 17 females) to Depot for training in 2011.

<sup>15</sup> The number of new hires who had a residence listed in New Brunswick is unavailable for 2007, as the NB Police HR Survey only began asking this question in 2009.

<sup>16</sup> This number does not include the Saint John Police Force, as it did not participate in the 2010 Survey; nor does it include BNPP Regional Police Force.

	2007	2008	2009	2010	2011
<b>Number of RCMP Members Hired in NB</b>	90	66	92	15	15
<b>By Gender</b>					
Men	67 (74.4%)	52 (78.8%)	77 (83.7%)	10 (66.7%)	7 (46.7%)
Women	23 (25.6%)	14 (21.2%)	15 (16.3%)	5 (33.3%)	8 (53.3%)
<b>By Ethnicity</b>					
Caucasian	82 (91.1%)	61 (92.4%)	87 (94.6%)	15 (100%)	13 (86.7%)
Aboriginal	1 (1.1%)	2 (3.0%)	4 (4.3%)	0 (0.0%)	0 (0.0%)
Visible Minority	7 (7.8%)	3 (4.5%)	1 (1.1%)	0 (0.0%)	2 (13.3%)
<b>Language Capacity<sup>17</sup></b>					
Unilingual	22 (24.4%)	25 (37.9%)	18 (19.6%)	4 (26.7%)	-
Bilingual	68 (75.6%)	41 (62.1%)	74 (80.4%)	11 (73.3%)	-
University Degree Holders <sup>18</sup>	68 (75.6%)	21 (31.8%)	19 (20.7%)	6 (40.0%)	-
Average Age of New Recruit <sup>19</sup>	27 yrs.	26 yrs.	29 yrs.	33 yrs.	-
From New Brunswick <sup>20</sup>	-	7 (10.6%)	19 (20.7%)	4 (26.7%)	6 (40.0%)



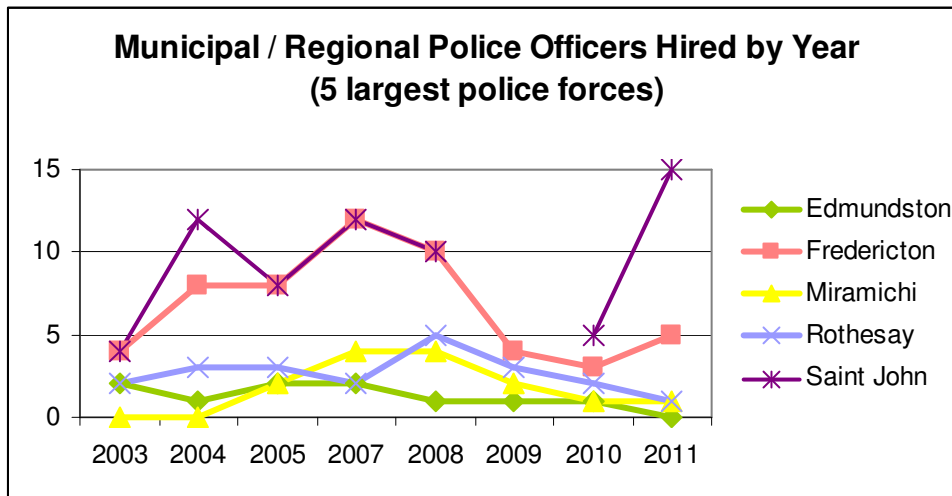
<sup>17</sup> The language capacity of the RCMP members hired and posted to NB in 2011 is not known.

<sup>18</sup> The number of RCMP members hired and posted in NB in 2011 with a university degree is not known.

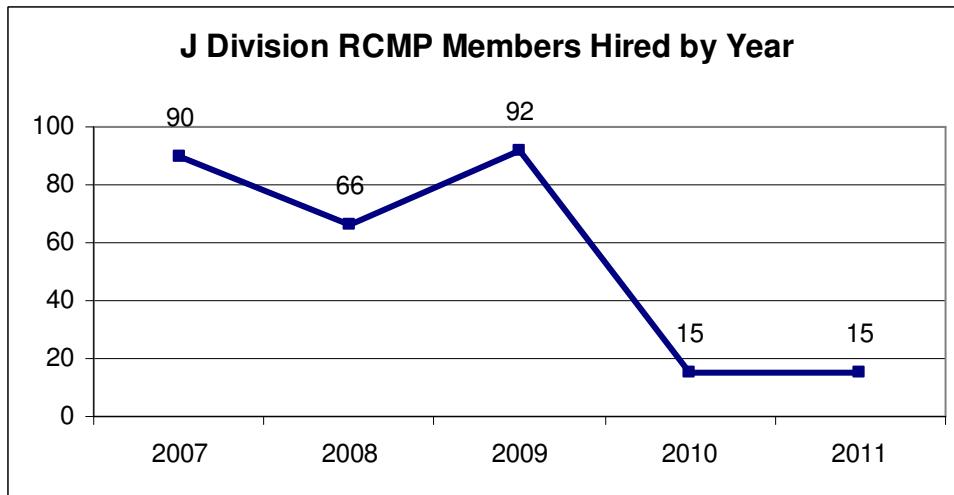
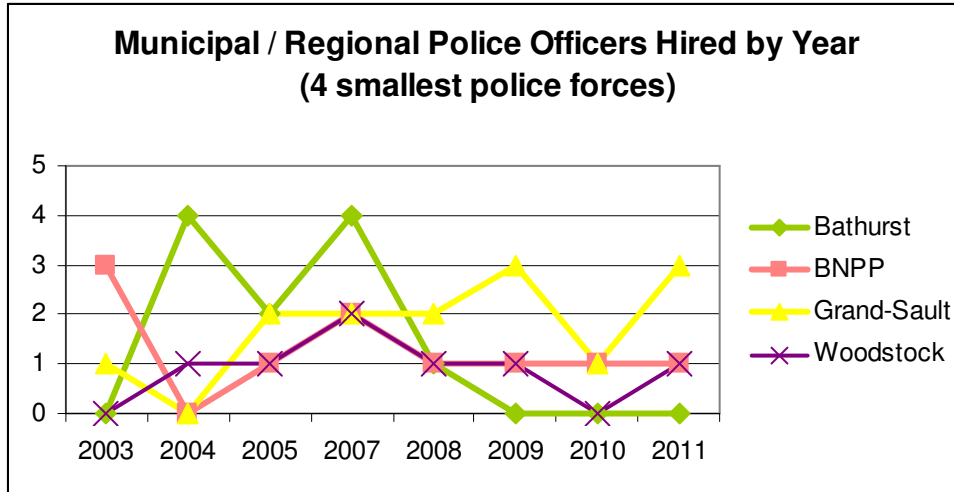
<sup>19</sup> The average age of a RCMP member hired and posted in NB in 2011 is not known.

<sup>20</sup> The number of new hires who had a residence listed in New Brunswick is unavailable for 2007, as the NB Police HR Survey only began asking this question in 2009.

	Number of Police Officers Hired by Year in New Brunswick <sup>21</sup>							
	2003	2004	2005	2007	2008	2009	2010	2011
<b>Bathurst</b>	0	4	2	4	1	0	0	0
<b>BNPP</b>	3	0	1	2	1	1	1	1
<b>Edmundston</b>	2	1	2	2	1	1	1	0
<b>Fredericton</b>	4	8	8	12	10	4	3	5
<b>Grand Falls</b>	1	0	2	2	2	3	1	3
<b>Miramichi</b>	0	0	2	4	4	2	1	1
<b>Rothesay</b>	2	3	3	2	5	3	2	1
<b>Saint John</b>	4	12	8	12	10	-	5	15
<b>Woodstock</b>	0	1	1	2	1	1	0	1
<b>NB M/R</b>	<b>16</b>	<b>29</b>	<b>29</b>	<b>42</b>	<b>35</b>	<b>15</b>	<b>14</b>	<b>27</b>
<b>NB RCMP</b>	-	-	-	<b>90</b>	<b>66</b>	<b>92</b>	<b>15</b>	<b>15</b>
<b>NB TOTAL</b>	-	-	-	<b>132</b>	<b>101</b>	<b>107</b>	<b>29</b>	<b>42</b>

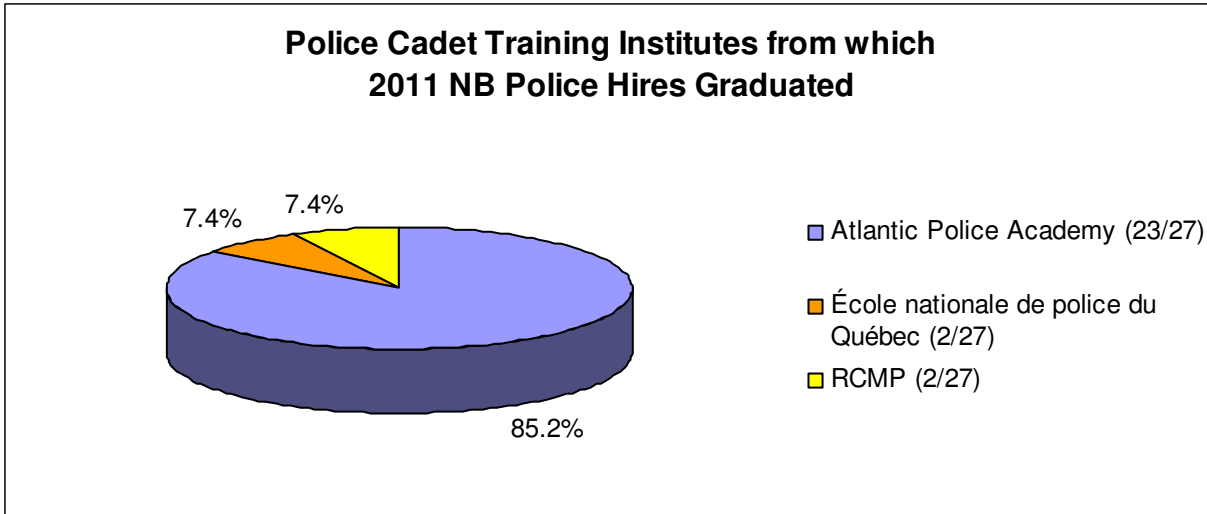


<sup>21</sup> Hiring data is unavailable for all police forces in 2006 and for the Saint John Police Force in 2009.



***Police Cadet Training Institutes from which 2011 hires graduated***

Eighty-five percent of all police officers hired by the municipal/regional police forces in 2011 graduated from the Atlantic Police Academy (APA) in Summerside, PE. Two of the 27 new hires graduated from l'École nationale de police du Québec. They were hired by the Fredericton and Grand Falls Police Forces. Fredericton Police Force also hired two graduates of the RCMP Training Academy (Depot) in Regina, SK.



Between 2007 and 2011, 133 police officers were hired in New Brunswick; 81% of them were APA graduates; 5% had service with another police force in Canada; 4% were graduates of the Canadian Forces Military Police Academy; 4% graduated from l'École nationale de police du Québec; another 4% graduated from the Ontario Police College; and 3% were graduates of the RCMP Training Academy.<sup>22</sup>

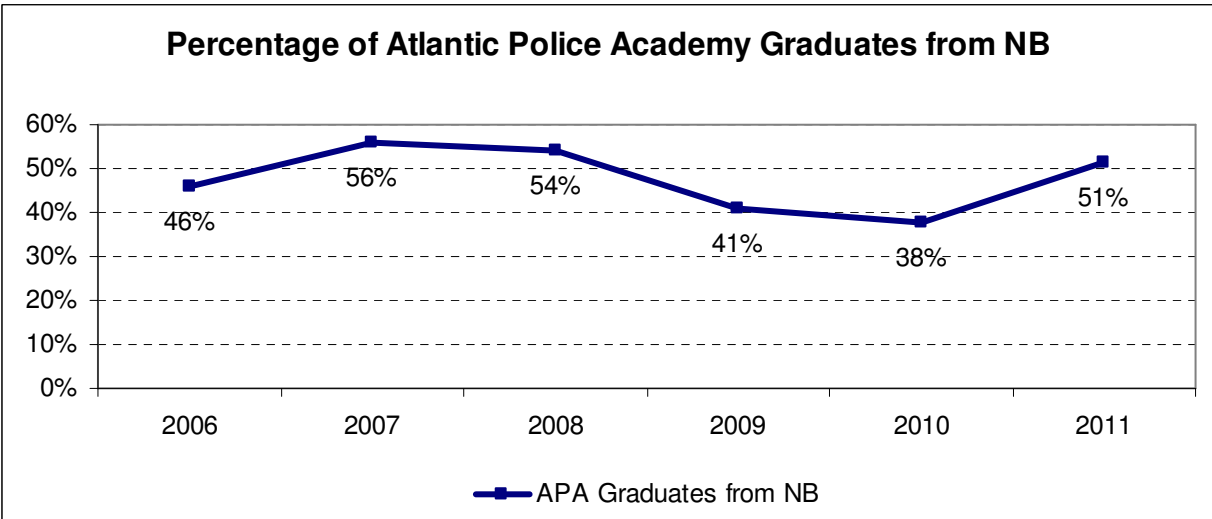
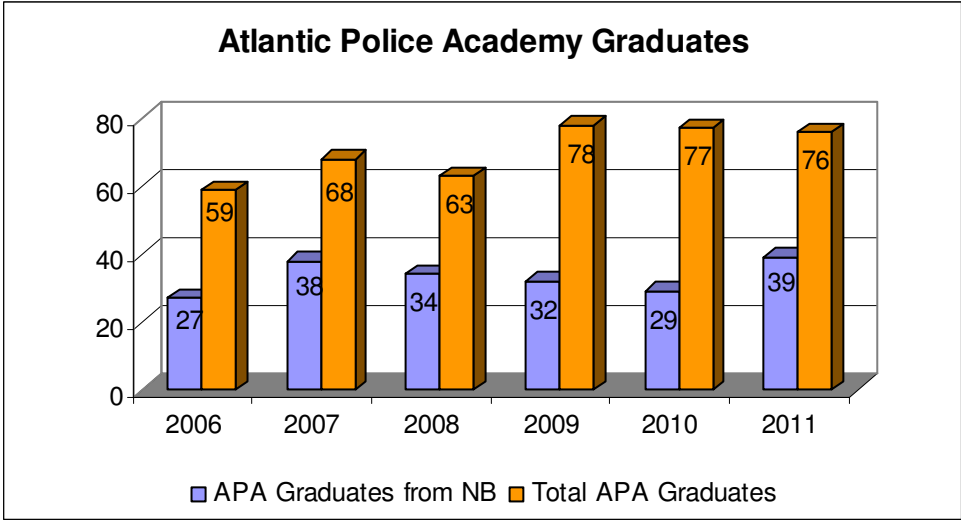
### ***Atlantic Police Academy Graduates***

In 2011, 76 police cadets graduated from the Atlantic Police Academy, 39 (or 51%) of whom were New Brunswickers. Between 2006 and 2011, 421 police cadets graduated from the APA. Of that number, 199 (or 47%) had a residence listed in New Brunswick.<sup>23</sup>

<sup>22</sup> Under New Brunswick's *Police Act*, Regulation 91-119, the Minister of Public Safety recognizes six police cadet training academies from which graduates may qualify for appointment as a member of a police force in NB. These include: Atlantic Police Academy, British Columbia Justice Institute, Canadian Forces Military Police Academy, l'École nationale de police du Québec, Ontario Police College, and RCMP Training Academy. As well, a police officer with a minimum of three years of satisfactory full time service as a member of any police force in Canada may be eligible for appointment to a NB police force.

<sup>23</sup> The information reported in this section has been provided by the Atlantic Police Academy.





## **Number of Police Officers Anticipated to Leave**

Over the next four years (2012-2015), approximately 67 municipal police officers are anticipated to leave their respective police forces. For the most part, these predictions are based on the number of individuals eligible for retirement.

Forty-five percent of the municipal officers anticipated to leave are currently at the constable rank, whereas 31% are officers in middle management positions and 7.5% are in senior management. Sixteen percent of those expected to leave are in executive office (i.e., Chief or Deputy Chief).

Approximately 71 RCMP members are anticipated to leave J Division over the same time period (2012-2015). These predictions are based on those who will turn 55 within a given year and thus, be eligible to retire.

More than half (56.3%) of those RCMP members expected to leave are currently within middle management; 35.2% are at the constable rank. While no one in the executive office is anticipated leave, 8.5% of RCMP members occupying senior management positions are expected to do so.

	Number of Police Officers Anticipated to Leave <sup>24</sup>																TOTAL
	2012				2013				2014				2015				
	EO	SM	MM	Cst.	EO	SM	MM	Cst.	EO	SM	MM	Cst.	EO	SM	MM	Cst.	
<b>BPF</b>			1		1										1		3
<b>BNPP</b>													1				1
<b>EPF</b>							1				1						2
<b>FPP</b>	1	2	5	3	1		2				3	1			2	2	22
<b>GFPF</b>					1										1		2
<b>MPF</b>							1				1					2	4
<b>RRPF</b>													2		2	2	6
<b>SJPF</b>		1		5	1	1		5	1	1		5	1			5	26
<b>WPF</b>					1												1
<b>NBMR</b>	1	3	6	8	5	1	4	5	1	1	5	6	4		6	11	67
<b>NB RCMP<sup>25</sup></b>	0	2	15	7	0	1	7	6	0	2	8	6	0	1	10	6	71

<sup>24</sup> “EO” refers to “executive office”; “SM” refers to “senior management”; and “MM” refers to “middle management”. See footnote 2, page 4 for definitions.

<sup>25</sup> RCMP members who will turn 55 within said year.

### **Number of Police Officers Needed to Fill New and Vacant Positions**

Within the next four years (2012-2015), 51 police officers will be needed to fill positions within municipal/regional police forces in New Brunswick. Only one of these positions will be a new position. The RCMP in NB requires approximately 96 members to replenish vacancies between now and 2015.

	New Positions				Vacant Positions				Totals
	2012	2013	2014	2015	2012	2013	2014	2015	
<b>Bathurst</b>						1			1
<b>BNPP</b>									0
<b>Edmundston</b>						1	1		2
<b>Fredericton<sup>26</sup></b>					11	3	1	1	16
<b>Grand Falls</b>						1			1
<b>Miramichi</b>						1	1	2	4
<b>Rothesay</b>	1				2			2	5
<b>Saint John</b>					5	5	5	5	20
<b>Woodstock</b>					1	1			2
<b>NB M/R Police</b>	1				19	13	8	10	51
<b>NB RCMP</b>					24	24	24	24	96

### **Police Officer Salaries**

The table below indicates the starting salary and salary after four years in descending order for the municipal/regional police forces in New Brunswick and the RCMP. For municipal officers, the average starting salary was \$52,556 in 2012, while the average salary after four years of service was \$69,833. For RCMP, the starting salary was \$47,393 in 2012, and the salary after four years of service was \$77,944.

<sup>26</sup> Projected vacancies are dependent on an individual's choice to retire; these figures may change as they are solely based on the assumption that individuals with 25 years of service will choose to retire.

Police Force	Starting Salary
Miramichi	\$60,715
Edmundston	\$60,637
Rothsay Regional	\$57,313
Grand Falls	\$53,484
Saint John	\$52,909
Bathurst	\$51,688
Fredericton	\$46,328
Woodstock	\$45,318
BNPP	\$44,615
<b>AVERAGE MUNICIPAL POLICE OFFICER SALARY</b>	<b>\$52,556</b>
RCMP	\$47,393

Police Force	Salary after 4 yrs
Saint John	\$74,527
Miramichi	\$74,526 <sup>27</sup>
Rothsay Regional	\$74,004
Edmundston	\$73,852
Fredericton	\$72,317
Bathurst	\$70,636
BNPP	\$66,591
Woodstock	\$64,150
Grand Falls	\$57,893
<b>AVERAGE MUNICIPAL POLICE OFFICER SALARY</b>	<b>\$69,833</b>
RCMP	\$77,944

## Training

The 2010 NB Police Human Resources Survey began asking police forces to report how many officers and RCMP members took an e-learning course in the previous year.

Of the municipal/regional police forces, Rothsay Regional had the greatest participation in e-learning with 78 training seats in five different courses in 2011. Each one of their members participated in the courses, *Forensic Evidence Collection* and *Wise Up to Counterfeiting – A Guide for Police Officers*, offered by the Canadian Police Knowledge Network (CPKN).

The Fredericton Police Force had 57 training seats in 31 different e-learning courses in 2011. The courses most accessed by their officers were *Forensic Evidence Collection* and *In-Car Camera Operator Training*.

RCMP members from J Division occupied 972 e-learning training seats in 35 different courses in 2011. The courses most accessed by RCMP members were *Recognition of Emotionally Disturbed Persons* and *Preventing Officer Involved Collisions*.

<sup>27</sup> Based on final year of current collective agreement.

Number of police officers who participated in an e-learning course in 2011							
	BNPP	EPF	FPF	MPF	RRPF	SJPF	NB RCMP
Aboriginal and First Nations Awareness							22
Above Ground Storage Tank Systems							1
Accessories - NL, NS, NB, PEI			1				
Budget and Financial Management*			1				
Canadian Rail Incident Investigation Guideline					1		
Characteristics of an Armed Person				2			
Confined Space Awareness							26
Counterfeit Currency Analysis							55
Counterfeit Money - It's Criminal! A Police Officer's Guide			1				
Counterfeit Travel and Identity Documents							6
Court Test Intercept Monitor							13
CSPS-ADT C132 Assessment							1
Criminal Use of Diamonds				1			
Critical Incident Stress Management	1						
Data Master						3	
Distinguishing the Impairing Effects of Alcohol			1				
Domestic Violence Investigations							5
Emergency Medical Response - Part 1 (Online)							6
Evidence-based, Risk-focused Domestic Violence Investigations							1
Exempt Bank Awareness							24
Explosives Awareness							8
Fighting Fraud on the Front Lines			2		1		
Forensic Evidence Collection			9	1	37		
General Investigative Training - Part 1			1				
Graffiti Investigation			1				
Harassment Awareness in the Workplace							28
Human Resources Management Information System Overview Course							21
In-Car Camera Operator Training			6				
Incident Command System 100							16
Incident Command System 200 (online)							7
Instrument Overview - NL, NS, NB, PE, MB, BC, UK, NWT, NU			1				
Interest Based Negotiation - DL							15
Introduction to Criminal Intelligence Analysis			1				
Introduction to Disclosure							55
Introduction to Human Sources			1				43
Introduction to Major Case Management							59
Introduction to Production Orders							26
Investigative Communications 1 - The Theory of Communication and Memory		1					50
Investigative Communications 2 - The Theory of Truth and Deception			1				29
Investigative Communications 3 - Interviewing		1					23
LGBT (Lesbian, Gay, Bisexual, Transgender) Issues							28
Major Events Security			3				21
Managing Safety							42
National Sex Offender Registry			3				33
Occupational Health and Safety: Frontline Officer			2				
Occupational Health and Safety: Supervisor			1				3
Offence-Related Property Fundamentals I							27
Overview of Intercepting Private Communications							42
Personal Protection Strategy for Infection Prevention and Control			2				
Police Ethics and Accountability			4				
Police Information Portal			2				
Police Leadership*			1				
Police Reporting and Occurrence System - Mobile							8
Preventing Officer Involved Collisions							105
Principles of Breath Testing			1				
Principles of Measurement			1				
Radar Refresher Training: Stationary/Moving			1				
Recognition of Emotionally Disturbed Persons		1	1				107
Roles of a Qualified Technician			1				
SIM-EVO 101							16
Strategic Human Resources Management*			1				
Stolen Innocence: A Police Guide to Online Child Exploitation			1				
Terrorism: A New Dimension in Front Line Policing			1		2		
Threats to School Safety			1				
Wise Up to Counterfeiting - A Guide for Police Officers			3		37		
<b>TOTAL</b>	<b>1</b>	<b>3</b>	<b>57</b>	<b>4</b>	<b>78</b>		<b>972</b>
* The courses marked with an asterisk were provided by Dalhousie University.							