



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2018 February 12

SUBJECT: 2017 EPS Attrition Report for Sworn and Civilian Members

RECOMMENDATION:

That this report be received for information.

INTRODUCTION:

This report will provide information in relation to retirements, resignations and other forms of separation for sworn and civilian members of the Edmonton Police Service in 2017.

BACKGROUND:

Human Resources Division monitors and tracks resignations, retirements and separation of all Edmonton Police Service employees. As part of this process a representative from Human Resources Division meets with the employee to assist with the required separation documentation. The reason for separation of employment is determined at that time. This information is reviewed throughout the year to identify any trending and/or concerns.

COMMENTS/DISCUSSION:

The following information outlines the 2017 attrition for both sworn and civilian employees of the Service:

Sworn Employees: 59 separations

Retirements

32 sworn members retired in 2017:

- 1 – Deputy Chief
- 1 – Superintendent
- 4 – Inspector
- 3 – Staff Sergeant
- 6 – Detectives
- 6 – Sergeants
- 11 – Constables

Resignations

26 sworn members resigned in 2017:

26 – Constables

Number	Reason for Resignation	Years of service at time of
5	Employed by other police services	1 – 3 years
3	Other employment	6 – 11 years
6	Suitability	5 months – 1 year
1	Work Life Balance	9 months
11	Personal	2 months – 24 months
Total: 26		

Dismissals

1 sworn member was dismissed in 2017:

1 – Constable

Reason for Dismissal	Years of service at time of
Non-disciplinary	1 years 5 months

Deceased

0 sworn members deceased in 2017

New sworn member hires in 2017 = 98

Civilian Employees: 81 Separations

Retirements

13 civilian members retired in 2017

Resignations

51 civilian members resigned in 2017.

Reasons for resignation included:

- Other employment opportunities
- Moved
- Family issues
- Returning to school

Dismissals

3 civilian members were dismissed in 2017 (with cause).

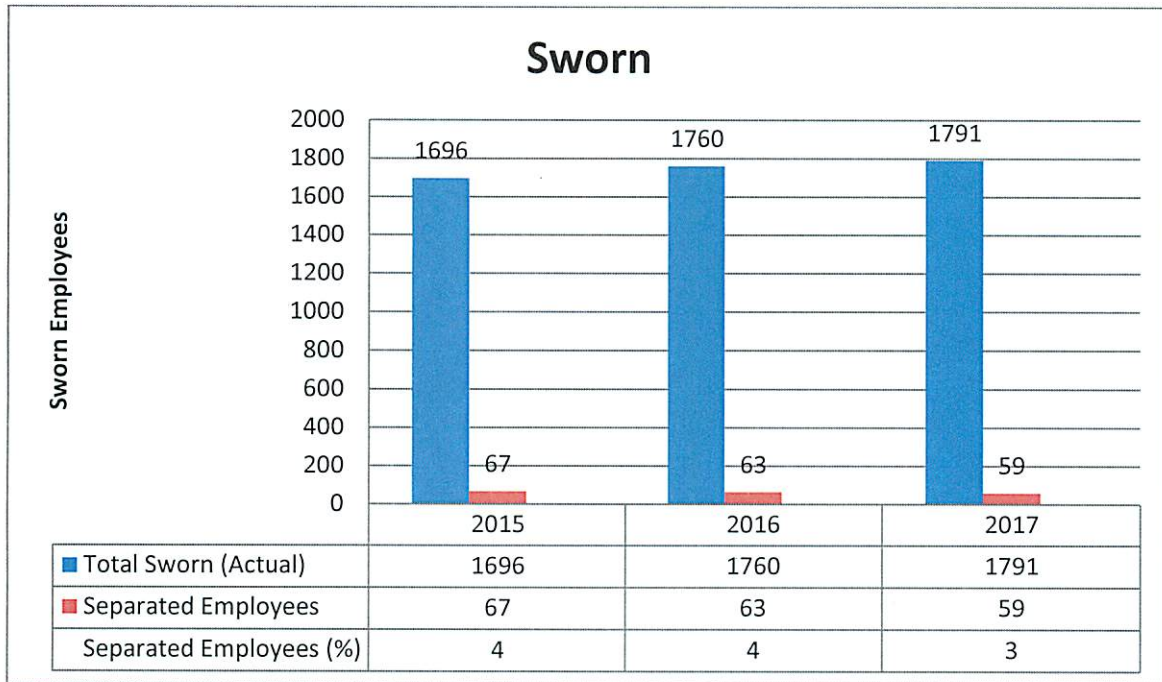
Deceased

1 civilian members deceased in 2017

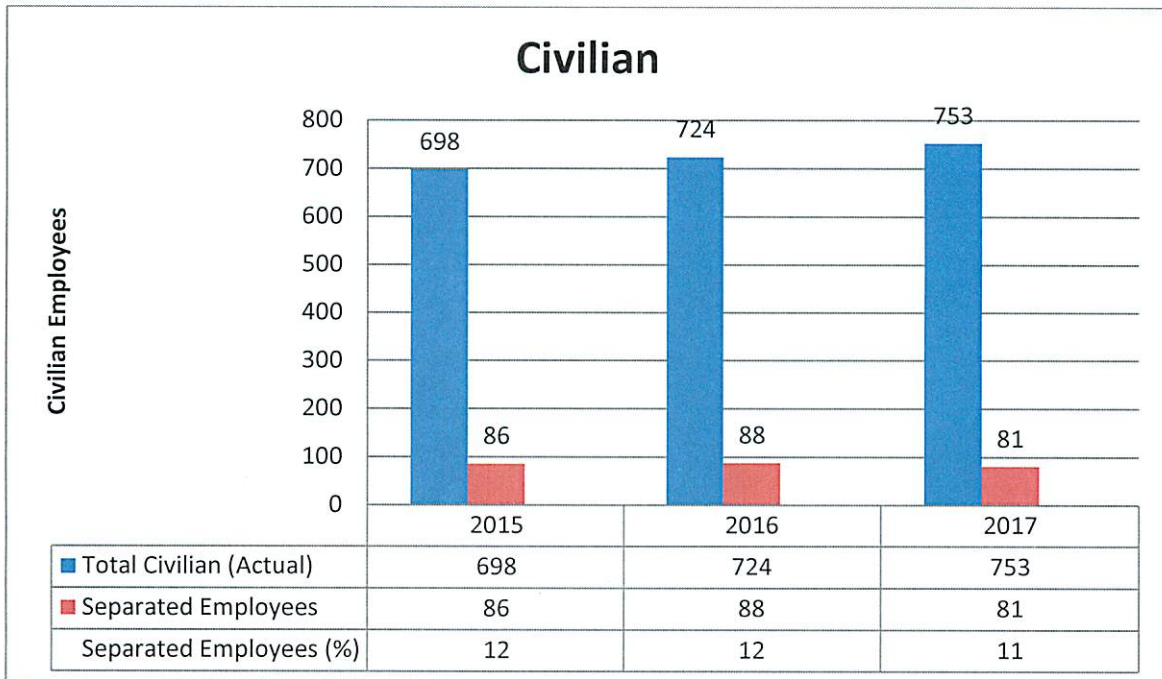
Other

13 Temporary assignments ended or returns to the City of Edmonton

New civilian member hires in 2017 = 66



*Data does not include Senior Executives (Inspectors, Superintendents, Deputy Chiefs and Chief).



*Data does not include Senior Executives (Executive Directors, Directors, and Chief Administrative Officer).

CONCLUSION

The Sworn Members' Attrition Rate for 2017 that has been outlined in this report (3%) is below the established Risk Appetite ($\leq 5\%$), as defined by the Edmonton Police Service Corporate Risk Profile Attrition Rate Key Risk Indicator for Sworn Members (excluding Senior Executive).

The Civilian Members' Attrition Rate for 2017 that has been outlined in this report (11%) is below the established Risk Appetite ($\leq 12\%$), as defined by the Edmonton Police Service Corporate Risk Profile Attrition Rate Key Risk Indicator for Civilian Members (excluding Senior Executive).

As Sworn and Civilian Members' Attrition Rate is within the established Risk Appetite, risk mitigation practices currently employed by the Edmonton Police Service are appropriately addressing Attrition Rate within the organization.

Written By:  Feb. 12, 2018
A/Exec. Dir. Joe Weleschuk Date
Human Resources Division

Approved By:  Feb 12, 2018
Linda Revell, CAO Date
Corporate Services Bureau

Chief of Police: 
Date: FEB 14 2018