



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2019 February 21

SUBJECT: 2018 EPS Attrition Report for Sworn and Civilian Members

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#### RECOMMENDATION(S):

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 2018.

#### 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 2018 attrition for both sworn and civilian employees of the Service:

## **Sworn Employees: 75 separations**

### **Retirements**

41 sworn members retired in 2018:

- 1 – Chief\*
- 1 – Deputy Chief\*
- 7 – Inspector\*
- 3 – Staff Sergeant
- 6 – Detectives
- 10 – Sergeants
- 13 – Constables

\*Denotes Senior Executive Employees

### **Resignations**

33 sworn members resigned in 2018:

33 – Constables

<b>Number</b>	<b>Reason for Resignation</b>	<b>Years of service at time of</b>
9	Employed by other police services	2 – 11 years
6	Other employment	1 – 23 years
13	Suitability	1 month – 21 years
5	Personal	9 months – 13 years
Total: 33		

### **Dismissals**

1 sworn member was dismissed in 2018:

1 – Constable

<b>Reason for Dismissal</b>	<b>Years of service at time of</b>
Non-disciplinary	11 months

### **Deceased**

0 sworn members deceased in 2018

**New sworn member hires in 2018 = 91**

**Civilian Employees: 103 Separations** (Incl. permanent & temporary positions)

**Retirements**

18 civilian members retired in 2018

**Resignations**

66 civilian members resigned in 2018.

Reasons for resignation included:

- Other employment opportunities
- Moved
- Personal
- Not returning from maternity leave

**Dismissals**

1 civilian member was dismissed in 2018 (with cause).

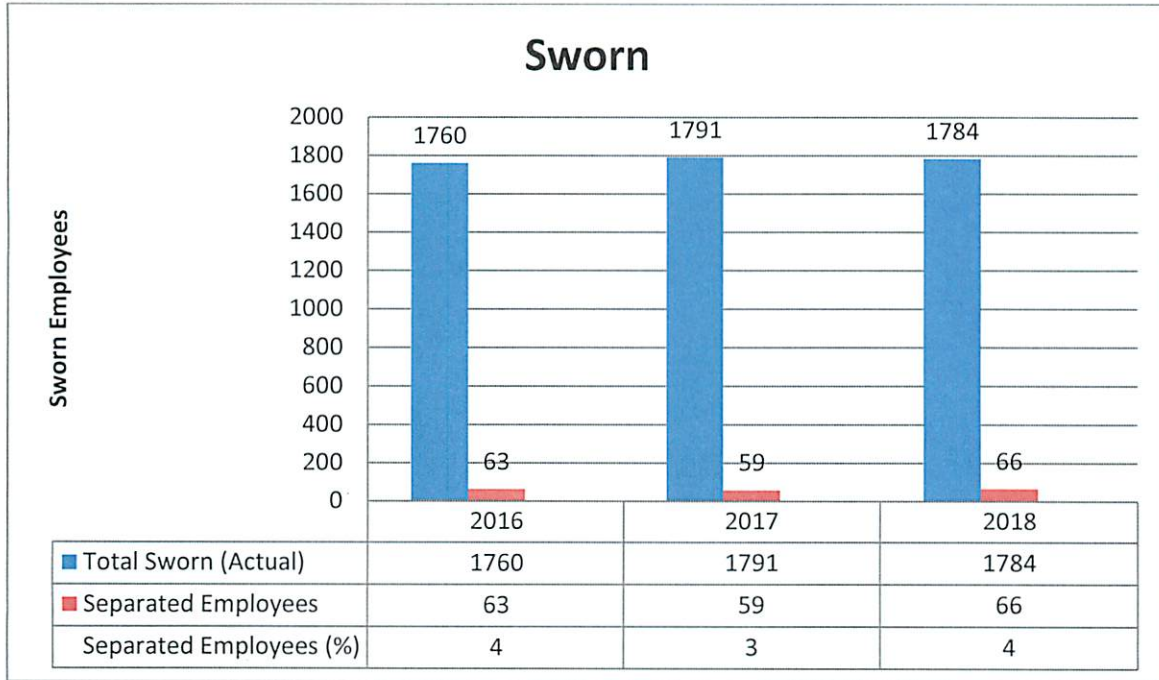
**Deceased**

2 civilian members deceased in 2018

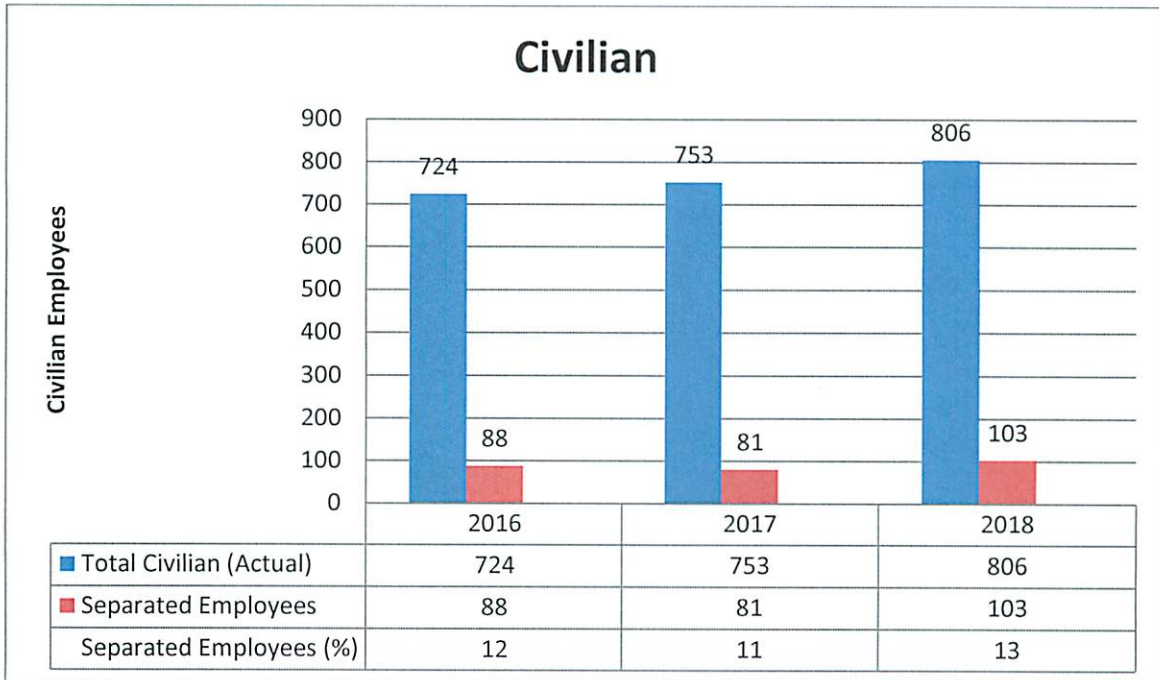
**Other**

- 2 – Unsuccessful Probation
- 8 – Position Expiry
- 6 – Staff Reduction

**New civilian member hires in 2018 = 98**



\*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 2018 that has been outlined in this report (4%) 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 2018 that has been outlined in this report (13%) is above the established Risk Appetite ( $\leq 12\%$ ), however falls with the Risk Tolerance 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.

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