



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2020 January 22

SUBJECT: 2019 EPS Attrition Report for Sworn and Civilian Members

RECOMMENDATION(S):

That this report be received for information.

BACKGROUND:

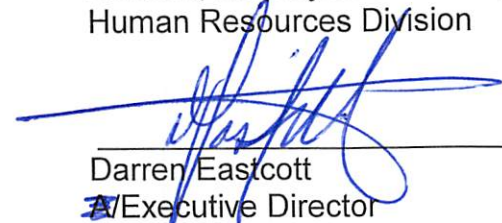
This report will provide information in relation to retirements, resignations and other forms of separation for sworn and civilian members of the Edmonton Police Service in 2019. Human Resources Division monitors and tracks resignations, retirements and separation of all Edmonton Police Service employees. 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.

The following attachment outlines the 2019 attrition for both sworn and civilian employees of the Service:

ADDITIONAL INFORMATION ATTACHED:

Attachment 1 – Attrition Report 2019

Written By:  January 27, 2020
Date
Joe Weleschuk
Director, Employment & Compensation
Human Resources Division

Reviewed By:  January 22, 2020
Date
Darren Eastcott
~~A~~/Executive Director
Human Resources Division

Approved By:  JAN 24/20
Date
D/C Darren Derko
Corporate Services Bureau

Chief of Police:  Kevin Brezinski 
Acting Chief of Police

Date: 2020 Jan 24

ATTACHMENT 1

Attrition Report 2019

This attachment presents the 2019 attrition information for both sworn and civilian employees of the Edmonton Police Service.

Sworn Employees: 59 separations

Retirements

33 sworn members retired in 2019 (includes Senior Executive Employees):

- 0 – Chief*
- 0 – Deputy Chief*
- 3 – Superintendent*
- 0 – Inspector*
- 4 – Staff Sergeant
- 13 – Detectives
- 12 – Sergeants
- 1 – Constables

*Denotes Senior Executive Employees

Resignations

24 sworn members resigned in 2019 (includes Senior Executive Employees):

- 0 – Chief*
- 0 – Deputy Chief*
- 1 – Superintendent*
- 0 – Inspector*
- 0 – Staff Sergeant
- 0 – Detectives
- 0 – Sergeants
- 23 – Constables

*Denotes Senior Executive Employees

Reasons for Resignation:

Number	Reason for Resignation	Years of service at time of
10	Employed by other police services	2 - 24 years
1	Other employment	10 years
7	Suitability (self initiated)	4 months – 20 years
6	Personal	9 months – 13 years
Total: 24		

Released

2 sworn members (constables) were released in 2019:

Reason for Release	Years of service at time of
suitability	2 months – 10 years

Deceased

0 sworn members deceased in 2019

New sworn member hires in 2019 = 84

Civilian Employees: 97 Separations (Incl. permanent & temporary positions)

Retirements

23 civilian members retired in 2019

Resignations

57 civilian members resigned in 2019

Reasons for resignation included:

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

Dismissals

0 civilian members were dismissed in 2019 (with cause).

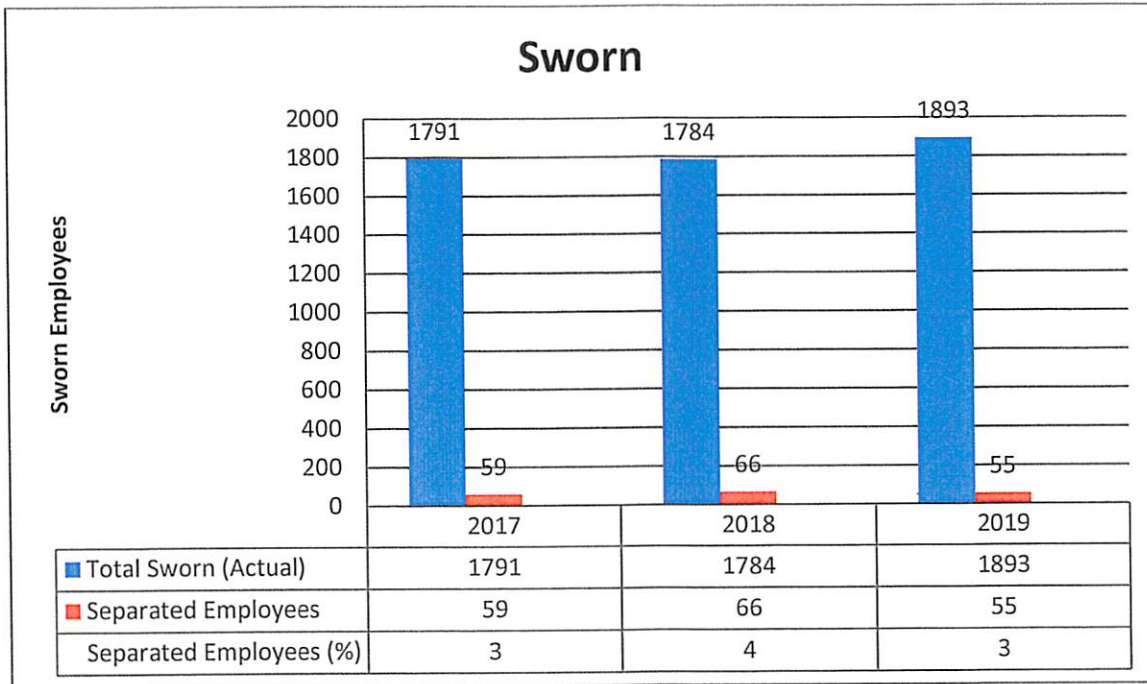
Deceased

2 civilian members deceased in 2019

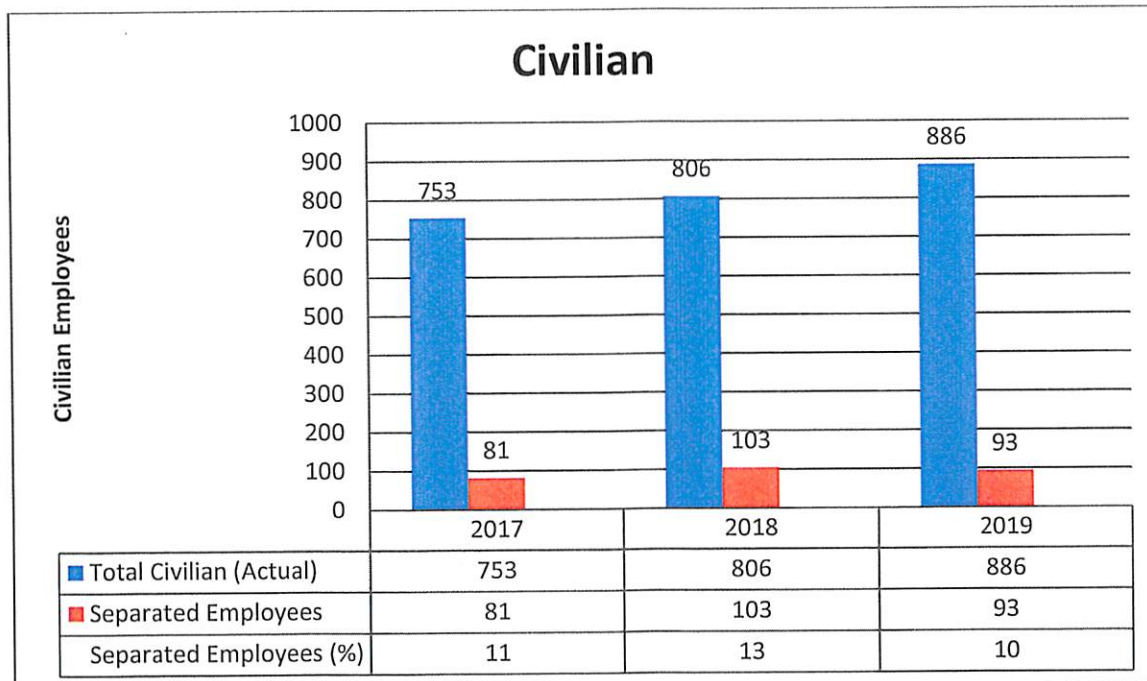
Other

- 4 – Unsuccessful Probation
- 10 – Position Expiry
- 1 – Staff Reduction

New civilian member hires in 2019 = 158



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



*Data in Table does not include Senior Executives (Directors, Executive Directors, and Chief Officers).

CONCLUSION:

The Sworn Members' Attrition Rate for 2019 that has been outlined in this attachment (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 Executives).

The Civilian Members' Attrition Rate for 2019 that has been outlined in this attachment (10%) 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 Executives).

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.