



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

**DATE:** 2021 January 11

**SUBJECT:** 2020 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 on:

- Separation information (numbers and reasons) for sworn members for the 2020 year
- Separation information (numbers and reasons) for civilian members for the 2020 year
- An annual three year comparison of attrition for sworn members
- An annual three year comparison of attrition for civilian members

Until 2019, the attrition rates for sworn and civilian employees was used as one key risk indicator for the operations of the organization. As the attrition rates had been well under the established risk 'appetite' for a number of years, it is no longer being used to measure organizational risk. This data however is kept and reviewed by the Human Resources Division to determine if there are any emerging trends that may need organizational attention.

#### BACKGROUND:

Human Resources Division monitors and tracks resignations, retirements and other types of 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. Further, employees are offered an opportunity to complete a voluntary 'Exit Survey' with a Human Resources Advisor or through an 'on-line' survey. The reason for separation of employment is often disclosed at these times. This information is reviewed throughout the year to identify any trending and/or concerns.

**COMMENTS / DISCUSSION / DATA:**

See Attachment 1: Attrition Report 2020

**CONCLUSION:**

The Sworn Members' Attrition Rate for 2020 that has been outlined in this report is three percent (3%) excluding Senior Ranked Positions. This percentage is the same as that of 2019. The overall attrition may have been lower for 2020 however the EPS offered a voluntary retirement incentive program to sworn members with 27 years of pensionable service. A total of twenty-two employees participated and retired in 2020.

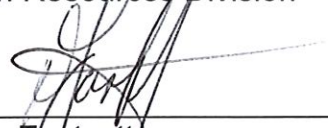
The Civilian Members' Attrition Rate for 2020 that has been outlined in this report is eight percent (8%) excluding Senior Executives. This percentage is lower than the last two years.


**ADDITIONAL INFORMATION ATTACHED:**

Attachment 1 – Attrition Report 2020

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Written By:  January 11, 2021  
Joe Weleschuk Date  
Director, Employment & Compensation  
Human Resources Division

Reviewed By:  January 11 / 2021  
Darren Eastcott Date  
Executive Director  
Human Resources Division

Approved By:  Jan 13/21  
D/C Darren Derko Date  
Corporate Services Bureau

*Exit interviews are conducted with members that resign or retire.  
This information is shared with their management.*

Chief of Police: 

Date: January 13, 21

# ATTACHMENT 1

## Attrition Report 2020

This attachment presents the 2020 attrition information for both sworn and civilian employees of the Edmonton Police Service.

### Sworn Employees:

- 71 total separations in 2020
- 44 sworn members retired in 2020 (includes Senior Executive Employees):
  - 0 – Chief\*
  - 1 – Deputy Chief\*
  - 2 – Superintendent\*
  - 1 - Inspector\*
  - 9 – Staff Sergeant
  - 12 – Detectives
  - 9 – Sergeants
  - 10– Constables(\*Denotes Senior Executive Employees)
- 24 sworn members resigned in 2020 (includes Senior Executive Employees):
  - 0– Chief\*
  - 0 – Deputy Chief\*
  - 0 – Superintendent\*
  - 0 - Inspector\*
  - 0 – Staff Sergeant
  - 0 – Detectives
  - 0 – Sergeants
  - 24– Constables(\*Denotes Senior Executive Employees)
- o Reasons for Resignation:
  - 9 - employed by other policing services
  - 1 - took other employment (non-policing)
  - 9 - suitability (self-initiated)
  - 5 - other personal reasons (non-disclosed)
- 3 sworn members deceased in 2020
  - 0– Chief\*
  - 0 – Deputy Chief\*
  - 1 – Superintendent\*
  - 0 - Inspector\*
  - 0 – Staff Sergeant
  - 0 – Detectives
  - 0 – Sergeants
  - 2 – Constables

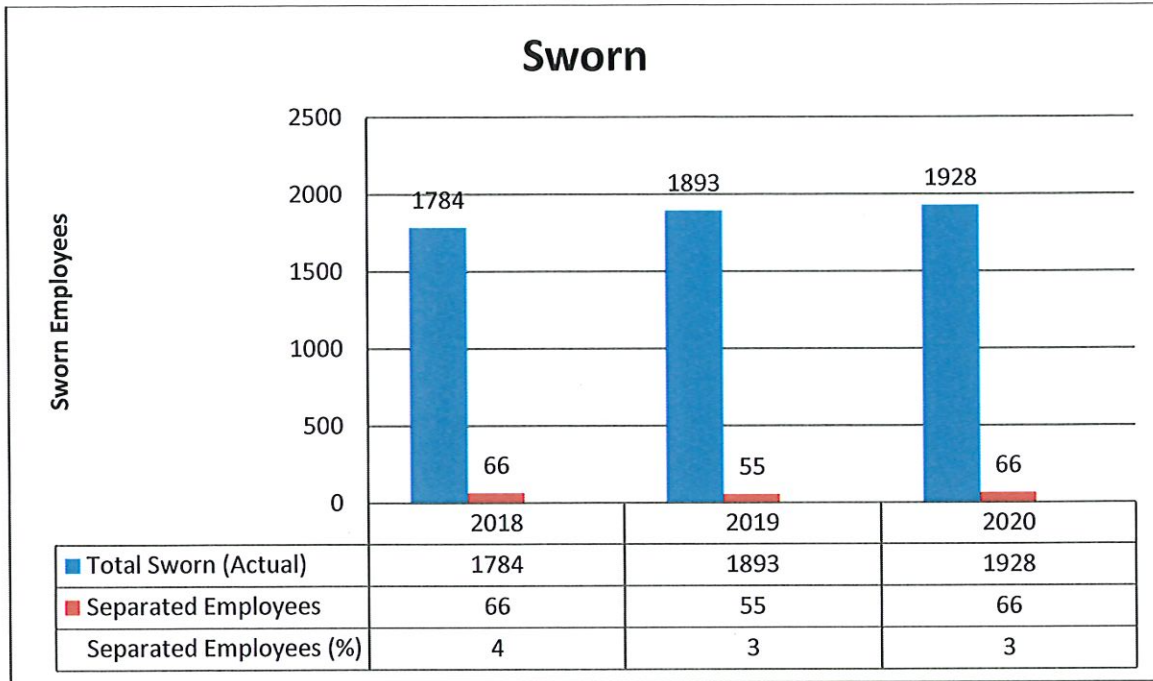
(Note: The EPS hired 5 experienced officers this year)

### Civilian Employees:

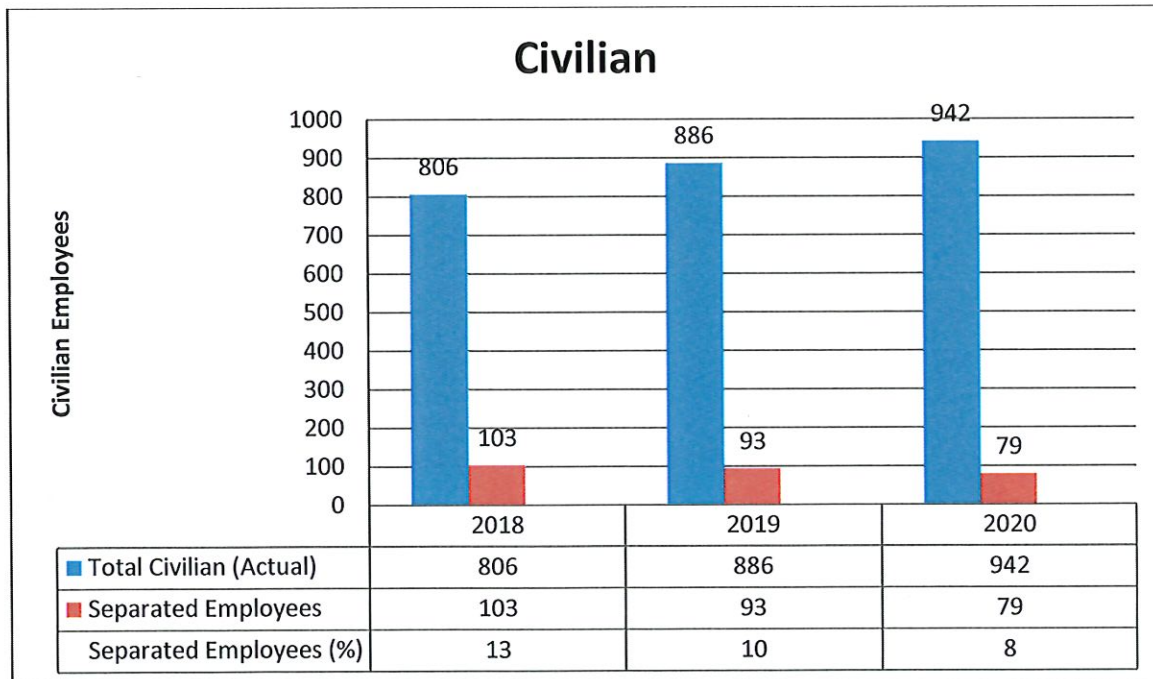
- 81 total separations in 2020 (Incl. permanent & temporary positions)
- 12 civilian members retired in 2020
- 29 civilian members resigned in 2020 from permanent positions and 20 civilian members resigned in 2020 from temporary positions
  - o reasons for resignation included:
    - Other employment opportunities
    - Moved / relocated
    - Personal (non-disclosed)
    - Not returning from maternity leave
- 0 civilian members deceased in 2020
- 1 unsuccessful probation
- 19 position expiry (temporary position ended)



Note: In June of 2020 we introduced an updated 'exit interview process' that is being utilized by our (3) HR generalists. Employees have the option to participate in a one on one interview or an on-line survey. In addition, the Executive Director of HR is notified of every resignation /retirement as they occur.



\*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).