



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2022 January 12

SUBJECT: 2021 EPS Attrition Report for Sworn and Civilian Members

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 2021 year
- Separation information (numbers and reasons) for civilian members for the 2021 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 were 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 separations for 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 2021

CONCLUSION:

The Sworn Members' Attrition Rate for 2021 is three percent (3%) excluding Senior Ranked Positions. This percentage is the same as we saw in 2019 and 2020. The number of members who left the EPS in 2021 is lower than 2020 as 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 through that program.

Of note in 2021, ten (10) Sworn Members resigned and went to other police agencies. This is consistent with the numbers we saw in 2019 and 2020 where we had nine (9) Sworn members leave for another police agency in each of those years. In 2021 we hired one (1) experienced officer from another police agency. This is down compared to previous years as in 2019 we hired two (2) experienced officers and in 2020 we hired five (5) experienced officers. Our Recruit Selection Unit have planned to run an experienced officer class in June / July of 2022, with a goal of 10 candidates.

The Civilian Members' Attrition Rate for 2021 that has been outlined in this report is eleven percent (11%) excluding Senior Executives. This percentage is a bit higher than the last two years, 2019 (10 %) and 2020 (8%).

In reviewing both the Sworn and Civilian attrition rates I have not identified any concerning trends or issues.

ADDITIONAL INFORMATION ATTACHED:

Attachment 1 – Attrition Report 2021

Written By:


Darren Eastcott
Executive Director
Human Resources Division

2022 JAN. 12

Date

Approved By:



D/C Al Murphy
Corporate Services Bureau

Jan. 14. /22

Date

Chief of Police:

Date:


Jan 7/22

ATTACHMENT 1

Attrition Report 2021

This attachment presents the 2021 attrition information for both sworn and civilian employees of the Edmonton Police Service.

Sworn Employees:

- **58** total separations in 2021

- **24** sworn members retired in 2021 (includes Senior Executive Employees):
 - 0 – Chief*
 - 0 – Deputy Chief*
 - 3 – Superintendent*
 - 0 - Inspector*
 - 4 – Staff Sergeant
 - 2 – Detectives
 - 5 – Sergeants
 - 10– Constables(*Denotes Senior Executive Employees)

- **32** sworn members resigned in 2021 (includes Senior Executive Employees):
 - 0– Chief*
 - 0 – Deputy Chief*
 - 0 – Superintendent*
 - 0 - Inspector*
 - 0 – Staff Sergeant
 - 0 – Detectives
 - 3 – Sergeants
 - 29– Constables(*Denotes Senior Executive Employees)

- o Reasons for Resignation:
 - 10 - employed by other policing services
 - 10- took other employment (non-policing)
 - 5 - suitability (self-initiated)
 - 3 - other personal reasons (non-disclosed)
 - 4 – family reasons

- **2** sworn members were released in 2021
 - 0– Chief*
 - 1 – Deputy Chief*
 - 0 – Superintendent*
 - 0 - Inspector*
 - 0 – Staff Sergeant
 - 0 – Detectives
 - 0 – Sergeants
 - 1 – Constables

Civilian Employees:

- **106** total separations in 2021 (Incl. permanent & temporary positions)
- **20** civilian members retired in 2021
- **62** civilian members resigned in 2021 from permanent positions and **8** civilian members resigned in 2021 from temporary positions
 - o reasons for resignation included:
 - Other employment opportunities
 - Moved / relocated
 - Personal (non-disclosed)
 - Not returning from maternity leave
- **2** civilian members deceased in 2021
- **5** dismissed
 - o reasons for dismissal included:
 - Performance issues
 - Failed Probation
- **9** position expiries (temporary position ended)

SWORN			
	2019	2020	2021
Total Sworn (actual)	1893	1928	1968
Separated employees	56	66	54
Separated employees (%)	3 %	3%	3%

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

CIVILIAN			
	2019	2020	2021
Total Civilian (actual)	886	942	966
Separated Employees	93	79	102
Separated Employees (%)	10%	8%	11%

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