



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

**DATE:** March 19, 2026

**SUBJECT:** 2025 Employee Engagement Survey Results

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#### RECOMMENDATION(S):

That the Edmonton Police Commission accept the attached presentation on the results of the 2025 Employee Engagement survey for information.

#### INTRODUCTION:

The Edmonton Police Service (EPS) employee engagement survey was conducted in November 2025. Employee engagement is measured regularly to support continuous improvement of employee working conditions, retention, and desirability as an employer.

#### BACKGROUND:

EPS contracted TalentMap to conduct the 2025 Employee Engagement Survey. The survey questionnaire was composed of standard questions developed by TalentMap and questions tailored to the EPS context. Employee responses are held confidential by TalentMap. EPS employees are only able to see results for groups of at least five responses.

EPS employees were invited to complete the survey via email on November 4, 2025. It was available until November 24, 2025. During that time, 1,885 employees completed the survey for a response rate of 62%.

#### COMMENTS / DISCUSSION:

EPS employees' average engagement score was 68% favorable. Only a small percentage (13%) had an unfavorable average engagement score.

The highest average favorable scores were on dimensions related to teamwork, inclusion, and physical safety. There is room to improve engagement scores on dimensions related to employee voice, senior leadership, and change and agility. Notably, many of the dimensions with lower favorable scores had large neutral scores, suggesting that employees may be waiting to see how the new senior leadership leads them through change.

In response to open-ended questions, employees appreciated the greater visibility and engagement of senior leaders. They suggested that EPS continue to increase access to training and career development, as well as clarify the promotion process.

Further information is available in Attachment 1 – 2025 EPS Employee Engagement Survey Results.

**CONCLUSION:**

EPS will use employees' feedback to continue to improve working conditions in EPS. Actions are already underway to offer leadership development opportunities, support wellness, improve communication, and continue to promote inclusion.

An organization-level action plan is being developed to further improve engagement with input from all divisions.

**ADDITIONAL INFORMATION ATTACHED:**

Attachment 1 – 2025 EPS Employee Engagement Survey EPC Presentation

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**Chief of Police:** \_\_\_\_\_

**Date:** \_\_\_\_\_