

# EPS 2025 Employee Engagement Survey Results

Presentation to the Edmonton Police  
Commission

February 2026

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# Topics

- Survey Administration
- Results
- Planned Actions
- Questions

# Survey Administration

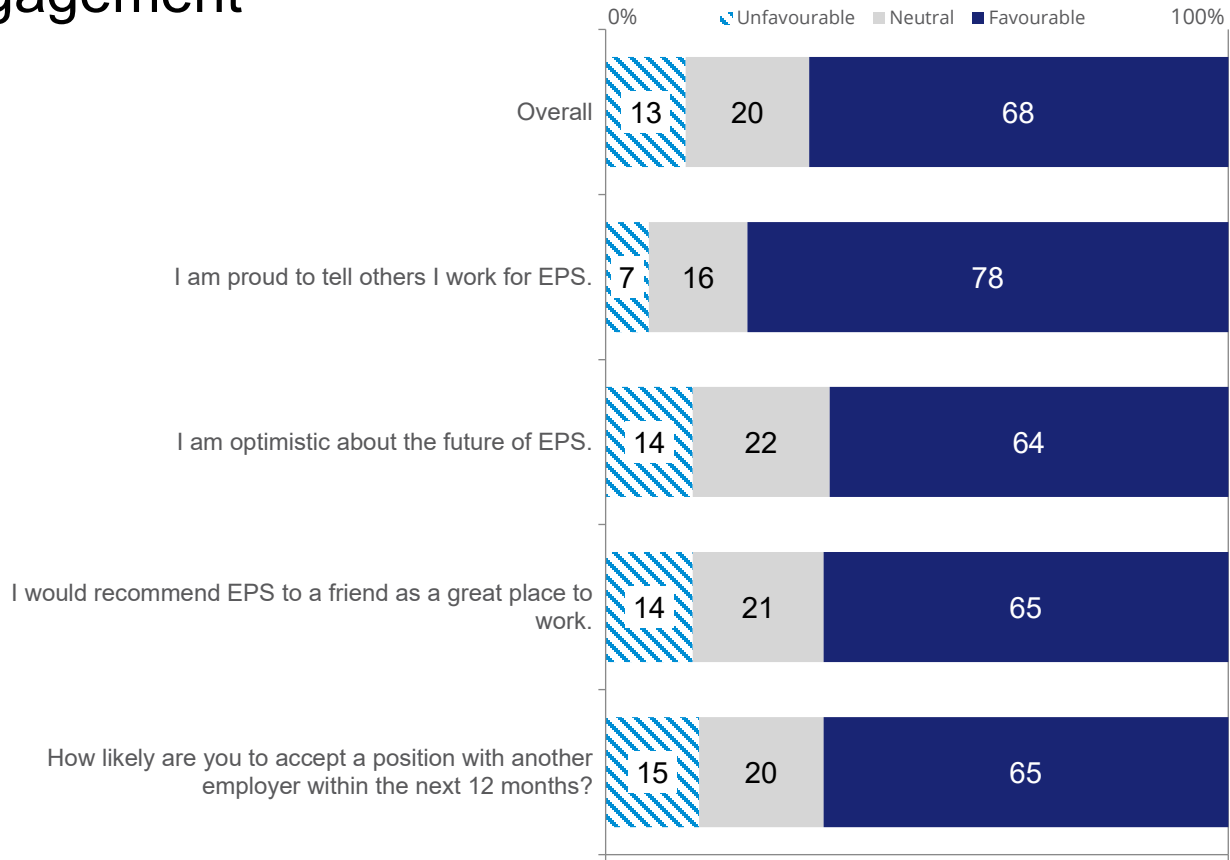
## Implementation

- Employees were invited to do the survey on November 4, 2025
- Survey closed November 24, 2025
- 1,885 employees completed the survey – a response rate of 62%

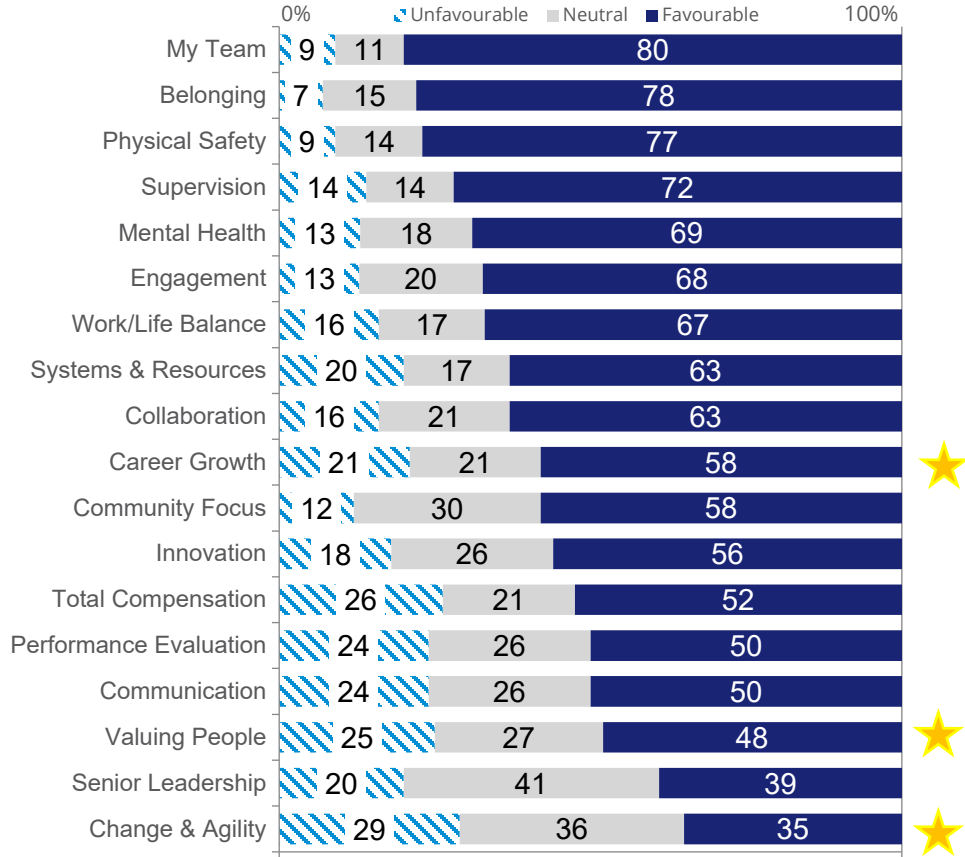
## Communication

- EPSnet articles
- EPS TV
- Video with TalentMap Representative
- All-staff email

# Engagement



# Overall Dimension Scores



# Key Drivers of Engagement

- Valuing People, Career Growth, and Change and Agility had the strongest correlations with Engagement in EPS
  - Changes to these dimensions will have the most impact on engagement

Dimension	Correlation with Engagement	% Favourable	% Neutral	% Unfavourable
Valuing People	.64	48%	27%	25%
Career Growth	.64	58%	21%	21%
Change and Agility	.59	35%	36%	29%

# Open-Ended Comment Summary



## Our Strengths

- Increased leadership visibility and engagement
- Training and development opportunities
- Supporting frontline and operational roles



## Opportunities to Improve

- Promotion process transparency and clarity
- Access to training and growth assignments
- Career development opportunities for civilians and patrol

## Demographics

Survey respondents self-reported diverse identities and experiences. High “prefer not to answer” rates (11% – 16%) suggest employees may be uncomfortable sharing this information.

5% said they have Indigenous ancestry

*Métis was the most common ancestry reported*

16% said they have a physical or mental disability

*Most commonly, mental health related*

16% identified as members of a visible minority

*Respondents identified with over 10 cultural groups/ethnicities*

52% identified as men, 36% as women, 2% as non-binary, transgender, or another identity.

6% identified as members of the 2SLGBTQ+ community

## Engagement from 2023 to 2025

*15 2025 questions were similar to  
those asked in 2023*

**Note:** The 2023 and 2025 surveys had different methods, question structure, and question contexts. All of these can influence respondents' answers in unpredictable ways. Therefore, we do not recommend drawing conclusions based on changes in question scores between 2023 and 2025.

# Changes in Engagement Scores

Substantial increases in positive responses to questions related to:

- Engagement – pride in EPS and willingness to recommend working at EPS
- Pride in the work we do – finding meaning and sense of accomplishment in work and how we contribute to the community
- Communication from senior leadership to frontline
- Access to equipment necessary for role

Favourable responses increased for 13 of the 15 comparable questions.

The only substantial decrease in favourable scores was to the statement “There is a strong feeling of team spirit and cooperation in EPS.”

# Engagement Work Underway

- Investing in leadership development at all ranks
- Enhanced communication from the frontline to and from senior leadership
- Initiatives to support wellness, balance, and retention
- Continued focus on belonging and equity

# Planning for 2026-27

- Divisions have their engagement results
  - Planning division-focused engagement actions
- Organization-level planning
  - Divisions submitted suggestions for organization-level actions to senior leadership
  - Prioritized actions for implementation

**THANK YOU**

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