



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2013 January 28

SUBJECT: 2012 EPS Attrition Report for Sworn and Non-sworn Members

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#### RECOMMENDATION:

That this report be received for information.

#### INTRODUCTION:

This report will provide information in relation to retirements, resignations and other forms of separation for sworn and non-sworn members of the Edmonton Police Service in 2012.

#### BACKGROUND:

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.

#### COMMENTS/DISCUSSION:

The following information outlines the 2012 attrition for both sworn and non-sworn employees of the Service.

#### Sworn Members: (64 Separations)

- (45) Retirements:
- (2) Deputy Chief
  - (1) Superintendents
  - (1) Inspectors
  - (7) Staff Sergeants
  - (13) Detectives
  - (5) Sergeants
  - (15) Constables
  - (1) Corps Sergeant Major

(1) Deceased: (Staff Sergeant) Natural causes

(18) Resignations:

- (4) Employed by other police agency
- (4) Other employment
- (1) Elected Official
- (8) Suitability / policing not for them
- (1) Discipline / Suspended without Pay

Years of Service with EPS (Resignations):

- Employed by other police agency
  - 2 years 5 months to 5 years 1 month
- Other employment
  - 4 years to 5 years 5 months
- Elected Official
  - 17 years
- Suitability / policing not for them
  - 6 months to 3 years

**Non-Sworn Members: (70 Separations)**

(1) Deceased: Natural causes

(42) Resignations: Includes other employment opportunities, moved, not enough hours, family issues, and returning to school

(8) Position Expired: Position no longer available

(10) Retirements: Includes 2 early retirements

(7) Dismissed

(2) Staff Reduction / Return to COE / Unsuccessful Probation

**COMPARISONS:**

**Sworn**

2009

(2) Deceased (35) Resign (23) Retirements = 60

2010

(1) Deceased (29) Resign (11) Retirements = 41

2011

(0) Deceased (20) Resign (38) Retirements = 58

2012

(1) Deceased (18) Resign (45) Retirements = 64

**Non-Sworn**

2010

(1) Deceased (59) Resign (7) Retirements = 67

2011

(2) Deceased (67) Resign (6) Retirements = 75

2012

(1) Deceased (59) Resign (10) Retirements = 70

*\*Resign includes position expiry, resignation, move to COE, and staff reduction*

**CONCLUSION:**

The attrition outlined in this report is acceptable and does not pose any concern with regard to the policies or practices of the Edmonton Police Service.

**Written by:** Superintendent Darren EASTCOTT, Human Resources Division

**Reviewed by:** Deputy Chief David Korol, Corporate Services Bureau

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

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

FEB 28 2013