



# EDMONTON POLICE SERVICE



## REPORT TO THE EDMONTON POLICE COMMISSION

**DATE:** 2011 January 26

**SUBJECT:** 2010 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 2010.

### 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 2010 attrition for both sworn and non-sworn employees of the Service.

#### SWORN MEMBERS:

- (1) Deceased: Natural causes
- (11) Retirements:
  - (2) Superintendents
  - (4) Staff Sergeants
  - (1) Detective
  - (1) Sergeant
  - (2) Constables

- (29) Resignations:
- (4) Employed by other police agency
  - (9) Other employment
  - (4) Family obligation / family health
  - (11) Suitability / policing not for them
  - (1) Moved with family out of Edmonton

Years of Service with EPS (Resignations):

- Employed by other police agency:
  - 2.3, 5, 13, and 14 years of service
- Other employment:
  - (3) had less than 3 years service
  - (6) had between 6 -16 years of service
- Family obligation / family health:
  - (3) had less than 3 years service
  - (1) had 21 years of service
- Suitability / policing not for them:
  - (8) had less than 1 year of service
  - (3) had less than 3 years of service

NOTE: Of the members under the "Suitability" category (8) had identified performance and/or competency deficiencies. These members decided to pursue a career elsewhere.

NON-SWORN MEMBERS:

- (1) Deceased: Natural causes,
- (33) Resignations: Includes other employment opportunities, moved, not enough hours, family issues, and returning to school,
- (12) Position Expired: Position no longer available,
- (5) Retirements: Includes early retirement,
- (6) Transferred to COE: Found other employment within the Corporation,
- (4) Other: Includes unsuccessful probation, permanent layoff, 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:** Inspector Darren EASTCOTT, Employee Services Branch

**Reviewed By:** Stephen JACKSON, Executive Director, Human Resources Division

**Approved by:** Acting Deputy Chief Chris KELLETT, Corporate Services Bureau



Handwritten signatures and dates in blue ink. The signatures are for Stephen Jackson and Chris Kellett. The date '2011 JAN 27' is written below the signature of Chris Kellett.

A Chief of Police:  \_\_\_\_\_

Date: 17 FEBRUARY 2011 \_\_\_\_\_