



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2015 February 26

SUBJECT: 2014 EPS Attrition Report for Sworn and Non-Sworn Employees

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 employees of the Edmonton Police Service in 2014.

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 2014 attrition for both sworn and non-sworn employees of the Service.

Sworn Employees: (84 Separations)

(43) Retirements:

- (4) Superintendents
- (2) Inspectors
- (7) Staff Sergeants
- (9) Detectives
- (11) Sergeants
- (10) Constables

(1) Deceased: (Constable) Injury Related (WCB)

Sworn Employees: (84 Separations) continued from previous page:

(38) Resignations:

- (6) Employed by other police agency
- (9) Other employment
- (6) Suitability
- (3) Policing not for them
- (7) Family reasons
- (5) Shifts and lack of flexibility
- (1) Not happy with management
- (1) Leave of Absence policy change

Years of Service with EPS (Resignations):

Employed by other police agency: 2 to 7 years

Other employment: 3 days to 21 years

Suitability: 2 weeks to 7 months

Policing not for them: 1 month to 14 years

Family reasons: 6 months to 17 years

Shifts and lack of flexibility: 6 to 16 years

Not happy with management: 9 years

Leave of Absence policy change: 6 years

(2) Dismissed (PSB Investigations)

10 and 12 years' service

Non-Sworn Employees: (93 Separations)

(2) Deceased: Natural causes

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

(10) Position Expired: Position no longer available

(13) Retirements

(4) Dismissed: Terminated for cause or did not pass probation

Non-Sworn Employees: (93 Separations) continued from previous page:

- (4) Transfer: return to City of Edmonton position
- (1) Accommodated through position at the City of Edmonton
- (1) Employability in Canada

COMPARISONS:

SWORN:



NON-SWORN



**Resignations include position expiry, resignation, dismissal, 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 Danielle Campbell, Corporate Services Bureau 

Chief of Police: 

Date: FEB 27 2015