



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2016 January 21

SUBJECT: 2015 EPS Attrition Report for Sworn and Civilian 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 civilian employees of the Edmonton Police Service in 2015.

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 2015 attrition for both sworn and civilian employees of the Service.

Sworn Employees: 73 separations

Retirements

40 sworn members retired in 2015:

- (1) Deputy Chief
- (3) Superintendents
- (2) Inspectors
- (5) Staff Sergeants
- (10) Detectives
- (7) Sergeants
- (12) Constables

Resignations

29 sworn members resigned in 2015:

- (1) Sergeant
- (28) Constables

Number	Reason for Resignation	Years of service at time of resignation
4	Employed by other police agency	2 months to 18 years
3	Other employment	8 years to 21 years
10	Suitability	3 months to 1 year
3	Policing not for them	3 months to 1 year
2	Family reasons	7 years to 12 years
2	Work Life Balance	3 years to 7 years
5	Personal	5 months to 22 years
Total 29		

Dismissals

3 sworn members were dismissed in 2015

- (3) Constables

Number	Reason for Dismissal	Years of service at time of dismissal
2	Suitability hearing- dismissed	5 months to 11 months
1	Suitability hearing- dismissed	4 years and 3 months
Total 3		

Deceased

1 sworn member deceased in 2015:

- (1) Constable

New sworn member hires in 2015 = 129

Civilian Employees: (89 Separations)

Retirements

20 civilian members retired in 2015

Resignations

32 civilian members resigned in 2015. Reasons for resignation included:

- other employment opportunities
- moved
- not enough hours
- family issues
- returning to school

Dismissals

10 civilian members were dismissed in 2015. Reasons for dismissal included;

- terminated for cause
- did not pass probation

Deceased

0 civilian members deceased in 2015:

Other

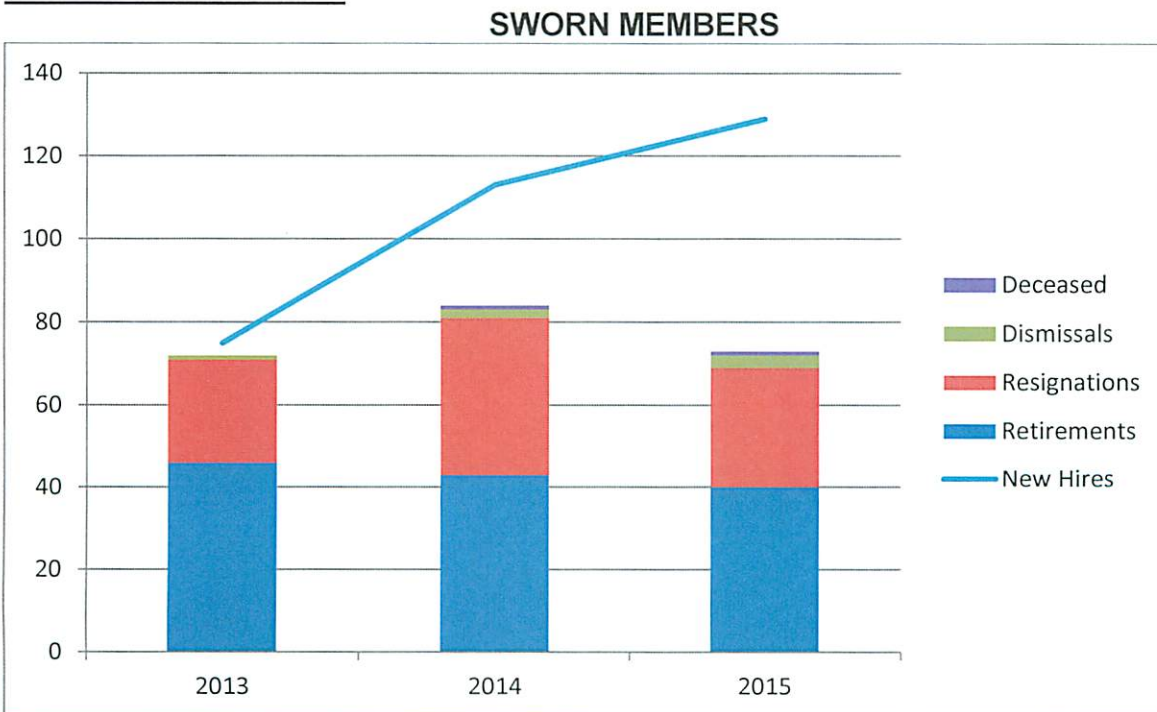
17 Temporary assignments ended

9 Transfers/ return to City of Edmonton position

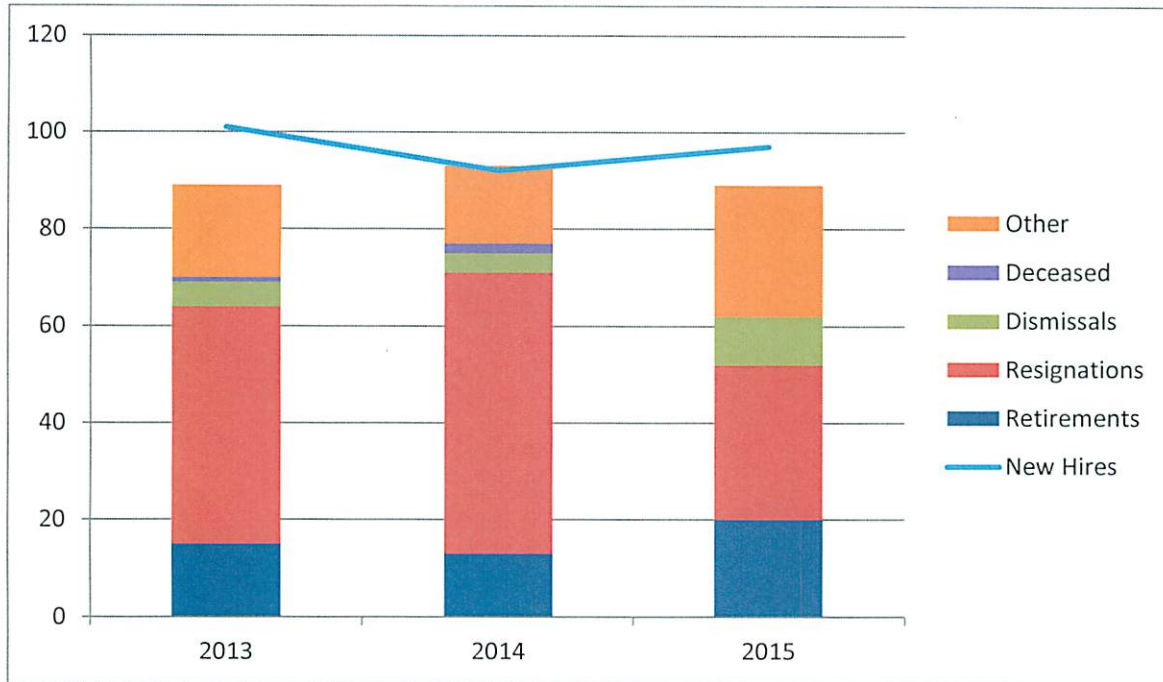
1 Accommodation through position at the City of Edmonton

New civilian member hires in 2015 = 97

3 YEAR COMPARISON



CIVILIAN MEMBERS



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 Denis Jubinville, Human Resources Division

A/Supt. Dave Christoffel 2016 JAN 22
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Reviewed by: Deputy Chief Danielle Campbell, Corporate Services Bureau

[Signature]
 JAN 25 2016

Chief of Police: _____
[Signature]

Date: _____
 JAN 26 2016