



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2017 February 06

SUBJECT: 2016 EPS Attrition Report for Sworn and Civilian Members

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 members of the Edmonton Police Service in 2016.

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 2016 attrition for both sworn and civilian employees of the Service:

Sworn Employees: 65 separations

Retirements

29 sworn members retired in 2016:

- 1 – Deputy Chief
- 1 – Superintendent
- 1 – Staff Sergeant
- 8 – Detectives
- 6 – Sergeants
- 12 – Constables

Resignations

35 sworn members resigned in 2016:

35 – Constables

Number	Reason for Resignation	Years of service at time of
10	Employed by other police services	1 – 12 years
2	Other employment	4 – 7 years
9	Suitability	5 months – 1 year
2	Policing not for them	8 months
1	Family reasons	6 years
1	Work Life Balance	26 years
6	Personal	11 months – 15 months
2	Health	8 days – 15 years
2	No reason provided	13 – 14 years
Total: 35		

Dismissals

1 sworn member was dismissed in 2016

1 – Constable

Reason for Dismissal	Years of service at time of
Non-disciplinary	2 years 9 months

Deceased

0 sworn members deceased in 2016

New sworn member hires in 2016 = 134

Civilian Employees: (88 Separations)

Retirements

16 civilian members retired in 2016

Resignations

49 civilian members resigned in 2016. Reasons for resignation included:

- other employment opportunities
- moved
- family issues
- returning to school

Dismissals

2 civilian members were dismissed in 2016. Reasons for dismissal included;

- terminated for cause

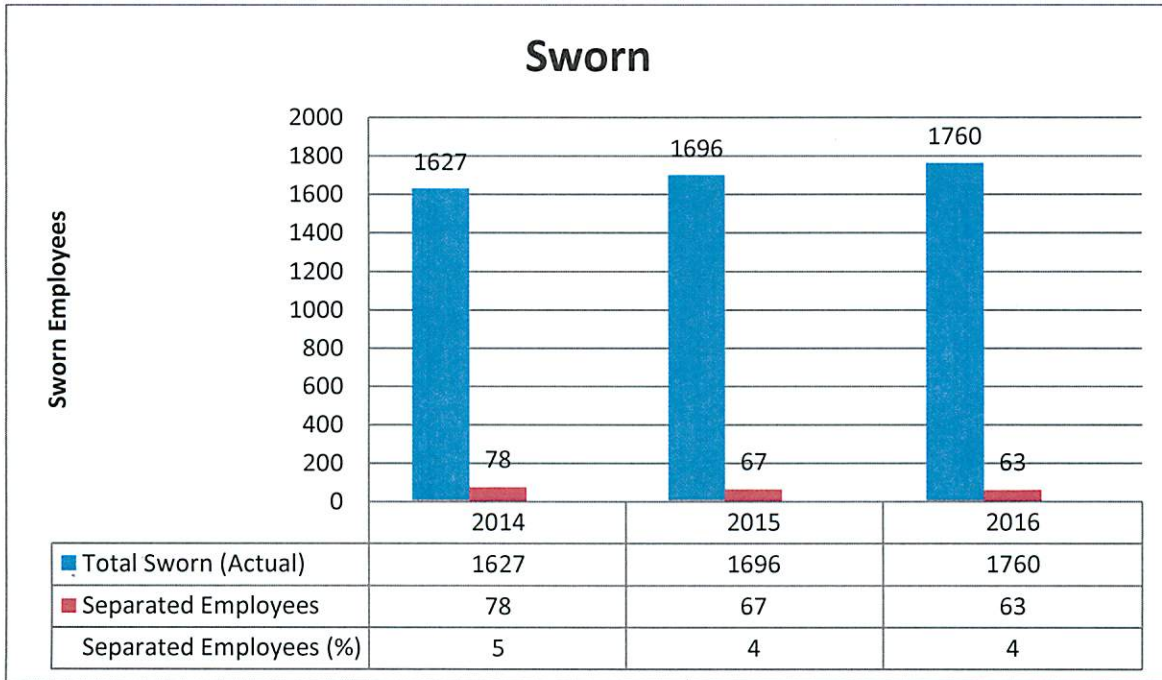
Deceased

1 civilian member deceased in 2016

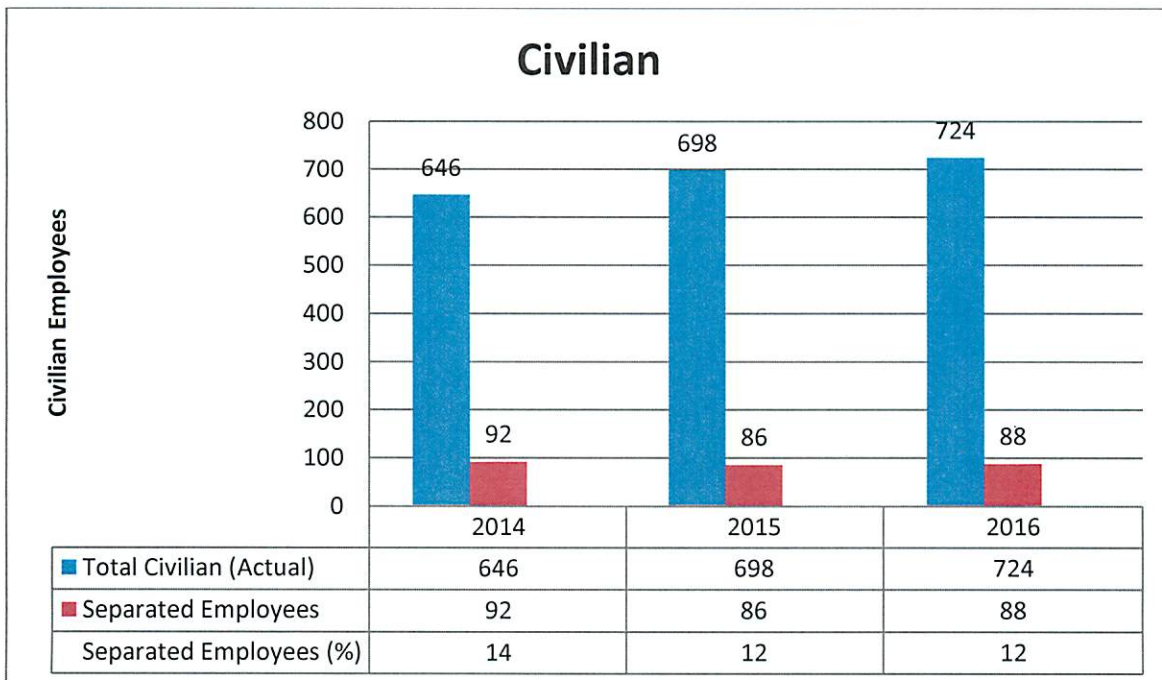
Other

20 Temporary assignments ended or returns to the City of Edmonton

New civilian member hires in 2016 = 108



*Data does not include Senior Executives (Inspectors, Superintendents, Deputy Chiefs and Chief).



*Data does not include Senior Executives (Executive Directors, Directors, and Chief Administrative Officer).

CONCLUSION

The Sworn Members' Attrition Rate for 2016 that has been outlined in this report (4%) is below the established Risk Appetite ($\leq 5\%$), as defined by the Edmonton Police Service Corporate Risk Profile Attrition Rate Key Risk Indicator for Sworn Members (excluding Senior Executive).

The Civilian Members' Attrition Rate for 2016 that has been outlined in this report (12%) is at the established Risk Appetite ($\leq 12\%$), as defined by the Edmonton Police Service Corporate Risk Profile Attrition Rate Key Risk Indicator for Civilian Members (excluding Senior Executive).

As Sworn and Civilian Members' Attrition Rate is within the established Risk Appetite, risk mitigation practices currently employed by the Edmonton Police Service are appropriately addressing Attrition Rate within the organization.

Written By:  2017 FEB06
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Human Resources Division Date

Approved By:  2017.02.7
Brian Roberts, CAO
Corporate Services Bureau Date

Chief of Police: 

Date: FEB 10 2017