



EDMONTON POLICE SERVICE



REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2012 January 18

SUBJECT: 2011 EPS Attrition Report for Sworn and Non-Sworn 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 non-sworn members of the Edmonton Police Service in 2011.

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 2011 attrition for both sworn and non-sworn employees of the Service.

SWORN MEMBERS:

(38) Retirements:

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

- (20) Resignations:
- (5) Employed by other police agency
 - (7) Other employment
 - (2) Family obligation / family health
 - (4) Suitability / policing not for them
 - (2) Discipline / self-select

Years of Service with EPS (Resignations):

- Employed by other police agency:
 - 1.8, 2.3, 5, 8, and 13 years of service
- Other employment:
 - (3) had less than 3 years service
 - (4) had between 6 -24 years of service
- Family obligation / family health:
 - (2) had less than 4 years service
- Suitability / policing not for them:
 - (4) had less than 1 year of service

NOTE: Of the members under the "Suitability" category (1) had identified performance and/or competency deficiencies. This member decided to pursue a career elsewhere.

NON-SWORN MEMBERS:

- (1) Deceased: Natural causes,
- (25) Resignations: Includes other employment opportunities, moved, not enough hours, family issues, and returning to school,
- (15) Resignations: Temporary positions
- (9) Position Expired: Position no longer available,
- (9) Retirements: Includes early retirement,
- (6) Dismissed

COMPARISONS:

SWORN MEMBERS:

2009

(2) Deceased (35) Resigned (23) Retirements

2010

(1) Deceased (29) Resigned (11) Retirements

2011

(0) deceased

(20) Resigned

(38) retirements

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

Approved by: Deputy Chief David Korol, Corporate Services Bureau

Chief of Police: _____

Date: _____

2012-02-17