



INTERNAL MONITORING REPORT

ENDS: **Emergency Chief of Police Succession**

Period: **Ending June 2005**

Date: June 13, 2005

I hereby submit my monitoring report on your Executive Limitations Policy, "Emergency Chief of Police Succession" according to the schedule set out. I certify that the information contained in this report is true.

BROADEST POLICY PROVISION:

In order to protect the Board from the sudden loss of the Chief of Police, the Chief of Police will have no fewer than two other executives sufficiently familiar with Board and Chief of Police issues and processes to enable either to take over with reasonable proficiency as an interim successor.

Interpretation of the Chief of Police:

It is my interpretation of this policy that, subject to the appointment thereof by the Board of two Deputy Chiefs of Police, that there will be two Deputy Chiefs of Police. To ensure that both can effectively manage the service, they are required to switch portfolios and, subject to vacation or pressing service need, they attend all regular Police Service Board Meetings.

Data Support:

The two Deputies were placed into position by the Board in July of 2001. Both have fulfilled their duties and have received high performance ratings each year. The Deputies were rotated effective January 2003 and to date have had about 28 months in each portfolio.

Both Deputies have consistently attended Board Meetings, participated in Board work sessions covering a variety of topics, including implementation of this Governance Model. Both have led significant administrative and operational initiatives and will in due course submit monitoring reports as part of their ongoing development and to further ensure emergency succession.

The four Superintendents are likewise competent generally to fill a Deputy Chief Role, and certainly so on an emergency or interim basis.

I therefore report compliance with this Executive Limitations Policy.

Kevin McAlpine
Chief of Police