

Policy Type: **GOVERNANCE PROCESS**

Policy Title: **GOVERNING STYLE**



The Durham Regional Police Services Board will govern lawfully with an emphasis on:

1. outward vision;
2. encouragement of diversity in viewpoints;
3. governance leadership more than administrative detail;
4. clear distinction of Board and Chief of Police roles;
5. collective rather than individual decisions;
6. future while having regard for the past and present; and,
7. proactivity rather than reactivity.

Accordingly:

1. The Board will cultivate a sense of group responsibility. The Durham Regional Police Services Board, not the Durham Regional Police Service staff, will be responsible for excellence in governing. The Board will be the initiator of policy, not merely a reactor to management initiatives. The Board will not use the expertise of individual members to substitute for the judgment of the Board, although the expertise of individual members may be used to enhance the understanding of the Board as a body.
2. The Durham Regional Police Services Board will direct, control and inspire the organization through the careful establishment of broad written policies reflecting the values and perspectives of the citizens of Durham Region. The development of Ends policies will also include consultation with the Chief of Police. The Board's major policy focus will be on the intended long-term impacts on the citizens of Durham Region, not on the administrative or programmatic means of attaining those effects.
3. The Durham Regional Police Services Board will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuance of governance capability. Although the Board can change its governance process policies at any time, it will observe them scrupulously while in force.

4. Continual Board development will include orientation of new Board members in the Board's governance process and periodic Board discussion of process improvement.
5. The Durham Regional Police Services Board will allow no Board member, individual or committee of the Board to hinder or be an excuse for not fulfilling its commitments.
6. Board-staff will be treated with dignity and in compliance with all applicable employment laws and regulations. The Board shall annually review the performance of Executive Director and staff and maintain their compensation at a level that is commensurate with their performance.
7. The Durham Regional Police Services Board will monitor and discuss the Board's process and performance. Self-monitoring will include comparison of Board activity and discipline to policies in the Governance Process and Board-Chief Linkage categories.
8. The Durham Regional Police Services Board will communicate and share police service performance information with the citizens, school boards, community organizations, groups and businesses of Durham Region.