

Policy Type: **BOARD-CHIEF LINKAGE**

Policy Title: **MONITORING CHIEF OF
POLICE PERFORMANCE**



Systematic and rigorous monitoring of the Chief of Police job performance will be solely against the only expected Chief of Police job outputs: accomplishment of Board policies on Ends and organizational operation within the boundaries established in Board policies on Executive Limitations.

Accordingly:

1. Monitoring is simply to determine the degree to which Board policies are being met. Data that does not do this will not be considered to be monitoring data.
2. The Board will acquire monitoring data by one or more of four methods:
 - a) by internal report in which the Chief of Police discloses compliance information to the Board;
 - b) by external report in which an external, disinterested third party selected by the Board assesses compliance with Board policies;
 - c) by external report in which a Provincial representative(s) assesses compliance with legislation and/or Board policies;
 - d) by direct Board inspection, as a result of specific Board motion, in which a designated member, or members of the Board or staff, assess compliance with the appropriate policy criteria.

3. In every case, the standard for compliance shall be any reasonable Chief of Police interpretation of the Board policy being monitored. The Board is final arbiter of reasonableness, but will always judge with a “reasonable person” test rather than with interpretations favored by Board members or even by the Board as a whole.
4. All policies that instruct the Chief of Police will be monitored at a frequency and by a method chosen by the Board. The Board can monitor performance related to any policy at any time by any method and shall pass a motion at the December meeting of each year approving the reporting schedule for the following year.