

Policy Type: **EXECUTIVE LIMITATIONS**



Policy Title: **SUCCESSION PLANNING**

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The Board is committed to ensuring that the Service identifies and nurtures leadership talent across the organization to create and sustain leadership capacity.

As such, the Chief of Police shall not:

1. Fail to develop and implement an Executive Succession Plan that addresses:
  - a. anticipated vacancies for senior positions within the Service;
  - b. potential individuals with executive skills and leadership ability to assume these positions; and
  - c. learning and development opportunities for potential candidates that are identified.
2. Fail to instill the principles of effective succession planning in training for all supervisors.
3. Fail to ensure that two other executives are sufficiently conversant with Board and Chief of Police issues and processes to enable either to take over with reasonable proficiency as an interim successor to the Chief of Police.