



PETERBOROUGH LAKEFIELD POLICE SERVICES BOARD

MONITORING CHIEF OF POLICE PERFORMANCE

Policy Statement:

The Peterborough Lakefield Police Services Board desires to enact a Policy to Monitor the Chief of Police's Performance.

Application:

This policy applies to the Peterborough Lakefield Police Services Board and the Chief of Police, or designate, and provides the foundation for the assessment of compliance with the *Police Services Act* and Board policies.

Authority:

The Peterborough Lakefield Police Services Board shall establish policies for the effective monitoring of the Chief under the *Police Services Act*, 1990, s. 31 (1)(e).

1. Accordingly:

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.

- 1.1 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.
- 1.2 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.
- 1.3 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.
- 1.4 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, but will ordinarily occur twice a year.

Note: The Chief is required to submit all monitoring reports, and reports regarding any other PLPSB business, to the Board’s Administrative Assistant no later than 13:00 hours on the Monday, 8 days prior to the applicable Board meeting.

2. Administration

- 2.1 This Policy is hereby enacted by the Peterborough Lakefield Police Services Board on this 19th day of May 2009 and shall take effect on that date.
- 2.2 That distribution of this policy be unrestricted.

Chair
Peterborough Lakefield Police Services Board

Additional References:

Evaluation Date:
Issue Date: May 19th, 2009
Revision Dates: