

LONDON POLICE SERVICES BOARD POLICY

LPSB Policy: 115

Title: Performance Appraisal Process for Deputy Chief(s)

Approved: April 17, 2003

1. Policy:

It is the policy of the London Police Services Board that:

The Deputy Chief(s) performance appraisal will be completed annually, on an individual basis in accordance with the following;

- a) The Chief of Police will meet with the Deputy Chief(s) to discuss the London Police Service goals for the upcoming year, and jointly develop the performance objectives to be included in the Deputy Chief(s)' performance appraisal. These objectives, along with a skills assessment, will form the evaluative components of the performance appraisal report;
- b) Prior to the end of each calendar year, the Chief of Police will evaluate the Deputy Chief(s)' previous 12 month's performance and complete the performance appraisal report;
- c) The Deputy Chief(s) will be provided an opportunity to review and discuss the performance appraisal report in private with the Chief of Police. The Deputy Chief(s) may also submit a written reply in the appropriate section provided on the form;
- d) The Chief of Police will meet in private with the Board and provide a final copy of the performance appraisal report for review and discussion;
- e) The Board will meet with each Deputy Chief privately to provide any comments on the evaluation completed by the Chief and any assessment of performance made by the Board. The Board's role is to focus on positive performance development; and
- f) Written comments from the Board will be completed in the appropriate section provided on the form; and the performance appraisal report will be signed by the Deputy Chief(s) and the Chair of the Board.

2. References: New Policy