

LONDON POLICE SERVICES BOARD POLICY

LPSB Policy: 114

Title: Performance Appraisal Process for Chief of Police

Approved: April 17, 2003

1. Policy:

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

The Chief of Police's performance appraisal will be completed on an annual basis in accordance with the following:

- a) The Board, in partnership with the Chief of Police, will establish the London Police Service goals for the upcoming year;
- b) The Chief of Police will submit to the Board a written proposal of performance objectives which correlate to the organizational goals. These objectives, along with a skills assessment, will form the evaluative components of the performance appraisal report;
- c) Prior to the end of each calendar year, the Chair of the Board, in consultation with the Members of the Board, will evaluate the Chief of Police's previous 12 month's performance and complete the performance appraisal report;
- d) The Board will meet in private with the Deputy Chief(s) to review the Chief of Police's evaluation. The Deputy Chief(s) will be encouraged to have a free and open discourse with the Board on all issues of the London Police Service;
- e) The Chief of Police will be provided an opportunity to review and discuss the performance appraisal report in private with the Board. The Chief of Police may also submit a written reply in the appropriate section provided on the form; and
- f) The performance appraisal report will be signed by the Chief of Police and the Chair of the Board.

2. References: Performance Review – Chief of Police (February 5, 1998)