

**BY-LAW NO. 07
A BY-LAW RESPECTING THE
MONITORING DEPUTY CHIEF OF POLICE'S PERFORMANCE**

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1.0 Preamble

1.1 WHEREAS subsection 31(1) of the ***Police Services Act*** provides that a Board is responsible for the provision of Police Services and for Law Enforcement and Crime Prevention in the Municipality and shall:

- 1.1.1 Generally determine after consultation with the Chief of Police, objectives and priorities with respect to the Police Service in the Municipality;
- 1.1.2 Establish priorities for the effective management of the Police Service, and
- 1.1.3 Direct the Chief of Police and monitor their performance.

1.2 AND whereas subsection 31(6) of the ***Police Services Act*** provides that the Board may, by By-Law, make rules for the effective management of the Police Service.

1.3 AND whereas ***O. Reg. 3/99*** prescribes standards for adequacy and effectiveness of Police Services.

2.0 Definitions

2.1 **Board** – shall mean the Barrie Police Services Board.

2.2 **BPS** – the acronym for the Barrie Police Service.

2.3 **Chair** – shall mean the Chair of the Barrie Police Services Board.

2.4 **Chief** – shall mean the Chief of Police.

2.5 **Deputy** – shall mean the Deputy Chief of Police.

3.0 General

- 3.1 The Deputy’s performance and development plan will be developed on an annual basis and will align with the Business Plan for BPS and key priorities set by the Chief. The performance plan will be developed at the same time as the Chief’s performance plan to ensure it supports the overall strategic objectives established by the Board and the Chief. The plan will also include any key learning/development opportunities for the Deputy.
- 3.2 The Deputy will provide the Chief with a mid-year update in October and a year-end update in April regarding their performance against the performance and learning/development objectives. The Chief will submit a written annual performance evaluation of the Deputy to the Board based on the initial performance and development objectives.
- 3.3 The Chair and the designated Board Member shall meet with the Chief to discuss the submitted annual performance evaluation.
- 3.4 The Chair will provide a verbal report to the Board and input on the Deputy’s performance will be sought from Board Members.
- 3.5 The Chair and the designated Board Member shall meet with the Deputy to review the year-end performance wrap up provided by the Chief and will discuss the Board’s decision regarding compensation. A copy of the year-end review and the follow-up memorandum regarding compensation will be placed in the Deputy’s personnel file.

Dated this _____ day of _____, 20____.

Board Chair

Board Administrator