



GREATER SUDBURY POLICE SERVICE BOARD POLICY

SUBJECT: CHIEF OF POLICE – PERFORMANCE EVALUATION SYSTEM	NUMBER: PSB015
ORIGINATING DATE: February 14, 2011	REVISED DATE: December 17, 2025
REPORTING REQUIREMENTS: Annual	

1.0 **LEGISLATIVE REFERENCE/AUTHORITY**

1.1 Pursuant to Section 37(1) of the *Community Safety and Policing Act*, the Board is responsible to recruit and appoint the Chief of Police and any Deputy Chief of Police and to determine their remuneration and working conditions taking into account their submissions. Additionally, the Board is responsible to monitor his or her performance.

2.0 **BOARD POLICY**

2.1 In meeting its legislative responsibility, the Greater Sudbury Police Service Board recognizes that reviewing the performance of the Chief of Police is an important governance requirement and that it is integral to the Board's business planning process and governance role. The employment contract and performance monitoring system go hand-in-hand.

2.2 The performance monitoring system is based on the model developed by the Ontario Association of Police Service Boards but has been modified to ensure it reflects the duties and responsibilities for the position and is compatible with the competencies outlined in the Position Description.

2.3 The Board Chair shall coordinate the performance management process with the Board and Chief. Board members shall be consulted for input by the Chair. The Chief shall also complete the performance evaluation. The Chair shall meet with the Chief to discuss the Evaluation and will also discuss the Performance Plan for the next evaluation period. The Chair shall report back to the Board and seek final

approval on the review. Should circumstances change throughout the year, the Board or Chief may wish to revisit the Plan during the year.