

Policy Number:	Policy Subject:
<b>BC-1</b>	<b>BOARD / CHIEF RELATIONSHIP</b>
LEGISLATIVE AUTHORITY	REFERENCE / <i>Police Services Act section 31(1)(c), 31(1)(e), 31(3), 31(4)</i>
DATE APPROVED	June 1999
DATE REVIEWED	2007, 2010, 2013
DATES AMENDED	24 September 2007, 01 November 2010
DATE TO BE REVIEWED	2016
REPORTING REQUIREMENT	Addressed in Annual Chief's Performance Review

### LEGISLATIVE REFERENCE / AUTHORITY

Section 31 of the *Police Services Act* sets out the following responsibilities for police services boards in connection to its relationship with the chief of police:

- 31(1) A board is responsible for the provision of adequate and effective police services in the municipality and shall,
- c) establish policies for the effective management of the police force;
  - a) direct the chief of police and monitor his or her performance;
- 31(3) The board may give orders and directions to the chief of police, but not to other members of the police force, and no individual member of the board shall give orders or directions to any member of the police force.
- 31(4) The board shall not direct the chief of police with respect to specific operational decisions or with respect to the day-to-day operation of the police force.

This policy sets out general rules regarding the relationship between the board and the chief of police, and general expectations that the board has of the chief of police. The policies contained in chapters 3 and 4 of this Manual address specific directions from the board to the chief.

### BOARD POLICY

#### **GENERAL PRINCIPLES**

Based on the relevant legislation, the Ottawa Police Services Board has established the following general principles to define its relationship to the Chief of Police and its expectations of him or her:

1. The Chief of Police is accountable to the Board acting as a body. The Board will instruct the Chief primarily, but not solely, through written policies. Interpretation,

implementation and detailed operational policy development are the purview of the Chief.

2. The Chief of Police shall ensure that all practices, activities, decisions and organizational circumstances are consistent with the *Police Services Act* of Ontario, the *Adequacy and Effectiveness of Police Services Regulation*, Ministry Standards, other relevant statutes, contractual agreements the Board has made with its bargaining units, Board policies, and commonly accepted business practices and professional ethics.
3. Only decisions of the Board acting as a body are binding upon the Chief.
  - a) Decisions or instructions of individual Board members, officers, or committees are not binding on the Chief except in those instances when the Board has specifically authorized such exercise of authority and has advised the Chief of such authority.
  - b) In the case of Board members or committees requesting information or assistance without Board authorization, the Chief can refuse such requests that require, in the Chief's judgement, a material amount of staff time or funds or are disruptive.
4. As the Board's single official link to the organization, the Chief's performance will be considered to be synonymous with organizational performance as a whole. Consequently, the Chief's job contributions are based on performance measured against the following:
  - a) The Chief's job description and annual goals and objectives agreed to by the Board and the Chief at the beginning of each review period;
  - b) Organizational accomplishment of the goals and objectives of the organization's Business Plan; and
  - c) Compliance with the Board's policies contained in Chapter 2, Chapter 3 and Chapter 4 of the Board Policy Manual.