



ACTING APPOINTMENTS - EXECUTIVE POSITIONS

PSB-HR-007

Effective Date: 06/21/2019

Policy Statement

The Peel Police Services Board is committed to providing leadership development opportunities to members of the Police Service and supports the utilization of 'acting' assignments for the purpose of gaining experience in senior command positions. This policy provides direction with regard to the approval of acting assignments and the salary that individuals will receive when fulfilling acting assignments in the position of Chief of Police and Deputy Chief of Police. All positions affected by this policy are retained through individual contracts with the Board.

1. Policy Requirements

1. Should the Chief or Deputy Chief be absent from duty by reason of illness or injury or extended leave of absence for a period that is less than four (4) weeks, the Board delegates authority to the Chief to appoint someone on an acting basis during the period of such absence.
2. In the event that the Chief or Deputy Chief is absent from duty by reason of illness or injury or extended leave of absence, for a period which may exceed four (4) weeks, the Board reserves the right to appoint an Acting Chief or Deputy Chief. The Board may appoint a single individual to the Acting Chief and/or Deputy Chief position or it can elect to rotate individuals for the purpose of career development.
3. The Board also reserves the right to appoint an Acting Chief or Deputy Chief in the event the Chief or Deputy Chief is the subject of a complaint or disciplinary proceeding, and the Board determines that he/she should be removed from their appointment pending resolution. In such case, there will be no reduction or suspension of salary entitlements pending the investigation of the complaint or disciplinary proceeding. If the Chief or Deputy Chief returns to duty, the acting appointment will be terminated and the Chief or Deputy Chief will be restored to their position.
4. Acting Chief and/or Deputy Chief will have his/her remuneration set at the minimum of the salary scale effective the date of his/her appointment, unless the Board in its sole discretion specifies otherwise in the employment agreement.
5. Individuals in the acting assignment under this policy will continue to receive the rights and benefits to which they are entitled in their incumbent position. Only the amount of salary paid will change during the acting assignment. All other terms and conditions of employment shall remain as set out in the current Senior Officers' Agreement.
6. Should the individual be in the Acting position for greater than one (1) year, the Board will undertake a performance review on or around his/her appointment date of the Acting position, and will make any adjustments to his/her annual remuneration and working conditions as it determines in its sole discretion.
7. The Board will provide legal indemnification as per the terms and conditions as set out in the Board's Legal Indemnification policy (PRP-LG-005).
8. Upon the conclusion of the Acting position tenure, the individual will return to their current rank.

2. Authority/Legislative Reference

Police Services Act – Section 31(1)(c) and 31(1)(d)

Legal Indemnification – PRP-LG-005

Board Minute:#IC-16-06-19