
 The College of Naturopaths of Ontario	Policy Type	COUNCIL POLICIES
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	CEO Annual Performance & Compensation Review	Page No. 1

As part of its responsibilities, the Council undertakes an annual review of the performance of the Chief Executive Officer (CEO). The responsibility to organize, compile and prepare a report of the findings of the review for presentation to and approval of the Council is delegated to the CEO Performance Review Panel (the Panel) appointed by the Council.

Accordingly,

1. Annually, and not later than its November meeting, the Council will appoint a four-member *Registrar & CEO Performance Review Panel* (the Panel) that is comprised of the:
 - a) President and Vice President of Council; and
 - b) Two Council members, one of whom is appointed by the Lieutenant Governor in Council, and both of whom have the competencies necessary for the role.
2. The Panel will facilitate the completion of the performance review using the following documents, attached to and forming a part of this policy:
 - Form 1 – Annual Objectives and Priority Projects
 - Form 2 – Management and Compliance
 - Form 3 – Determining and Calculating Bonus
 - Form 4 – CEO Development Plan
 - Form 5 – Comments, Acknowledgement and Signatures
 - Executive Summary.
3. The Panel shall ensure that new Council members are provided annual training and support to ensure an understanding of this process and that all Council members receive information to reemphasize the importance of the process.
4. The Council will provide the CEO with an incentive bonus annually, in a range of 0% (where an insufficient number of performance measures have been met) up to 10% (where most performance measures have been met) of their base salary. The calculation of the bonus will be based on the formula set out in Form 3 – Determining and Calculating Bonus.
5. Prior to the start of the next Program/Fiscal year, the Panel and the & CEO shall ensure that draft copies of Form 1, setting out the annual objectives and priority projects and Form 4, setting out the CEO's Professional Development Plan, for the following year (April 1st to March 31st), are presented to the Council at its January meeting.
6. As the conclusion of the current Program/Fiscal year approaches, the Panel and the CEO shall work together to complete the performance review following a process that is based on the following components and timeframes.
 - a) Data necessary to support the review will be identified no later than March 1st annually.
 - b) The self-assessment components of Forms 1, 2 and 4 shall be completed by the CEO and provided to the Panel no later than April 15th annually.
 - c) The Panel shall seek the input from the staff of the College on the

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July 30, 2013	January 27, 2021

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Management and Compliance component of the review (Form 2) by way of a survey no later than May 15th annually.

- d) The Panel shall review the self-assessments and survey results and shall develop drafts of the Council assessment components of Forms 1, 2, 4, and 5, and shall use Form 3 to calculate any bonus eligibility by June 10th annually and shall subsequently review these drafts with the CEO for feedback.
 - e) The Panel shall finalize all documents (within a draft CEO Performance Review Report), including the Executive Summary and present these to the Council in an in camera session in July annually at which time Council shall approve the Report, either as presented or with appropriate amendments;
 - f) The Panel shall present the final CEO Performance Review Report to the CEO not later than August 15th annually and the CEO shall be required to sign Form 5 as an acknowledgment of receipt of the Report, directed to implement the Report and to file the Report on the CEO's personnel file; and
 - g) The CEO shall be entitled to add any comments to the Report, which shall be provided to the Council by the Panel and shall also be filed in the CEO's personnel file.
7. The CEO and the Panel shall ensure that there is adequate time set aside at the July Council meeting for a full discussion of the draft CEO Performance Review Report as this is the only opportunity for the Council to provide its input to the Report.
 8. The Council may retain an objective third-party to manage the process for the Panel and to be a resource through the process to evaluators and employees.
 9. Separate and apart from any incentive bonus awarded to the CEO as set out in paragraph 4, the Council shall annually consider adjusting the Registrar's based salary for inflation using an average of the following three sources:
 - a) Morneau Sobeco (or a similar compensation/HR-benefits consulting firm) that publishes data each year forecasting salary adjustments,
 - b) Canadian Society of Association Executives that includes projections on increases employees of not-for-profits expect their governing boards to approve for the next year,
 - c) Consumer Price Index (CPI) data as published by Statistics Canada.

Council shall approve the annual salary adjustment as part of an in-camera session in January annually, at the same time it is considering the CEO's objectives and priorities and development plan, as well as the College's budgets.

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