

## Council – Registrar/CEO Relationship

Policy Title	Policy Number
Monitoring Registrar/CEO Performance	RC - RR-5
	Date of Approval
	May 16, 2012
Responsible Authority	Date of Revisions
CMLTM Council	October 19, 2018   April 23, 2022   December 10, 2025
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Annual monitoring of Registrar/CEO job performance will be solely against the expected Registrar/CEO job outputs: organizational operation and accomplishment of Council policies within the boundaries established in the Executive Limitations.

Accordingly:

1. Monitoring is simply to determine the degree to which Council policies are being met. Information that does not do this will not be considered to be monitoring information.
2. The Council will acquire monitoring information by one or more of three methods:
  - (a) By internal report, in which the Registrar/CEO discloses interpretations and compliance information to the Council;
  - (b) By external report, in which an external third party (or parties) selected by the Council assesses compliance with Council policies; or
  - (c) By direct Council inspection, in which a designated member or members of the Council assess compliance with the appropriate policy criteria.
3. In every case, the Council will judge;
  - (a) The reasonableness of the Registrar/CEO's interpretation and
  - (b) Whether data demonstrate accomplishment of the interpretation.
4. In every case, the standard for compliance shall be *any reasonable Registrar/CEO interpretation* of the Council policy being monitored. The Council is the final arbiter of reasonableness but will always judge with a "reasonable person" test rather than with interpretations favored by Council members or by the Council as a whole.
5. All policies that instruct the Registrar/CEO will be monitored at a frequency and by a method chosen by the Council. The Council can monitor any policy at any time by any method but will ordinarily depend on a routine schedule. A suggested schedule follows:

<b><u>Policy</u></b>	<b><u>Method</u></b>	<b><u>Frequency</u></b>	<b><u>Month</u></b>
Directional Limitations	Internal	Annually	Feb.
Global Executive Constraint	Internal	Annually	Mar.
Treatment of Members	Internal	Annually	May
Treatment of Staff	Internal	Annually	May
Financial Condition and Activities	Internal	Quarterly	Jan., Apr., July, Oct.
	External	Annually	Sept.
Financial Planning and Budgeting	Internal	Quarterly	Feb., May, Aug., Nov.
Emergency REGISTRAR/CEO Succession	Internal	Annually	Oct.
Asset Protection	Internal	Annually	Nov.
Compensation and Benefits	Internal	Annually	Nov.
	External	Biannually	Sept. of odd-numbered years
Communication and Support	Direct inspection	Annually	July