



November 14, 2016

Council
City of London
300 Dufferin Ave.
London ON N6A 4L9

Re: OCPC Process and Interactions between the LPSB and CAO's Office

Dear Members of Council;

In regards to the above matter and on behalf of the London Police Service Board and its Negotiating Committee, I wish to begin by extending our sincere appreciation to all of you for taking the time to revisit our budget request and finding the financial resources necessary for us to deliver on our public safety mandate. While the process was long and at times challenging, we believe that collectively we have made the right decision for our organization and our community.

In taking this opportunity to thank you, we also feel the need to provide you with some level of explanation for the Negotiating Committee's approach to this matter over the past nine months, and specifically our decision in late June to begin to utilize the media as a means of communicating with you and the public regarding the Appeal process.

To be clear, it was never the intention of the Negotiating Committee to seek remedy of our budget dispute with Council through the media. In fact, we fully expected to address this matter either through direct dialogue with Council, Civic Administration, and/or the Appeal process itself.

However, when a potential compromise inexplicably failed to reach the Council floor for your consideration in late February, and the CAO's Office began to exhibit a concerning level of indifference to our Board, the Ontario Civilian Police Commission, and the Appeal process; the Committee felt it necessary to seek an

alternative means of communicating directly with Council on the importance of this budget and our desire to resolve the dispute quickly and cost effectively.

Thankfully, Council and the Board found a way to resolve this matter amicably, and both parties have expressed a desire to review future budgets in a much more constructive and collaborative manner. Unfortunately, the Board's Negotiating Committee still has some concerns over its working relationship with the CAO's Office. As evident in the attached schedule, this list of independently verifiable interactions between our Committee, the CAO's Office and OCPC suggest that we collectively have much more work to do if we expect to move forward from this process. The Board is fully prepared to sit down with the CAO to better understand why there was a breakdown in the process. However, we also suspect that Council will first want to conduct its own due diligence into this matter before considering what then might be the best approach for both parties to move forward in the best interests of the City.

Once again, we wish to thank Council for their engagement in and contribution to this week's resolution of the London Police budget. We look forward to working with you on future initiatives and approaches to ensure that such a disruptive process need not happen ever again.

Sincerely,



Paul Paolatto
Budget Chair
Negotiations Committee Chair
London Police Services Board

LPSB Negotiating Committee Members

Chief J. Pare
LPSB Chair J. Eberhard

Chronology of Interactions between City, LPSB and OCPC

Date ▼	Action ▼	City Response ▼	Notes ▼
11-May-16	OCPC Request for Pre-Hearing Concall Date	No response	After three separate attempts, OCPC arbitrarily schedules Pre-Hearing Conference Call for May 24, 2016.
24-May-16	OCPC Pre-Hearing Concall	Attended	OCPC sets Pre-Hearing for June 29, 2016 and full Hearing for October 14, 2016 subject to confirmation from both parties.
27-May-16	OCPC Full Hearing Date Confirmation	No response	LPSB confirms availability for October 14, 2016. CAO's Office does not respond.
27-Jun-16	LPSB sent Resolution Proposal	No Response	LPSB forwards \$1.8MM Resolution Proposal to City at CAO's request. CAO's Office never responds.
29-Jun-16	OCPC Pre-Hearing	Attended	City requests that Pre-Hearing be postponed to November 14 to accommodate key witness' schedule. OCPC consents and outlines tasks and deadlines.
29-Jun-16	OCPC Pre-Hearing		LPSB releases \$1.8MM Proposal to media. Subsequently responds to requests for copies of the Proposal from 5 Councillors.
8-Jul-16	LPSB seeks Delegate Status at August SPPC Meeting	Confirmed	City Clerk Confirms SPPC's acceptance of LPSB delegation.
22-Aug-16	City Mediation Request		CAO's Office seeks possible Mediation dates from LPSB <u>prior</u> its presentation at SPPC.
29-Aug-16	LPSB presents Resolution Proposal to SPPC	No further action	SPPC recommends mediation, something LPSB had already publicly declined.
10-Sep-16	OCPC Deadline for Placement of Hearing Notice	No response	CAO's Office fails to prepare Notice as agreed. LPSB prepares Notice and places in media per OCPC direction.
10-Sep-16	OCPC Deadline for Placement of Hearing Notice on Website	No response	LPSB posts Notice on its website per OCPC direction. CAO's Office fails to post Notice on City website as agreed.
23-Sep-16	OCPC Deadline for the Exchange of Expert Reports	No response	LPSB provided Expert Reports to OCPC and City. No Reports from City received in return.
7-Oct-16	OCPC Deadline for Parties to Submit Reply Reports	No response	No Reply Reports received from City to LPSB Expert Reports.
12-Oct-16	City informs OCPC and LPSB of decision to retain Outside Counsel		
14-Oct-16	OCPC Deadline for Parties to Exchange Submissions	No response	LPSB provides Submission. CAO's Office requests an extension. OCPC grants the extension to October 17, 2016.
17-Oct-16	OCPC New Deadline for City to Exchange Submissions	Completed	City provides Submission to OCPC and LPSB.
26-Oct-16	Council requests Settlement Meeting with LPSB		Council Representatives and LPSB reach tentative \$2.7MM Settlement the next day.