



LOS ANGELES COUNTY  
Office of Independent Review

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January 18, 2005

John R. Stites, II  
President  
Professional Peace Officers Association  
1100 Corporate Center Drive, Suite 201  
Monterey Park, California 91754

Dear Mr. Stites:

I am in receipt of your December 30, 2004 response to the Office of Independent Review's Third Annual Report. I appreciate that you have taken the time to read the report and the direct feedback you have provided.

The "meet and confer" issue has been, as you note, a source of frustration for OIR with regard to implementation of policy changes. However, the focus of our criticisms and recommendations as stated in the Report relate to our belief – regardless of the motivations – that avoidable inefficiencies and slowness have plagued the process in ways that can be improved upon. Please be assured that no aspect of our Report is meant to derogate the legal rights of the involved unions or to undermine the important role they play. A careful reading of the Report itself indicates as much where we expressly state that: "the unions should have a voice regarding changes in the working conditions of its members". Elsewhere in the Report we characterized as "laudable" the goals of the "meet and confer" process to achieve consensus among management and unions regarding proposed changes in policies that affect employment conditions of employees. Accordingly, I am surprised by your claim that the Report suggests that the Department "ignore legal mandates" with regard to this process – I see nothing in the text that even intimates such a suggestion but to the degree that you read the Report to suggest such, we disavow any such intent.

Your assertion that PPOA is prepared to "meet and confer" on a timely basis is encouraging. We have also learned from departmental members that the scheduling of such meetings between the Department and PPOA has now been routinized consistent with the recommendations in our Report. With your stated commitment on behalf of your union and with the Department representatives beginning to identify ways to streamline the "meet and confer" process, we are hopeful that such an orientation will inspire all other affected actors to also so recognize the need for an efficient process.

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To the degree you suggest that supposition drives our conclusions and that we failed to contact PPOA regarding any matters in our Report, please be advised that virtually all of the conclusions contained in the Report have been informed by the wisdom, experience, and sagacity of individual members of your organization. With regard to reaching out to PPOA formally, please recall that I had asked to meet with you months back to discuss matters of common interest and that you had agreed to such a meeting but had begged off at the time due to the press of other matters. Please be advised that my invitation remains open. OIR's approach has and will continue to be to seek dialogue with all members of LASD as we look to fulfill the responsibilities entrusted in us.

Very truly yours,

A handwritten signature in black ink, appearing to read "Michael J. Gennaco". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Michael J. Gennaco  
Chief Attorney  
Office of Independent Review

cc: Board of Supervisors  
Andrew Lamberto, Director, Sheriff's Employee Relations  
ALADS  
SEIU 660