



County Council

Meeting Date: May 23, 2023
Submitted by: Bill Rayburn, CAO
SUBJECT: CONSULTING SERVICES AGREEMENT WITH ONEIDA NATION OF THE THAMES

BACKGROUND:

The Oneida Nation of the Thames (“Oneida”) operates and delivers their own Land Ambulance services within its jurisdiction under a license with the Ontario Ministry of Health.

In September 2020, the Middlesex-London Paramedic Service (“MLPS”) was advised by the Emergency Health Program Management and Delivery Branch that Oneida no longer had an acting Paramedic Chief, and that their service was without senior management oversight.

At the time, Oneida was also undergoing a visit from the Ministry of Health to conduct an Ambulance Service Review in order to renew their license. The Ministry of Health convened a group to review what support was needed by Oneida during this transition period. Chief Roberts of MLPS was contacted by the Ministry of Health to consider providing Oneida with interim assistance as an Acting Chief during their transition period while Oneida commenced its recruiting process to fill various roles within their organization.

On March 9, 2021, Council approved a Consulting Services Agreement, between Oneida and MLPS with respect to Chief Roberts providing interim Acting Chief support on a cost-recovery basis, as Oneida did not have a Paramedic Chief, Paramedic Deputy Chief, Supervisor or Administration Support at the time. This agreement, authorized by By-law No. 7100, expired October 1, 2021.

On September 28, 2021, Council approved a Management Consulting Services Agreement between Oneida and the Corporation of the County of Middlesex c/o MLPS. This agreement, authorized by By-law No. 7130, expired on December 31, 2022.

On January 17, 2023, Council approved a Management Consulting Services Agreement between Oneida and the Corporation of the County of Middlesex c/o MLPS. This agreement, authorized by By-law No. 7209, expired on March 31, 2023.

On March 27, 2023, Oneida requested an extension to the Management Consulting Services Agreement between Oneida and the Corporation of the County of Middlesex c/o MLPS.

On March 31, 2023, staff met with Oneida to discuss the medium and long-term requirements of the Management Consulting Services Agreement. Oneida advised it would seek extension until December 31, 2023 at a minimum, however may require longer as Oneida attempts to recruit a permanent, full time Chief to oversee operations.

ANALYSIS:

This proposed arrangement between MLPS and Oneida makes practical sense to continue, and aligns with Middlesex County and MLPS' strategic focus for the following reasons:

1. MLPS' continued consulting services assumes no financial implications to MLPS nor the County, as the consulting services shall be on a full cost-recovery basis;
2. MLPS' continued consulting services would promote and support community wellness and community services;
3. MLPS continues to support a First Nations Community and a neighbour to Middlesex County;
4. Oneida would maintain some autonomy within their organization, and would be permitted to keep their license as a First Nations Paramedic Service with MLPS' consulting services; and
5. At all times during this proposed arrangement, Oneida shall remain legally responsible for its employees, delivery of paramedic/emergency services, maintaining licenses, HR, Finance, and IT, as outlined in the existing Management Consulting Agreement. Additionally, all existing and future staff shall remain employees of Oneida, and Chief Roberts and the MLPS would be strictly acting as an independent consultant to Oneida.

The Director of Legal Services has reviewed the Management Consulting Services Agreement, inclusive of meeting with the municipal insurer regarding the same. The updated agreement incorporates minor alterations in language and a longer term, with a short termination provision to the benefit of Middlesex County and Oneida.

FINANCIAL IMPLICATIONS:

Oneida Nation of the Thames pays an all-inclusive monthly payment for the consulting services and the consulting services agreement is net zero to Middlesex County.

ALIGNMENT WITH STRATEGIC FOCUS:

This report aligns with the following Strategic Focus, Goals, or Objectives:

Strategic Focus	Goals	Objectives
Cultivating Community Vitality	Advance a diverse, healthy, and engaged community across Middlesex County	<ul style="list-style-type: none">• Promote and support community wellness• Innovate social and community services
Promoting Service Excellence	Innovate and transform municipal service delivery	<ul style="list-style-type: none">• Anticipate and align municipal service delivery to emerging needs and expectations• Collaborate with strategic partners to leverage available resources and opportunities

RECOMMENDATION:

THAT the Consulting Services Agreement between Oneida Nation of the Thames and the Corporation of the County of Middlesex c/o MLPS be approved and that County Council authorize MLPS to execute the Consulting Services Agreement.

Attachment