

Campbell's transcribed Notes pertaining to Constable Michael Jack

**Prior to January 2009**

I have searched my notes and can find no entry but I received a phone call from Peter Shipley advising of issues regarding Cst. Michael Jack in his firearms and decision making. As a result of concerns about his judgement in scenario's as well as firearms drills the Academy wanted to send him for block training upon his arrival in Peterborough. Peter Shipley requested his judgement be monitored at block and that his coach officer also be apprised of this and to monitor his decision making ability. When I returned from block I advised Shaun Filman that I did not note any concerns.

**Monday 12 Jan 09**

**0600hrs**

On Duty Ptbo County Rd's Wet Wx Overcast -9c forecast flurries developing, Office admin re: shift prep pack force veh 01-393 accompanied by Cst. Payne & Cst Jacks

**0601**

Met with Cst Jacks advised of dental issue may need to leave block training.

**0630**

10-8 Cst. Payne drives

**0830**

10-7 block training

**1230**

Lunch

**1315**

Block f.arms

**1620**

10-8 to Orillia to Gravenhurst

**1705**

Unload check in Gravenhurst

**1800**

Off Duty

**15 May 09**

**0709**

Mike Jack's evaluation

**22 Jul 09**

**1035**

Rob Flindall discuss FOCA private roads Cst Jack issue with him Jen Payne assisting as mentor not able to multi task not able to take direction out at cpo's wait in buckhorn working on fraud multiple jurisdictional – video interview of witness quick synopsis point form not transcribe 3 hrs later up in zone notebook for times separate notebook -can't have 2 notebooks

Advised document problems by coach – work improvement plan track all issues on his pcs066 this is why they need to be up to date Synopsis needs to be brief was 1.5 pages for

3 hours social issues with shift advised up to him to look after Re: poison work environment to ensure people are professional.

**23 Jul 09**

**2204**

Paged by Bruce Hanna- pone died returned to residence called cell phone Sgt.

**2224** Advised of factory fire Buck ham Transport 13 3<sup>rd</sup> line OSM set up evacuation site at Millbrook arena for residence near by heave thick toxic smoke he is currently has 2 calls C.L. Stranded boater assisted call possible impaired driver of Mississauga St yelling @ people he has driven all around and can't locate making his way down to fire. Bruce advised Battery fire didn't know how many evacuated.

**2235**

Called PCC spoke to Sgt Gagnon Insp Ed Medved on call 705-645-0877

2238 call back after leaving message Bruce Hanna 25 Households approx 100 people while sending back email advised by Bruce Hanna & PCC residence allowed to return fire out not suspicious. Updated D.O.

**2320**

Advised by Insp Medved Supt Stevenson wants a briefing note 10-8 to det.

**2339**

10-7 Steve Wagar advised of RMS Inc # sp09161144 Greg Stokker Dan Quigley neighbour road dispute ongoing for 2 years. Joint driveway no grounds for charges before stalker claimed dangerous driving against Quigley when he tried to block him in by standing behind car. Now has erected a barricade he was advised not to do so called and advised him that he will be charged with mischief- Stalker is gone off side @ Wagar fears he will lodge complaint.

**2345**

Obtained Ashley Mather's # 772-3203 spoke to her got details fire chief Ted Bryant stated not suspicious small chemical waste unknown but contained to 2 storage containers inside of building no dollar loss or structure damage residence 3<sup>rd</sup> line from 28 hwy to scriven line evacuated initially & then wind shift so evacuated 4<sup>th</sup> line between 28 and Hutchinson place is a transfer station of chemical waste from household mixture of all sorts of stuff. Can't say exact product MOE present no injuries everyone has returned no danger.

**0043**

Authorized OT Mike SP09164458 will come in am

**0100**

Off duty

**10 Aug 09**

**1116**

Sgt Flindall Re: Mike Jack asked about OT issue advised. States meeting with Inspector over serious issues Jenn Payne mentoring working on brief 3 weeks ago give him direction and tell needs for brief 5 to 6 hrs for synopsis of statement. C.H. case in @ end of shift- complainant wishy washy Sgt. Flindall came in – gave direction on what he is to do left told him what he needs to do to get into custody need crown brief.

(1) Crown brief synopsis

(2) Photocopy and finish all

(3) “ Hand written statements submit originals

(4) 2 videos copy quick synopsis do not do a transcript leave video to end  
(5) night shift to round up busy can't find brief for warrant spoke to Bruce Hanna assistance or have question why didn't Jamie she directions –states Mike never asked I asked what had been documented advised

(1) Verbally spoke to now putting in paper

(2) Jenn Payne is putting together a written chronology documenting problems.

Could not provide me with what has been done to correct states long process.

- advised in am bad guy @ 115 & Hwy 7 jack did not go.

-I advised supervisor – getting written pan today and negative 233-10 so you think it is not unable but unwilling – not listening Rob states absolutely the way I see it

Evaluations don't reflect that now got both and day and night wings not doing can't multi- task (SP09164458)

**1134**

Paul Laba – excessive noise has radio going all the time- chgd with mischief suspect Inc#? SP09180388 1179 Crowley line

**1137**

Mike jack advised called in given order on what to do and what not to do advised job in jeopardy if he continues to not follow direction shift dies not trust him not listening wants to have him no longer working with himself.

**14Aug 09**

**1100**

Spoke to Rob Flindall re evaluation of Mike Jack will have it in today.

**15Aug 09**

**1130**

Contacted by Rob Flindall Re: Mike Jack HTA offence pulled in front of veh forced to brake take evasive action. Jack drove s/b in n/b lane both officers witness to this as well other driving complaint.

**17 Aug 09**

**0815**

On Duty Peterborough County Rd Dry Ex hazy hot +22 c forecast +31c T/Storm later in day office admin Re; Shift prep

Last night 1940hrs Sgt Banbury contacted me regarding Cst. Jack calling in sick on Sunday @0500hrs but Julia Agolini got a call earlier in day and referred him to Sgt. Banbury Problem is Cst. Agolini was following up neighbour dispute & Saturday afternoon Cst. Jack told subject he would not be into work until Wed so when he called he stated he was sick at his residence if anyone wanted to check. Sgt Banbury told Agolini to put in duty report he wanted to know what we were going to do about it. I advised on the surface it may look pretty damaging but we need to hear his side & also sick time has not been an issue so we will take it one step at a time and speak to him Wednesday.

**1330**

Rob Flindall Re: Mike Jack issue of Gerry calling and he was @home issue must be investigated.

**1335**

Doug Borton re: B.N. Mike Jack and other issues.

**1400**



Sgt Flindall discuss HR. Complaint potential being objective also learning plan to correct -re-doing BN. to Inspector Borton. Review Jack file.

**18 Aug 09**

**0835**

Cst Jack, Doug Borton advise move him to fresh set of eyes switch platoons to another coach.

**0900** spoke to Sgt Rathbun & Sgt Smith consulted re: Coach Rich Nie

**1300**

Spoke to Mike Jack Re OT and CH states no supervision left by himself had to seize numerous FA not concerned about OT but no help.

**1500**

Spoke to Mike Jack advised him of meeting tomorrow him Sgt, coach and me. Advised of driving assessment request as had ticket concern at OPC showed he did pass test wanted to have OPPA rep present advised that is fine.

**1545**

Discuss with Gerry Smith meeting in am.

**19 Aug 09**

**0800**

Spoke to Sgt Flindall Re; Mike Jack. Jack's coach officer going on Mat leave for 4 months fresh start driving instruction advised of being given sheet for requirements deceit of giving ½ info.

**1145**

Spoke to Sgt Flindall and Sgt Smith re issue of move of Cst. Jack

**1311**

Sgt Flindall issue with traffic complaint from Cst Hobbins and Paid duty area advised no report. From cst paid duty people Sgt Smith of Cst. Hobbins

**1320**

Met with Cst. Jack Cst Anderson OPPA rep and Sgt Flindall and myself discussed various issue of Cst jack's driving not following directions issues on his shift issue with shopping for answers and apparent problems with theoretical knowledge to practical application given e.g. Of MHA issue with Cst. Crowder Criminal harassment issue B& E YP school not full frank disclosure in checking with officer's chain of command.

Sgt Flindall went over various incidents and discusses being addressed in timely fashion issue of Cst. Filman not completing PCS066 in time.

Cst. Jack moving shifts 30 Aug 09 also follow up of learning plans issues of reducing tickets.

Cst. Jack and Mitch Anderson concerned issues being piled up and from past such as driving advised situation on his shift is burning bridges and cumulative

Cst. Jack 2 concerns 1<sup>st</sup> CH not given proper direction or supervision no exp. With situation discussion of direction with Sgt. Flindall important since he knows Cst. Jack needs more direction person be hands on. Change of shift give for objective look also coach is going on mat leave. Needs to be riding along with coach day and night goal to have him exceed.

92) 2<sup>nd</sup> issue is inappropriate behaviour from other persons on shift. Comments and berated in front of whole shift. Not professional WDHP would not disclose the names encouraged to come forward as WDHP is important every have a safe working

environment free from discrimination and harassment can't do anything w.o. his coming forward another reason fresh start may be good Rich Nie coach he has no other issues understood he needs to communicate need for assistance ask same person if not clearly understands.

Rich Nie called

**20 Aug 09**

**1433**

Brian Gilkinson email copy to Jack

Douglas, Williamson and allegation don't relate to a specific count not swearing info for Stephenson place one lines as synopsis what offence and what elements of offence not sworn until something can be updated improve with info to prove charge.

Relay into to Sgt Flindall process with probationary officer coach then Sgt 3 cases

Anderson Stephens & William carbon copies of one line statements with no evidence of them being true. Sgt Flindall will review and re-submit as it stands Stephenson info will not be sworn.

**1615**

Review Michael Jack pcs066 attached comments.

**21 Aug 09**

**0815**

Spoke to Sgt Smith Re: Mike Jack

**31 Aug 09**

**1400**

Called teleconference 1-866-355-2663 Code # 7435 Colleen Kohon Dave lee Jason Postma Shaun Filman Rich Nie, Rob't Flindall and myself. Issue via Cst Filman Re; free legal advise & free of charge for ticket.

**1515**

Conference Ends discuss 1 coach

Good life Fitness Story in uniform Also Zone 3

**03 Sep 09**

**1650hrs**

Sgt Flindall in office discussed 8 D.V. not approved

Discussed DV DD male needs to be given opportunity to come in person. States just running behind busy as **Unknown** word not done will do tonight.

Served UNKNOWN word 233-10 Re. C Policing

Discuss Crown Brief situation regarding 3 aggravating is he knows Cst. Jack needed help & had issues of complaint matter of DVD's Discuss Standaret and Anderson

**1720**

He advised of suspicious issue with Mike Jack that he is involved with Armenian organized crime "Ghost person" Re; Warrants and in Gym photo Running ARI Financial claim these are GAF plated OPP cars advised to confirm what he is saying and place in Ms mail to Inspector and myself also discussed comments & WDHP & vulnerability of probationary and immigrant and language issues.

**10 Sep 09**

**1230**

Discuss issues with Inspector Johnson

**1330**

Review work plan & notes for Jen Payne WDHP issue on 3 occasions notes sent email  
Also noted issue of A/V recording of persons & det members by Cst. Jack sent message  
to C. Cox for advice.

**11Sep 09**

**0730**

on attendance to Det spoke to Jen Payne requested to know what she would like to do  
with statement concern Mike Jack she advised she would think about it over the day.

**1706**

Inspector Johnston advises Cst. Payne not interested in pursuing case.

**1722**

Jenn Payne advises verbally Mike Jack not speaking to her and she dealt with it at the  
time as such will not come forward unless it happens again.

**20 Sep 09**

**1814**

Rest Day contacted by Sgt Butorac RE: WIP only address 10 of 17 areas needs fixed  
advised to send to Colleen Kohen & Flindall with comments prior to disclosure.

**29Sep 09**

**1102**

Dave McNeely re: Mike Jack going to need remedial driving free up and tense believes  
job is on the line got stressed out is not terrible go over it ave. driver incident stop sign  
blows stop sign not his fault freaking out stopped in middle of road.

**01 Oct 09**

**1459**

Kent Taylor get into driver training ASAP

**02 Oct 09**

**0930**

Kent Taylor Re: Mike Jack-decision making not good with him in recruit training-  
judgement has to be good \7 taking responsibility for his actions did poor things during  
drives

Obs. In recruit training gun scenario stormed house spoke to Colleen Kohen far bit of  
time

-other areas most of it just ok biggest point of concern weak with internal distractions  
UNKOWN WORD...problems

External -radio passenger low score ave. driver not good @ multi-tasking flunked PVO

@ OPC

2<sup>nd</sup> instructor 2<sup>nd</sup> police service mental thing for distraction

Rich driving is not good near collision in p.lot

-not taking responsibility for actions

Evaluation 09 Oct 09

27 Oct 1pm

Rich Nie -progress give e.g. crime scene - photo line-up instructions given - I will send  
message

**07 Oct 09**

**0800**

On duty spoke to Sgt Butorac Re: mike Jack & Evaluation concerned all subjective.



**0820**

MS mail

**0842**

Colleen Kohen Re; Evaluation & meeting time.

**08Oct09**

**0830**

Review Cst. Jack Evaluation

**1400**

Teleconference only Peter Salter, Nie and Butorac present

**1415**

Admin

**1430**

Colleen Kohen, Nie Butorac, myself, Peter Salter to let Command Staff know

**16Oct 09**

**1058**

Colleen Kohen Probationary Cst Jack summary to her manager month 6 & 7 performance review signed pull file 505-4030 fax

**05Nov 09**

**1258**

10-7 Det Admin MS Mail met with Peter Butorac Re: Mike Jack stopping vehicle no gun coming back from D.Training felt it was none issue.

**10 Nov 09**

**0730**

Review Jack's evaluation and WIP.

**12 Nov 2009**

**1240**

Rich Nie- Neall Read. Mike came up and asked if Neal had other coach than Rich. Asked him why- heard rumours more than one coach. Will advise him on Friday.

**1515**

Teleconference with Coleen Kohen, Rich Nie, A/S/Sgt Flindall & myself discussion of resign or be fired. Grieve (1) - not prop coach – too late now- English is 3<sup>rd</sup> language.

**1540**

H. Stevenson joined conference summary of matters Cst. Jack pursue dismissal

**1546**

Rob Flindall brings forward concern that he has f.arms concerned about his mental state.

Rich Nie –Cst Jacks H.R. check on any F.A. interview president of gun club

H.S. perspective if made reference to F.A. & being inappropriate e.g. Of violence. If not have to wait due diligence via PSB investigation.

**20 Nov 09**

**1030**

Fax Jack evaluation work on chronology

**25Nov 09**

**1310**

Admin Jack Chronology sort through note book

1530

Finished going through notes

27 Nov 09

0830

Rich Nie Re; Chronology needs it back by Sunday Filman & Flindall yet to complete needs a **UNKNOWN WHAT THIS STATES**.

0840

Spoke to A/S/Sgt Flindall advised both he and Filman need to complete Rich has to update & send in for S/Sgt Kohen. He advised he would complete today.