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ONTARIO PROVINCIAL POLICE
PROFESSIONAL STANDARDS BUREAU
777 Memorial Ave. 777 Ave Memorial
Orillia ON Orillia, ON
L3V 7V3 L3V 7V3

October 14, 2009

Telephone: 705-329-6473
Fax: 705-329-6050
File Reference/
Référence: **2545009-0173**

Sergeant Robert Flindall #9740
Peterborough County
Ontario Provincial Police
453 Lansdowne Street.
Peterborough, ON
K9J 6Z6

Re: Order for Duty Report

I am investigating an internal complaint investigation where you are identified as a witness officer. The complaint stems from an allegation that Provincial Constable Michael Jack has associated with:

[REDACTED]

On the delegated authority of Chief Superintendent Kenneth C. Smith, Commander, Professional Standards Bureau, you are hereby ordered to provide me with a duty report responding to the allegations listed below and outlining your involvement as well as any observations you made with respect to the actions of those present including yourself. Please include in as much detail as possible, any conversations you had with, or observations made of any and all officers, civilians, etc. and the identity of those persons, if known. Indicate when you first heard about this complaint, who first told you about the complaint and who else has told you about the complaint.

Allegation: PC Michael Jack may be associating with known criminals.

Forward to my attention at the address above, copies of each entire day's notes that you made in relation to all of these allegations. These notes will include, but not be limited to:

All notes made for each entire date listed above and all other notes made in relation to the allegations described above. Your business card shall be copied adjacent to your notes. No portion of notebook entries for those dates is to be obscured. Please also include any other comments or information not specifically requested which you feel may be of assistance or otherwise pertinent.

This order is issued to ensure the employer has a full understanding of your knowledge, actions and communications in relation to this matter.

It is preferable that you send me your duty report electronically (via E-mail). Your duty report must be received by Detective Sergeant Tym Thompson no later than ten (10) clear days exclusive of approved vacation time from the date of receiving this order.

You will be provided with sufficient time at work to respond to this order, or when deemed appropriate, authority to direct overtime to ensure compliance may occur.

"This statement is ordered in the course of a complaint investigation under the Police Services Act of Ontario.

The statement is not requested during an attempt at informal resolution, and the provisions of the PSA which protect statements made during such an attempt will not apply. As such, the statement may be admitted at a Police Services Act hearing.

If informal resolution is considered at some later point, you will be advised accordingly."

Please contact me if you have any questions with respect to this order.

Tym Thompson
Detective Sergeant
Professional Standards Bureau
Ontario Provincial Police
777 Memorial Ave,
Orillia, ON
L3V-7V3

Office (705) 329-6473
Cell (705) 238-7107
Fax (705) 329-6050

D

Flindall, Robert (JUS)

From: Thompson, Tym (JUS)
Sent: October 15, 2009 9:44 AM
To: Flindall, Robert (JUS)
Subject: PSB Internal Complaint Note: A read receipt is required. Do not decline the read receipt

Attachments: 9740 Duty Report Order.doc

Sergeant Flindall,

I have been assigned to investigate a internal complaint, our file #2545009-0173.

You have been identified as a Witness Officer in the incident resulting in the internal complaint.

Attached is an order for you to submit a duty report as well as a copy of your notes pertaining to these allegations. **Please be advised that opening this email constitutes service of this duty report order to you. You have "ten clear days" to submit your duty report and a copy of your notes to me. Please note that "ten clear days" includes scheduled days off as well as weekends.** Please forward your completed duty report to me via email. You may fax or scan your notes to me as long as they are completely legible. If they are not legible, please forward them to me via regular mail.

Please be advised that the fact you may want the O.P.P.A. (Legal Counsel) to review your duty report, prior to submission to P.S.B., does not absolve you nor is it justification from having to submit your duty report and notes within the "ten clear days". If, however, there are other legitimate reasons eg. Vacation, training, why you cannot complete your duty report within the time period please contact me and arrangements can be made for an extension.

Please feel free to contact me if you have any questions regarding this request. I can be reached at (Vnet) 518-6473 or 705-329-6473.



9740 Duty Report
Order.doc (47...

Tym Thompson

Detective Sergeant
Professional Standards Bureau
Ontario Provincial Police
desk-(705) 329-6473
cell-(705) 238-7107
fax-(705) 329-6050
vnet-518-6473



Ontario Provincial Police
 Peterborough County Detachment
 P.O. Box 477
 453 Lansdowne St. East
 Peterborough, ON K9J 6Z6

Police provinciale de l'Ontario
 Détachement du comté de Peterborough
 C.P. 477
 453, rue Lansdowne Est
 Peterborough ON K9J 6Z6

E

Ph: (705) 742-0401 Fax: (705)742-9247

Safe Communities ... A Secure Ontario
 Les collectivités sécuritaires, la sûreté pour l'Ontario

Facsimile Cover Page
 Bordereau de télécopie

Date:	11 NOV 09
To/Destinataire:	TYM THOMPSON
Company/Organisation:	P.S.B.
Facsimile/Télécopieur:	(705) 329-6050
From/Expéditeur(trice):	A/S/SGT. R. FLINDALL
Number of pages (including cover)/ Nombre de pages (y compris celle-ci):	13
Subject/Sujet:	2545009 - 0173

Message:

D/S THOMPSON
 PLEASE FIND ATTACHED
 MY CONFIDENTIAL DUTY
 REPORT CONCERNING THE
 ABOVE FILE
 REGARDS,
 RFL

This facsimile may contain **PRIVILEGED** and **CONFIDENTIAL** information only for the use of the addressee(s) named above. Please be advised that if you are not the intended recipient of this facsimile or the employee or agent responsible for delivering it to the intended recipient, any copying and/or dissemination of this material is strictly prohibited. Thank you.

Cette télécopie peut contenir des **RENSEIGNEMENTS CONFIDENTIELS** et **PRIVILÉGIÉS** et doit être utilisée seulement par la (les) personne(s) ci-mentionnée(s). Si cette télécopie ne vous est pas destinée ou si vous n'êtes pas chargé de l'acheminer au destinataire, veuillez prendre note qu'il est formellement interdit de la copier et de la distribuer. Merci.

CONFIDENTIAL DUTY REPORT

Confidential Duty Report of : Sgt. Robert FLINDALL #9740

Date of Submission : 11 November 2009

This is the first page of a confidential duty report. Any additional pages are numbered consecutively and are attached hereto. I have initialed all pages and signed the last page.

This report is being made to my employer in the course of my employment at the request of Detective Sgt. Tym Thompson, of the Professional Standards Bureau. If applicable, it is also being submitted as a statement in an attempt to resolve informally a complaint made against me in accordance with the Police Services Act.

This report is submitted without prejudice and is a non-voluntary statement. I object to and claim privilege from the use of all, any part, or parts of the report in any proceedings whether criminal or civil and including disciplinary proceedings or in any investigation or inquiry.

Improper use of this report without my consent is forbidden and any requests that I waive such privilege or any notices that my claim to privilege will not be honored or recognized must be directed to:

Legal Services Branch
Ontario Provincial Police Association
119 Ferris Lane
Barrie, Ontario L4M 2Y1
Telephone: (705) 728-6161
(800) 461-4282
Fax : (705) 721-4867
Email : legal@oppa.on.ca

SUBJECT TO THE CONTENTS OF THE ABOVE, I SUBMIT AS FOLLOWS:

In early January 2009, a new recruit arrived at the Peterborough County OPP Detachment and was assigned to my Platoon. His name was PC Michael JACK # 12690. His assigned coach officer was PC Shaun Filman #11212.

Shortly after arriving at the Detachment, I can't recall the date, I was advised in passing by PC FILMAN that PC JACK worked out at a local gym and that some of the people he associated with at the gym were less than desirable. I was not advised why at that time.

On September 3rd, 2009, PC BROCKLEY, #10489 came forward to me and disclosed additional information concerning a photograph he had observed shortly after PC JACK had arrived at the Detachment. He could not provide a date of when the photograph was observed.

PC BROCKLEY advised me that PC JACK was posing in the photograph with 3 males that he recognized. The photograph was taken at the gym PC JACK worked out at –

R.S.
①

Good Life Fitness on Chemong Rd in Peterborough. PC FILMAN was also present at this time and confirmed the information provided by PC BROCKLEY.

PC BROCKLEY advised me that in the photograph, he witnessed [REDACTED] PC BROCKLEY, who had been in the Drug Unit at the Detachment, advised that [REDACTED] and [REDACTED] were [REDACTED] and were part of an [REDACTED] crime group. They were heavily into the drug scene. [REDACTED] was a local male that was known to officers at the Detachment. PC BROCKLEY advised that the group, including PC JACK, were in the photograph posing with their shirts off. [REDACTED] described PC JACK as being "ripped".

PC BROCKLEY also advised that the relationship between PC JACK and the group was such that when [REDACTED] was down in the United States, he brought a rifle scope back for him. This information was provided to PC FILMAN verbally by PC JACK.

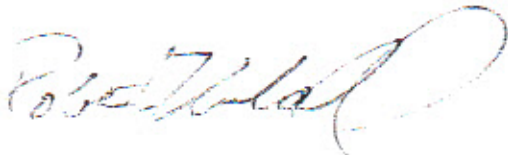
At this time, PC BROCKLEY also advised that he was aware of [REDACTED]. PC BROCKLEY advised that he did not come forward with the information about PC JACK's possible association with the [REDACTED] initially because he did not want to [REDACTED].

After receiving this information, I immediately spoke with S/Sgt. Ron CAMPBELL # 6385 and provided him with the little detail I knew. It was decided to speak with Insp. M. JOHNSTON #6138 about the matter and how we were deal with the information [REDACTED].

On the 11th of September 2009, when Insp. JOHNSTON returned to work, I provided him with the information I had received and provided him with the list of the suspects. I also provided Insp. JOHNSTON with an email, at his request, in regards to the information I had provided to him. That email was sent to him at 1641 hrs, 11Sep09.

On the 15th of September 2009, Insp. JOHNSTON contacted me at my residence on a rest day to request some clarifying information regarding this situation. I wrote a second email to Insp JOHNSTON and sent it to him at 1440 hrs on that date.

This concludes my involvement in this matter.



Robert FLINDALL
Sgt. #9740
Peterborough County OPP
(705) 742-0401

F

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 11, 2009 4:41 PM
To: Johnston, Mike P. (JUS)
Subject: PC Michael JACK

Inspector,

As your request, here is the information that I provided to you today, however I must reiterate that nothing has been sourced on this :

Shortly after coming to the Detachment, our probationary constable PC Michael JACK #12690 was in on shift and had brought a picture with him. The picture was of himself, along with a number of other individuals. The picture had been taken at a gym. It has subsequently been learned the gym was the Good Life Fitness on Chemong Rd in Peterborough. The people in the picture were clearly posing with shirts off, and PC JACK was apparently "ripped". PC Jamie BROCKLEY and PC Shaun FILMAN (his coach) were both in the office at the time and observed the photograph. Both have articulated that PC JACK must have been on steroids as he appeared to be twice the size that he is now. Both PC BROCKLEY and PC FILMAN recognized 3 of the males in the photograph as [REDACTED] and [REDACTED] (spelling may be off). It has come to my attention that [REDACTED] are both [REDACTED] and are part of an organized crime group that deals mostly in drugs. I've been advised that this is an extremely violent crime group. [REDACTED] is a local character and he is known to us. The relationship with PC JACK is such that [REDACTED] in the US and brought a rifle scope back for PC JACK. Where this gets sticky is the fact that [REDACTED] I'm afraid of burning any relationships that we have in regards to this. Our concerns regarding PC JACK's involvement with this group has been brought to the attention of D/Sgt. Scott MAHONEY who was to look into this association with PC JACK and the Albanians. I currently do not have a time frame for when the photograph was taken, but regardless, the association was there in the past and the concerns are, what are the associations presently?

Also, on the 31st of July 2009, PC BROCKLEY had occasion to work on my shift while I was away on holidays. During his tour of duty, BROCKLEY overheard PC JACK running a licence plate that he believes comes back to [REDACTED] which is used by our organization [REDACTED]. PC BROCKLEY is fairly certain what he had heard on the radio, but only having half an ear to it, he can't be 100% certain. PC BROCKLEY also missed the licence plate that was run but tweaked to the registered owner. I have ordered a copy of the PCC tapes for this time period and have been advised I will have same by the end of the weekend. PC JACK was questioned about running this vehicle by either BROCKLEY or FILMAN, however he has no notes in his notebook and does not recall running the marker. Again, until such time that we can review the PCC tapes, this information is unsubstantiated and may merely be circumstantial.

Given the nature of PC JACK's prior associations and possibly running our gaff plates, I feel it is imperative that we review the PCC tape for the 31st of July, make a CPIC dump of all the people and motor vehicles he has run and provide as much documentation to the RCMP so that they can go back through their records to see if we have a hit on PC JACK. PC JACK's current cell phone # is (705)740-5765. This is the number he has listed with us so I'm unaware if he has a home phone number. [REDACTED] have not been run on CPIC yet as I didn't want to have a [REDACTED] until we had our ducks in a row with this.

Regards,

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

R. 10/11

Flindall, Robert (JUS)

From: Blue Sky Gear [admin@blueskygear.com]
Sent: November 4, 2009 12:04 PM
To: Flindall, Robert (JUS)
Subject: Fw: Clarification re PC JACK

----- Forwarded Message -----

From: "Blue Sky Gear" <admin@blueskygear.com>
To: mike.p.johnston@ontario.ca
Sent: 15/09/2009 2:40:49 PM
Subject: Clarification re PC JACK

Inspector,

As per our discussion, here is some clarification information regarding PC JACK. I have spoken with PC BROCKLEY today, after our conversation, for more information and about the timing of this information.

PC BROCKLEY advises that 2-3 weeks after PC JACK arrived at the office, in Jan '09, PC JACK produced a photograph to PC BROCKLEY at the request of PC FILMAN, his coach officer. PC BROCKLEY at the time was working in the Drug Unit. When PC JACK produced the photograph, PC BROCKLEY recognized 3 of the people in the photograph, 2 of which were [REDACTED] and heavily into the drug scene. [REDACTED]

[REDACTED] PC JACK also provided information that the other person in the photograph, [REDACTED] had brought him back a rifle scope when he was down in the US. Given the manner in which PC JACK was forthcoming with the information that he had worked out with these people in the past, and keeping the integrity of [REDACTED]

PC BROCKLEY has advised that the 2 males play their cards close to their chest and either you know absolutely nothing about what they do, or you know everything. Again, the manner in which PC JACK provided the information, led PC BROCKLEY to believe he didn't know anything.

I was made aware in passing some time after that, that PC JACK had worked out with some undesirables in the past at the gym but was never told the above information concerning their Albanian drug ties or the RCMP project.

In July, I was away on holidays into August. During that time period, PC BROCKLEY worked on my shift due to personelle shortages on the 31st of July. During the evening hours, PC BROCKLEY was involved in an investigation and was dealing with a youth, when he overheard the registered owner information of a vehicle that PC JACK had run over the radio. He believed he heard the [REDACTED] which he believes [REDACTED]. He wasn't 100% certain as he only had half an ear to the radio. PC BROCKLEY has advised me today that PC JACK was spoken to by PC PAYNE and PC FILMAN about 2 hours after the plate had been run, and PC JACK advised he didn't recalling running the plate nor had anything in his notebook about it. PC BROCKLEY advised that this was odd, and thought back to the photograph that PC JACK produced back in January.

I was advised of PC JACK potentially running an [REDACTED] August after I had gotten back from holidays. Again, I don't have the exact date with me. I wasn't familiar with [REDACTED] nor did I have the information above about the [REDACTED] I believe it was PC PAYNE that told me about him running the plate. No one on the shift fully heard the plate he had run or the RO information, but thought it was something similar [REDACTED] I advised her I would look into the matter when I had a chance and would see about pulling the tape from the PCC.

In the beginning of Sept, the 3rd I believe, the licence plate matter was brought up again, which reminded me to make a request for the tapes. It was also at this time that PC BROCKLEY came forward about the details of the photograph in January. He provided me with the [REDACTED] and the 2 males affiliation with [REDACTED] drug running. He advises that each matter alone, didn't cause him concern, but it was the pairing of the two that caused him to take notice. He advised that he was concerned about the integrity of the project and felt that had any information been discovered about PC JACK it would have been brought forward.

I in turn brought this information immediately forward to S/Sgt. CAMPBELL and we had discussions about where we were to go from this point. None of the information at the time had been sourced. I hadn't run any of the parties involved as I didn't want [REDACTED] S/Sgt CAMPBELL advised he was going to notify Insp. JOHNSTON about the information and did so by email. I advised S/Sgt. CAMPBELL I would send an email to Insp. JOHNSTON, but didn't do so, because I had just literally received very basic information about the matter and needed to obtain more detailed information to provide a better picture. I provided Insp. JOHNSTON the above information when he was back in on days from being away on the 11th of Sept.

In all accounts, PC JACK's affiliation with the 2 males at the gym seemed innocuous enough to PC BROCKLEY given the manner in which the information was provided by PC JACK. It wasn't until the incident at the end of July when PC JACK ran a suspected [REDACTED] that PC BROCKLEY started piecing together a potential conflict. Had I the information about the Albanian connection, I would have prioritized obtaining the PCC tapes to see if in fact it was an [REDACTED] that PC JACK had run. Once the totality of the information was learned, S/Sgt. CAMPBELL was immediately notified.

I hope this provides clarification as to the timing of events. As they say, timing is everything. Further clarification should be obtained from PC BROCKLEY, PC FILMAN and PC PAYNE for further, finer details.

Respectfully,
Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 501-4620

H

THU. 10 SEP 09

0900 - on duty

SHIFT: 0900-

[REDACTED]

[REDACTED] C.

[REDACTED]

[REDACTED]

0945 - [REDACTED]

[REDACTED]

[REDACTED]

FRI 11 SEP 09

0600 - on duty

SHIFT: 0600-1800

LUNCH: 1300

VEH #: 01-071

VEH SPT: 12003

ACC BY: N/A

ASSIGN: Shift

Supervisor

0630 - [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

0725 - [REDACTED]

[REDACTED]

[REDACTED]

0755 - spoke w

CAMPBELL

he adv to

carry over the

contents as

well from

last month's

R.F.



ROB FLINDALL

Sergeant

Peterborough County Detachment

ONTARIO PROVINCIAL POLICE

53 Lansdowne Street East
Peterborough, Ontario
K9J 6Z6

TEL: (705) 742-0401
FAX: (705) 742-9247

OPP 24 Hour Police Service, ComCentre 1-888-310-1122

evaluations
w a small
prelude

0817- [REDACTED]

0830- [REDACTED]

[REDACTED]

[REDACTED]

0855- [REDACTED]

R.F.



ROB FLINDALL
Sergeant

Peterborough County Detachment
ONTARIO PROVINCIAL POLICE

2 Lansdowne Street East
Peterborough, Ontario
, 6Z6

TEL: (705) 742-0401
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ROB FLINDALL

Sergeant

Peterborough County Detachment
ONTARIO PROVINCIAL POLICE

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Peterborough, Ontario
K7J 6Z6

TEL: (705) 742-0401
FAX: (705) 742-9247

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- [redacted]
 - [redacted]
 - [redacted]
 - in speaking
 w/ Insp. Johnson
 re P.C. JACK
 - P.C. MORAN
 in as well
 - she has
 provided info
 re her being
 video taped
 - not making
 a complaint
 re: WDRD
 Insp also
 adv P.C. BRISCOE
 is transpiring

in April to
 Morrison.
 - will come
 back to speak
 w/ the Insp.
 - also adv
 him P.C. JACK
 is fighting
 the ticket
 I issued him
 - on defending
 0910 - no one in
 drug unit
 to speak w
 our in
 custody.
 0914 - call
 [redacted]

R.F.



ROB FLINDALL

Sergeant

Peterborough County Detachment
ONTARIO PROVINCIAL POLICE

453 Lansdowne Street East
Peterborough, Ontario
9J 6Z6

TEL: (705) 742-0401
FAX: (705) 742-9247

OPP 24 Hour Police Service, ComCentre 1-888-310-1122

~~_____~~
~~_____~~
~~_____~~
~~_____~~
~~_____~~

0920 - In speaking
 w/ Insp Johnston
 - info provided
 up P.C. JACK
 and potential
 Albanian
 contacts
 - also spoke w/
 him about
 missing the
 CPC meeting
 up in Selway

- adv not
 to worry
 about it
 - not a big
 issue
 - Insp rig
 I put in a
 tape copy
 rig for the
 date in
 question.
 1044 - tape request
 form sent to
 Sgt R. Powers
 @ P.C.C.
 - ref motor
 vehicle run
 by P.C. JACK

2.6
15

Mr. 317408
@ N 2255 bus
- copy sent
to Insp.
Johnston

1054

[REDACTED]

ROB FLINDALL
Sergeant

Peterborough County Detachment
ONTARIO PROVINCIAL POLICE

53 Lansdowne Street East
Peterborough, Ontario
6Z6

TEL: (705) 742-0401
FAX: (705) 742-9247

OPP 24 Hour Police Service, ComCentre 1-888-310-1122

1132

[REDACTED]

1524

[REDACTED]

25
(14)



ROB FLINDALL
 Sergeant
 Peterborough County Detachment
 ONTARIO PROVINCIAL POLICE

453 Lansdowne Street East
 Peterborough, Ontario
 K9J 6Z6

TEL: (705) 742-0401
 FAX: (705) 742-9247

OPP 24 Hour Police Service, ComCentre 1-888-310-1122

1700

[REDACTED]

[REDACTED]

1800 off duty.

SAT 12 SEP 09

0500 on duty.

SHIFT: 0500-1700

LUNCH: 1300

VEH #: 01-0

VEH SOFT: 11003

ACC BY: P.C.

FILMAN

J.F.
(12)

SGT. R. FLINDALL EMAILS RE: MICHAEL JACK

Flindall, Robert (JUS)

From: Payne, Jennifer (JUS)
Sent: November 6, 2009 11:43 AM
To: Flindall, Robert (JUS)
Subject: RE: Switching block training

Thank you :)

From: Flindall, Robert (JUS)
Sent: November 5, 2009 10:47 AM
To: Payne, Jennifer (JUS)
Subject: FW: Switching block training

Jen - We've moved PC JACK's block training to the week following. And I'll bet you that you thought I forgot...

Robert Flindall
A/S/Sgt. 9740
Peterborough County OPP
VNET 501-4610
Cell (705) 740-3530

From: Lawlor, Natalie (JUS)
Sent: November 5, 2009 10:37 AM
To: Gozzard-Gilbert, Shelley (JUS)
Cc: Flindall, Robert (JUS)
Subject: RE: Switching block training

Confirmed. Changes have been made on the master.
Nat

From: Gozzard-Gilbert, Shelley (JUS)
Sent: November 5, 2009 10:26 AM
To: Lawlor, Natalie (JUS)
Cc: Flindall, Robert (JUS)
Subject: Switching block training

Nat
I NEED to change Michael JACK (12690) Jan 11-14, with Jason CLARKE (11988) Jan 18-21.
Can you please make the switch on the master and advise.
Thanks
Shelley

Flindall, Robert (JUS)

From: Payne, Jennifer (JUS)
Sent: December 15, 2009 10:44 PM
To: Smith, Gerry A. (JUS); Reynolds, Michael (JUS); Flindall, Robert (JUS)
Cc: Banbury, Trevor (JUS); Folz, Jason (JUS)
Subject: Mike JACK's issued equipment

FYI,

SGT BANBURY has locked Mike JACK's gear in the closet in the SGT's office. There are 2 garbage bags and two boxes of items.

Sent at request of SGT BANBURY

Jen

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 3:34 PM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

Further to below, I think it would be in our best interest to provide PC JACK with the tools and training to succeed at police vehicle operations. I would suggest we attempt to get him on the police vehicle operations course a number of our other members have had to take over the last little while.

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

From: Flindall, Robert (JUS)
Sent: August 15, 2009 2:24 PM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

I've been made aware by PC MORAN that when she was on the coach course, a Sgt from the Police Vehicle Operations at Aylmer was there. He advised her that there were two issues with PC JACK while at the college - his driving and his apparent dislike of women. It's quite apparent that his driving has not improved since then.

This is just for your information should we need it later.

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

From: Campbell, Ron (JUS)
Sent: August 15, 2009 12:12 PM
To: Johnston, Mike P. (JUS)
Cc: Flindall, Robert (JUS)
Subject: HTA Charge against Mike Jack while operating force vehicle today

Mike, I don't know if you want a BN on this but Sgt Flindall called me at 1130hrs to advise of an HTA offence he and Cst Payne obs today which almost resulted in a MVC with a collision. Cst Jack pulled in front of S/B traffic on Hwy 28 after coming from a call. S/B traffic had to brake to avoid a collision and Cst Jack had to drive S/B in the N/B lane to accelerate to avoid collision.

Added to this he got an email from Hobbins concerning another driving issue while Cst Jack was looking for subject drove across ladies lawn after he was at residence. No damage but she was upset and wanted him spoken to. So Sgt Flindall is doing this as well. Ron

4

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 4:22 PM
To: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

Please disregard - I've found the template for a briefing note on the P drive. I'm completing same now and will forward it on once complete.

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

From: Flindall, Robert (JUS)
Sent: August 15, 2009 4:10 PM
To: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

Would a cut and paste of the neg 233-10 suffice as the briefing note?

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

From: Johnston, Mike P. (JUS)
Sent: August 15, 2009 3:58 PM
To: Flindall, Robert (JUS); Campbell, Ron (JUS); Borton, Doug (JUS); Stevenson, Hugh (JUS)
Subject: Fw: HTA Charge against Mike Jack while operating force vehicle today

Rob

Supt. Stevenson would like Briefing Note on this please.

Forward to A/Supt Borton, Supt. Stevenson and Ron and I.

Thanks

Mike

30/01/2011

Sent from my BlackBerry Wireless Device

From: Campbell, Ron (JUS)
To: Johnston, Mike P. (JUS)
Cc: Flindall, Robert (JUS)
Sent: Sat Aug 15 12:12:01 2009
Subject: HTA Charge against Mike Jack while operating force vehicle today

Mike, I don't know if you want a BN on this but Sgt Flindall called me at 1130hrs to advise of an HTA offence he and Cst Payne obs today which almost resulted in a MVC with a collision. Cst Jack pulled in front of S/B traffic on Hwy 28 after coming from a call. S/B traffic had to brake to avoid a collision and Cst Jack had to drive S/B in the N/B lane to accelerate to avoid collision.

Added to this he got an email from Hobbins concerning another driving issue while Cst Jack was looking for subject drove across ladies lawn after he was at residence. No damage but she was upset and wanted him spoken to. So Sgt Flindall is doing this as well. Ron



GENERAL INFORMATION FORM

Bureau / Region Central	
Date: 15 August 2009	
Member JACK, Michael	Badge # 12690
Supervisor FLINDALL, Robert	Badge # 9740
CRITERIA	SUB CATEGORIES
Job Knowledge & Skills <input type="checkbox"/>	Attitude Towards Learning <input type="checkbox"/>
Problem Solving <input type="checkbox"/>	
Communication Skills <input type="checkbox"/>	////////////////
Leadership Skills <input type="checkbox"/>	////////////////
Interpersonal Attributes <input type="checkbox"/>	////////////////
Personal Impact <input type="checkbox"/>	////////////////
Other <input checked="" type="checkbox"/>	Police Vehicle Operations
RATING	
Does Not Meet Requirements	

NARRATIVE (Incident # Optional)
RM09096931

On Saturday the 15th of August 2009, officers of the Peterborough County OPP Detachment attended a residence located on the 14th Line of Smith, Smith-Ennismore-Lakefield Twp in regards to a family dispute. After the call was cleared, Sgt. R. FLINDALL left the scene headed westbound on the 14th Line of Smith and was being followed by PC J. PAYNE and PC M. JACK in turn. The officers came to the intersection of Cty Rd 23 and the 14th Line of Smith and came to a stop. Both Sgt. R. FLINDALL and PC J. PAYNE turned southbound onto Cty Rd 23. Despite southbound traffic approaching the intersection, PC M. JACK also turned onto Cty Rd 23 with the intent to head southbound. As a result, southbound traffic had to brake hard to avoid colliding with PC M. JACK's cruiser and PC M. JACK had to take evasive maneuvers by turning hard into the north bound lane. PC M. JACK continued southbound in the northbound lane and had to accelerate in order to get ahead of the traffic and pull back into the southbound lane. PC M. JACK's driving was dangerous to not only himself but to the motoring public as well.



GENERAL INFORMATION FORM

On the 14th of August, 2009, at 1255hrs, the day before, Sgt. R. FLINDALL had served PC M. JACK with the Commissioner's memo concerning cruiser collisions and officer driving safety. As a result he has been charged under S. 136(1)(A) HTA - Fail to yield to through traffic on highway.

Also on the 15th of August, 2009, Sgt. R. FLINDALL received an email from court officer John HOBBS dated the 12th of August, through Sgt. T. BANBURY. PC J. HOBBS outlines a conversation he had with an upset court clerk (unnamed at her request) who advised that PC JACK had attended her residence looking for a male party. The court clerk did not have issue with PC M. JACK attending the address, as he had the incorrect address, but had an issue with PC M. JACK using her front lawn to turn his cruiser around to leave the driveway. Although there was no permanent damage to her lawn, the cruiser left tire marks across her lawn.

PC M. JACK has been spoken to about his driving behaviour and it's potentially serious consequences should his driving behaviour continue. His file has been appropriately documented and his police cruiser operations has been deemed to not meet requirements.

DISCLOSURE DATE: August 15th, 2009

DISCLOSED BY: Sgt. R. FLINDALL #9740

MEMBER'S SIGNATURE

Flindall, Robert (JUS)

From: Wagar, Steven (JUS)
Sent: August 11, 2009 5:13 PM
To: Flindall, Robert (JUS)
Subject: 8 Sat Aug 09

Sgt,

On Saturday August 8th 2009 in the morning I was sitting in the constables office transcribing a KGB interview from an unrelated occurrence. I was sitting across from PC Pitts who was also working on another unrelated occurrence. I observed PC Jack approach PC Pitts several times asking him questions about a brief he was working on. Jack stated that it was in regards to a break an enter at Youngs Point School. I over heard Jack attempt to explain the event as; upon officers arrival they found several persons on the roof of the school but no evidence that they had actually broken into the school. Jack stated that he was told to lay the charge by yourself Sgt Flindall and PC D'Amico and he did not feel comfortable laying the charge as he felt they were only trespassing. PC Pitts tried to explain using the information that PC Jack had provided of possible charges. At the end of the conversation PC Jack admitted that one of the suspects had stated he had gone into the school through an open doorway. PC Pitts and myself explained to PC Jack about the "threshold rule" in regards to breaking and entering. During the conversation it appeared to me that PC Jack was trying to sell his view of the event to PC Pitts, but PC Pitts continuously told PC Jack to speak with yourself and follow your direction as he was not at the event and could only give him advice based on what he was being told.

Provincial Constable
Steven Wagar
12255
Peterborough County OPP

OPP BRIEFING NOTE

ISSUE: Dangerous police vehicle operation by PC Michael JACK (Probationary)

BACKGROUND AND CURRENT STATUS:

PC Michael JACK is a new recruit at the Peterborough County Detachment, having completed OPC and the Academy in late 2008 and starting at Peterborough County Detachment on the 12nd of January 2009. He is currently in his 8th month of probation.

On the 30th of January 2009, PC M. JACK was involved in a preventable motor vehicle collision with a force cruiser (SP09020239). As a result, PC M. JACK received a negative 233-10 on his file.

RECENT DEVELOPMENTS:

The following is a brief explanation of today's events, as documented in his negative 233-10 issued today :

On Saturday the 15th of August 2009, officers of the Peterborough County OPP Detachment attended a residence located on the 14th Line of Smith, Smith-Ennismore-Lakefield Twp in regards to a family dispute. After the call was cleared, Sgt. R. FLINDALL left the scene headed westbound on the 14th Line of Smith and was being followed by PC J. PAYNE and PC M. JACK in turn. The officers came to the intersection of Cty Rd 23 and the 14th Line of Smith and came to a stop. Both Sgt. R. FLINDALL and PC J. PAYNE turned southbound onto Cty Rd 23. Despite southbound traffic approaching the intersection, PC M. JACK also turned onto Cty Rd 23 with the intent to head southbound. As a result, southbound traffic had to brake hard to avoid colliding with PC M. JACK's cruiser and PC M. JACK had to take evasive manoeuvres by turning hard into the north bound lane. PC M. JACK continued southbound in the northbound lane and had to accelerate in order to get ahead of the traffic and pull back into the southbound lane. PC M. JACK's driving was dangerous to not only himself but to the motoring public as well.

On the 14th of August, 2009, at 1255hrs, the day before, Sgt. R. FLINDALL had served PC M. JACK with the Commissioner's memo concerning cruiser collisions and officer driving safety.

INTENDED ACTION / ANTICIPATED RESULT:

Sgt R. FLINDALL has prepared a negative 233-10 for PC M. JACK in regards to police vehicle operations. He is also to be charged with S. 136(1)(A) HTA – Fail to yield to traffic on through highway.

PC M. JACK should also be attending the OPP's driver assessment program to properly address his current driving habits.

RELATED ITEMS OF NOTE:

Without any prompting or inquiry from Sgt. R. FLINDALL, PC M. MORAN approached Sgt. R. FLINDALL to advise him of PC M. JACK's driving while enroute to the call for service on the 14th Line of Smith. The call for service came in as a priority call and as such, officers were responding with their emergency lights and sirens activated. PC M. JACK was following PC M. MORAN enroute to the call and she found his driving to be aggressive behind her. She cited numerous instances where he was following her too close and passing other motorists too close to crest of hills. Turning onto Cty Rd 23 from Lakefield Rd, PC MORAN thought PC JACK was going to run into the back of her so she tapped her brakes and put on her turn signal to alert him to her upcoming turn.

PC MORAN also advised that during her coach officer training this year, she had been approached by a Sgt (cannot recall name) who was a Police Vehicle Operations instructor at OPC. This Sgt indicated to her that police vehicle operations had been identified in PC M. JACK as being an issue. Cannot confirm this information without seeing his file from OPC/Academy.

Sgt. R. FLINDALL has already spoken to PC M. JACK about his this occurrence and he has been advised he is being charged under the HTA and will be receiving negative documentation. His only response to the discussion was that he felt he had plenty of time to turn into traffic.

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Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 2, 2009 7:15 PM
To: Johnston, Mike P. (JUS)
Subject: RE: [REDACTED]

Inspector,

I've just gotten back in from a weeks holidays and have been reviewing emails. I was aware of your email below as Jen Payne called me on holidays to discuss issues with PC Jack - I was almost to Chicago when she called. PC Jack's current employment with us is in serious jeopardy as a result of his actions and inactions. I need to speak with you about this asap to get some input and direction from you on this. I was planning on coming in on Tuesday to speak with you, as long as you are available?

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

-----Original Message-----

From: Johnston, Mike P. (JUS)
Sent: July 31, 2009 6:07 PM
To: Jack, Michael (JUS); D'Amico, Maria (JUS); Flindall, Robert (JUS)
Subject: [REDACTED]

Mike

had a 45 minute telephone call from this gentleman complaining that you have not contacted his neighbor regarding a driving incident.

As you are aware [REDACTED] is in a chronic neighbor dispute with his neighbor - Mr. Anderson. The neighbor that has to be contacted is not [REDACTED]

Please contact the complainant in this investigation and follow-up.

Please advise your actions to myself and Mary D'Amico and Sgt Flindall.

Thanks

Mike Johnston
Inspector

Sent from my BlackBerry Wireless Device

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Flindall, Robert (JUS)

From: Payne, Jennifer (JUS)
Sent: August 15, 2009 6:16 PM
To: Flindall, Robert (JUS)
Subject: Jack's last evaluation ---

This is just a reminder email for tomorrow to send me Jack's evaluation. Filman may have it labelled Jack 4.

Jen :)

10

Flindall, Robert (JUS)

From: Jack, Michael (JUS)
Sent: January 9, 2009 3:55 PM
To: Campbell, Ron (JUS); Lawlor, Natalie (JUS)
Cc: Johnston, Mike P. (JUS); Peacock, Randy (JUS); Morphet, Mark (JUS); Shipley, Peter (JUS); Payne, Jennifer (JUS); Filman, Shaun (JUS); Flindall, Robert (JUS); Gozzard-Gilbert, Shelley (JUS)
Subject: RE: Block Training Joining Instructions January 12-15 2009

Hello S/Sgt. Ron Campbell,

I will see you on Monday at 6:00 am at the Peterborough detachment. I won't have an access to my email account over the weekend. In case you need to contact me, my mobile phone number is 705-740-5765.

Thank you

Michael Jack

From: Campbell, Ron (JUS)
Sent: January 8, 2009 10:42 AM
To: Lawlor, Natalie (JUS); Jack, Michael (JUS)
Cc: Johnston, Mike P. (JUS); Peacock, Randy (JUS); Morphet, Mark (JUS); Shipley, Peter (JUS); Payne, Jennifer (JUS); Filman, Shaun (JUS); Flindall, Robert (JUS); Gozzard-Gilbert, Shelley (JUS)
Subject: Re: Block Training Joining Instructions January 12-15 2009

Mike. Please be at Monday morning at 600 am to travel to Orillia you will need to pack to stay for the time frame Monday to Thurs. S/Sgt Ron Campbell

From: Lawlor, Natalie (JUS)
To: Jack, Michael (JUS)
Cc: Campbell, Ron (JUS); Johnston, Mike P. (JUS); Peacock, Randy (JUS); Morphet, Mark (JUS); Shipley, Peter (JUS)
Sent: Thu Jan 08 08:44:50 2009
Subject: FW: Block Training Joining Instructions January 12-15 2009

Michael

Please find below your Joining Instructions for Block Training. Please be advised that you will be required to attend the GHQ Range on Monday January 12th at 0900 hrs.

Accommodations and meals have been arranged at the Ontario Fire College.

Thank you,

Natalie Lawlor
Administrative Assistant
In-Service Training
Provincial Police Academy
705-329-6760
Natalie.Lawlor@ontario.ca

30/01/2011

From: Lawlor, Natalie (JUS)

Sent: November 19, 2008 11:42 AM

To: Anderson, Brett (JUS); Barclay, Andrew (JUS); Bassett, Avery (JUS); Baverstock, Brent (JUS); Blackman, Gary (JUS); Bussieres, Mike (JUS); Campbell, Ron (JUS); Carmount, Robin (JUS); Clarke, Tracey (JUS); Corbett, Marsha (JUS); Elliott, Geewadin (JUS); Faulkner, Laurence (JUS); Fraser, Kevin (JUS); Graham, Kerry (JUS); Kummer, Jason (JUS); Lapworth, Sheldon (JUS); Lowe-Wetmore, Tracy (JUS); Maracle, Gary (JUS); Marcellus, Patricia (JUS); Martin, John D. (JUS); McLeod, Sandy (JUS); Morris, Brian (JUS); Newell, Glenn (JUS); Paddon, Julie (JUS); Payne, Jennifer (JUS); Pearsall, Brad (JUS); Pike, Phillip (JUS); Reynolds, Michael (JUS); Salmon, Steven (JUS); Salter, Peter (JUS); Stone, James (JUS); Storey, Sue (JUS); Sutherland, Matt (JUS); Therrien, Brian (JUS); Tibay, John (JUS); Turner, Neal (JUS); 'Jacqueline.Hildenbrand@ontario.ca'; Zeggil, Paul (JUS); McRoberts, Brooke (JUS); Craig, Penny (JUS)

Subject: Block Training Joining Instructions January 12-15 2009

Importance: High

Attention All Members Attending Block Training January 12-15 2009.

Please find below your Joining Instructions for Block Training.

<<2009 Block Training Joining Instructions CR.doc>>

Thank you,

Natalie Lawlor
Administrative Assistant
In-Service Training
705-329-6760
Natalie.Lawlor@ontario.ca

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Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 20, 2009 12:51 PM
To: Lafreniere, Bob (JUS)
Cc: Campbell, Ron (JUS)
Subject: RE: Constable Michael Jack

Both of those are on my lengthy to-do list today.

I will get back to you. As far as [REDACTED] in my discussions with PC JACK about this matter, there should be sufficient information for the Criminal Harassment, however it obviously needs to be articulated better. I will go back over each synopsis and advise.

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

From: Lafreniere, Bob (JUS)
Sent: August 20, 2009 12:20 PM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: Constable Michael Jack

Re: Constable Michael Jack

To: Staff Sergeant Campbell and Sergeant Flindall

Hello Ron and Robert,

May I respectfully suggest that Constable Jack needs some guidance?
I am seeing a bit of an ongoing pattern in his work that raises concerns.

Referring to the most recent file on an accused, [REDACTED]
First Appearance is August 27.

I got the Information sworn this morning. Following which, the file was returned by CAO staff to the OPP Court Office to be reviewed.

There are apparently five witnesses and one complainant.

- The statement of the complainant is not present in the file
- Notes: Copies of notebook notes with author unknown (however, probably Jennifer Payne. I will label as probably a simple oversight on her part)

Perhaps of more concern are deficiencies in the synopsis of the circumstances. I am wondering if it might be appropriate for Constable Jack to inform the reader who the players are? There

are five witnesses indicated in the witness list and one complainant, none of which are identified in the synopsis.

The synopsis, as you will see, concludes with " [REDACTED] family and friends went to the main office to see the resort manager who contacted the police."

This synopsis lacks the basic principles of the conclusion i.e. the arrest . Who, What, Where, When, How and Why.

Similarly, in the case of [REDACTED], the synopsis in this case contains a significant amount of irrelevant information. There is little provided on the allegation of Criminal Harassment. In fact, I got the Information sworn yesterday, however in review, I have a very uncomfortable feeling about it and will discuss it further with the CAO as the file has been forwarded. I have read this synopsis more carefully and I would go as far as to suggest the charge of Criminal Harassment should be withdrawn on August 27. I will let a CA review.

Sergeant Flindall, may I ask you to view the two occurrences and to consider my thoughts.

[REDACTED]

Thank you,

Bob

Flindall, Robert (JUS)

From: Kohen, Colleen (JUS)
Sent: November 30, 2009 3:30 PM
To: Flindall, Robert (JUS)
Cc: Nie, Richard (JUS)
Subject: RE: PC JACK Chronology

Hi Rob and Rich.

Thank you for all your efforts. I review tonight and add it to my BN

I will keep you posted. Can you advise who the new A/Inspector is going to be ?

Colleen

From: Flindall, Robert (JUS)
Sent: November 30, 2009 2:46 PM
To: Kohen, Colleen (JUS)
Cc: Nie, Richard (JUS)
Subject: PC JACK Chronology

Hello Colleen,

Please find attached a copy of the chronology regarding PC JACK's probationary period completed by PC FILMAN, PC NIE, PC PAYNE, S/Sgt. R. CAMPBELL and myself.

<< File: PCJACK_Chronology.doc >>

Best regards,

Robert Flindall
A/S/Sgt. 9740
Peterborough County OPP
VNET 501-4615

Flindall, Robert (JUS)

From: Payne, Jennifer (JUS)
Sent: October 29, 2009 3:19 AM
To: Flindall, Robert (JUS)
Subject: FW: Block Training Joining Instructions January 11-14 2010

Importance: High
Sensitivity: Confidential

Attachments: 2010 Block Training Joining Instructions Jan 11-14 2010.doc

Rob,

Can you please look into changing my block training as per our conversation earlier re: PC JACK and issues/concerns I have about attending with him. (Either have him or myself changed). I think we are only the 2nd week at the start of the new year.

Any efforts to change this would be greatly appreciated.

Jen

From: Lawlor, Natalie (JUS)
Sent: October 15, 2009 11:16 AM
To: Bassett, Avery (JUS); Baverstock, Brent (JUS); Blackman, Gary (JUS); Boyes, Bruce (JUS); Brasier, Mike (JUS); Bussieres, Mike (JUS); Carmount, Robin (JUS); Clarke, Tracey (JUS); Clarke, Tracy J. (JUS); Corbett, Marsha (JUS); Craig, Penny (JUS); Elliott, Geewadin (JUS); Faulkner, Laurence (JUS); Fraser, Kevin (JUS); Graham, Kerry (JUS); Hayes-Claridge, Heather (JUS); Jack, Michael (JUS); Kerr, Scott (JUS); Kummer, Jason (JUS); Maracle, Gary (JUS); Marcellus, Patricia (JUS); Martin, John D. (JUS); McKeown, Barry (JUS); McRoberts, Brooke (JUS); Miklos, Leon (JUS); Morris, Brian (JUS); Paddon, Julie (JUS); Payne, Jennifer (JUS); Pearsall, Brad (JUS); Pike, Phillip (JUS); Reynolds, Michael (JUS); Rodak, Mike (JUS); Salter, Peter (JUS); Seymour, Gwyn (JUS); Stone, James (JUS); Storey, Sue (JUS); Sutherland, Matt (JUS); Thurlow, Michael (JUS); Turner, Neal (JUS); Windover, Kevin (JUS); Jacqueline.Hildenbrand@ontario.ca; Zeggil, Paul (JUS)
Cc: Eden, John (JUS); Guy, Randy (JUS)
Subject: Block Training Joining Instructions January 11-14 2010
Importance: High
Sensitivity: Confidential

Attention All Members Attending Block Training January 11-14 2010.

Please find below your Joining Instructions for Block Training.



2010 Block Training
Joining In...

Thank you,

*Natalie Lawlor
Provincial Police Academy
In-Service Training CR/GHQ
705-329-6760
Natalie.Lawlor@ontario.ca*

From: Campbell, Ron (JUS)
Sent: November 20, 2009 4:10 PM
To: Gozzard-Gilbert, Shelley (JUS); Whitmell, Sheila (JUS)
Cc: Flindall, Robert (JUS)
Subject: RE: Michael JACK WIN#393080

He still has 2 more months to be able to attempt to reach an acceptable level. Ron

-----Original Message-----

From: Gozzard-Gilbert, Shelley (JUS)
Sent: Friday, November 20, 2009 3:32 PM
To: Whitmell, Sheila (JUS)
Cc: Flindall, Robert (JUS); Campbell, Ron (JUS)
Subject: Michael JACK WIN#393080

Sheila

Can you please check into this for me :) Apparently Michael is not being recommended for permanent status. It is my understanding that they are still entitled to their pay increase after their one year of service?
Please advise.

Thanks
Shelley

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Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: November 10, 2009 5:07 PM
To: Borton, Doug (JUS); Stevenson, Hugh (JUS); Salter, Peter (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Kohen, Colleen (JUS)
Subject: Fw: Prob Jack

Below is the teleconference number and code for Thursday 12 Nov 1515hrs
Ron

From: Robertson, Sandra E. (JUS)
To: Campbell, Ron (JUS)
Cc: Kohen, Colleen (JUS)
Sent: Tue Nov 10 15:47:41 2009
Subject: RE: Prob Jack

Hi Ron,

The teleconference number is 1-866-355-2663 entry code 7435# (pound key).

Sandra E. Robertson

OPP - Central Region

Administrative Assistant

☎ 705-329-7417

☎ 705-329-7407

✉ Sandra.E.Robertson@Ontario.ca

From: Campbell, Ron (JUS)
Sent: November 10, 2009 2:49 PM
To: Kohen, Colleen (JUS); Robertson, Sandra E. (JUS)
Subject: RE: Prob Jack

I will send Sandra E. Robertson a message and ask for a conf # and entry code.. Ron

Sandra could we have a conference Number again for Thursday 12 Nov 09 1515hrs. Tks Ron

-----Original Message-----

From: Kohen, Colleen (JUS)
Sent: Tuesday, November 10, 2009 2:37 PM
To: Campbell, Ron (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: RE: Prob Jack

30/01/2011

Ron

If we say 3 15 I can make it work. I will be on my cell

905 973 8877

Colleen

From: Campbell, Ron (JUS)
Sent: November 10, 2009 2:19 PM
To: Kohen, Colleen (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)
Subject: RE: Prob Jack

Colleen Nothing has been given to Cst Jack yet? Can we have this on Thursday??? say at 3PM it might work. I know next week would be better but if it can't occur this week can it still be disclosed to him and given to him tonight. I will add that I would not recommend him at this time.. Ron

-----Original Message-----

From: Kohen, Colleen (JUS)
Sent: Tuesday, November 10, 2009 10:19 AM
To: Campbell, Ron (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)
Subject: RE: Prob Jack

Good Morning

Rich

Extremely well documented Performance review and WIP. Since you are on night shift here is my suggestions

If you can please ensure that you and Peter place in your comments on it and both advise that at this point you are not recommending him for permanent status.

Ron.

Can you please add that you are not recommending at this time in your comment section.

Kent:

Is there a copy of the driving assessment completed as of today and if so... this needs to be disclosed to Prob Jack with the PCS66P ?

I would give this PCS66P and WIP to Prob Jack and allow him to read it alone and give him to time to reflect what has been written. Then have a meeting with him to go over the entire review. Once that has been completed if Prob Jack wants to write comments then allow him to have that time to do so.

I agree with a conference call but with the above suggestions, and discloser has been given to Prob Jack and my schedule this weeknext week is much better for me

Dave

With you being on a course for the month .. Can someone from Region assist with the arranging of

30/01/2011

the conference call and can someone from Region be part of this call ?

Colleen

C.S.Kohen
Staffing Officer
Career Development Bureau
905 681-2511 (office)
505 4030 (VNET)
905 973- 8877 (cell)

From: Campbell, Ron (JUS)
Sent: November 10, 2009 7:57 AM
To: Kohen, Colleen (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: FW: Prob Jack

Rich: This was well done. I have appended my comments> I am available Thursday afternoon... or today provided we end by 3pm. Ron

-----Original Message-----

From: Nie, Richard (JUS)
Sent: Tuesday, November 10, 2009 2:34 AM
To: Kohen, Colleen (JUS); Campbell, Ron (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: RE: Prob Jack

Colleen - I have attached the 10 month evaluation and work improvement plan. The only category that improved from last month was traffic enforcement which leaves us with 12 "does not meet requirements" categories. I will not be recommending him at this point and to be honest don't see anything changing here by the 12th month. We have flat-lined and I have already had 2 instances for month 11 which take us backwards.

At any rate, I am working nights for the next two weeks. Depending on when you want to have a conference call, I can probably start early some day or call in from home if that is possible. If you want it this afternoon (once I get up) then perhaps Ron or Rob could call me with the time, etc. The evaluation is due today so the sooner the better I guess.

Let me know

Rich

. << File: Recruit Prob Eval(jack#10).doc >> << File: Recruit Prob Eval (Jack work improve #10).doc >>

30/01/2011

From: Kohen, Colleen (JUS)
Sent: October 30, 2009 3:31 PM
To: Nie, Richard (JUS); Campbell, Ron (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS)
Subject: Prob Jack

Good Afternoon

I wanted to touch base with everyone as month 10 PCS66P is due on Tuesday. I am sorry.. I cant remember Rich Sgt name so if you could please forward this message to him.

I was wondering if the PCS66P could be sent to us electronically and then we can set up a conf call. We talked about delaying any recommendation on this PCS66P

Which is good with I am sure everyone

\

Look forward to hearing from you

TX

Colleen

C.S.Kohen
Staffing Officer
Career Development Bureau
905 681-2511 (office)
505 4030 (VNET)
905 973- 8877 (cell)

30/01/2011

16

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: November 10, 2009 2:19 PM
To: Kohen, Colleen (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)
Subject: RE: Prob Jack

Colleen Nothing has been given to Cst Jack yet? Can we have this on Thursday??? say at 3PM it might work. I know next week would be better but if it can't occur this week can it still be disclosed to him and given to him tonight. I will add that I would not recommend him at this time.. Ron

-----Original Message-----

From: Kohen, Colleen (JUS)
Sent: Tuesday, November 10, 2009 10:19 AM
To: Campbell, Ron (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)
Subject: RE: Prob Jack

Good Morning

Rich

Extremely well documented Performance review and WIP. Since you are on night shift here is my suggestions

If you can please ensure that you and Peter place in your comments on it and both advise that at this point you are not recommending him for permanent status.

Ron.

Can you please add that you are not recommending at this time in your comment section.

Kent:

Is there a copy of the driving assessment completed as of today and if so... this needs to be disclosed to Prob Jack with the PCS66P ?

I would give this PCS66P and WIP to Prob Jack and allow him to read it alone and give him to time to reflect what has been written. Then have a meeting with him to go over the entire review. Once that has been completed if Prob Jack wants to write comments then allow him to have that time to do so.

I agree with a conference call but with the above suggestions, and discloser has been given to Prob Jack and my schedule this weeknext week is much better for me

Dave

With you being on a course for the month .. Can someone from Region assist with the arranging of the conference call and can someone from Region be part of this call ?

Colleen

C.S.Kohen
Staffing Officer
Career Development Bureau
905 681-2511 (office)
505 4030 (VNET)
905 973- 8877 (cell)

From: Campbell, Ron (JUS)

Sent: November 10, 2009 7:57 AM
To: Kohen, Colleen (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: FW: Prob Jack

Rich: This was well done. I have appended my comments> I am available Thursday afternoon... or today provided we end by 3pm. Ron

-----Original Message-----

From: Nie, Richard (JUS)
Sent: Tuesday, November 10, 2009 2:34 AM
To: Kohen, Colleen (JUS); Campbell, Ron (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: RE: Prob Jack

Colleen - I have attached the 10 month evaluation and work improvement plan. The only category that improved from last month was traffic enforcement which leaves us with 12 "does not meet requirements" categories. I will not be recommending him at this point and to be honest don't see anything changing here by the 12th month. We have flat-lined and I have already had 2 instances for month 11 which take us backwards.

At any rate, I am working nights for the next two weeks. Depending on when you want to have a conference call, I can probably start early some day or call in from home if that is possible. If you want it this afternoon (once I get up) then perhaps Ron or Rob could call me with the time, etc. The evaluation is due today so the sooner the better I guess.

Let me know

Rich

. << File: Recruit Prob Eval(jack#10).doc >> << File: Recruit Prob Eval (Jack work improve #10).doc >>

From: Kohen, Colleen (JUS)
Sent: October 30, 2009 3:31 PM
To: Nie, Richard (JUS); Campbell, Ron (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS)
Subject: Prob Jack

Good Afternoon

I wanted to touch base with everyone as month 10 PCS66P is due on Tuesday. I am sorry.. I cant remember Rich Sgt name so if you could please forward this message to him.

I was wondering if the PCS66P could be sent to us electronically and then we can set up a conf call. We talked about delaying any recommendation on this PCS66P
Which is good with I am sure everyone

\
Look forward to hearing from you

TX

Colleen

C.S.Kohen
Staffing Officer
Career Development Bureau
905 681-2511 (office)
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905 973- 8877 (cell)

Flindall, Robert (JUS)

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Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: FW: Prob Jack

Follow Up Flag: Follow up
Flag Status: Yellow

Attachments: Recruit Prob Eval(jack#10).doc; Recruit Prob Eval (Jack work improve #10).doc

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rX

Colleen

C.S.Kohen
Staffing Officer
Career Development Bureau
905 681-2511 (office)
505 4030 (VNET)
905 973- 8877 (cell)

From: Campbell, Ron (JUS)
Sent: October 27, 2009 3:33 PM
To: Smith, Gerry A. (JUS); Flindall, Robert (JUS)
Subject: FW: Remedial driver training for PC Michael Jack

1-393 booked for his use. 1100hrs to 1700hrs Ron

-----Original Message-----

From: Taylor, Kent (JUS)
Sent: Tuesday, October 27, 2009 2:41 PM
To: Nie, Richard (JUS)
Cc: Campbell, Ron (JUS); Butorac, Peter (JUS); Kohen, Colleen (JUS); Jack, Michael (JUS)
Subject: Remedial driver training for PC Michael Jack

Rich

On 22Oct09 I conducted some remedial driver training with Michael in Lindsay. We spent 1.5 hours together. Approximately 30 minutes of the time was spent discussing ways to reduce errors relating to distractions and inattention when driving. I also provided him with a printed list of tips to assist him with this.

The other hour was spent on the road conducting four different exercises to increase his eye lead and observation skills. These exercises are the building blocks upon which we will base future sessions.

We have tentatively booked a second session for Thursday, 05Nov09 @ 13:00 hrs. Again we will meet at Kawartha Lakes detachment. Please understand that I can be flexible on the time and date if it conflicts with your detachment scheduling requirements.

Thank you and please let me know if another date is better for you.

Kent

Sgt. T.K. (Kent) Taylor
Provincial Police Academy
Driver Training Coordinator

Office (705) 329-7510
Cellular (705) 345-0759

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 28, 2009 1:14 PM
To: Flindall, Robert (JUS); Johnston, Mike P. (JUS)
Subject: Additonal Remarks by Cst Jack regarding his Evaluation

Rob
Mike Jack has provided a rebutal to his last evaluation. Please sit down with Inspector Johnston and myself as we would like to go over. When are you next in? Tks Ron

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 14, 2009 3:17 PM
To: Kohen, Colleen (JUS); Flindall, Robert (JUS)
Cc: Filman, Shaun (JUS)
Subject: RE: JACK WIP masterc.doc

Rob please ensure this comment is fixed.

-----Original Message-----

From: Kohen, Colleen (JUS)
Sent: Monday, September 14, 2009 11:41 AM
To: Flindall, Robert (JUS); Campbell, Ron (JUS)
Cc: Filman, Shaun (JUS)
Subject: RE: JACK WIP masterc.doc

Good Morning

I have reviewed the WIP and looks good .. But I do suggest this last comment be removed. It is our role over the next few more months to help him with these areas and we should not expect to resolve all of these immediately.

Also on the PCS66P.. It should read month 8

Once discussed lets look at another conference call maybe next week if that works with the new platoon

Colleen

JACK is expected to resolve the 10 items listed above by his second evaluation with his new coach officer. This will ensure a proper amount of time to work with his coach officer in achieving these goals.

-----Original Message-----

From: Flindall, Robert (JUS)
Sent: September 13, 2009 5:36 PM
To: Campbell, Ron (JUS)
Cc: Kohen, Colleen (JUS); Filman, Shaun (JUS)
Subject: JACK WIP masterc.doc

Ron and Colleen,

Please find a revised WIP for PC JACK. PC FILMAN has compiled the ten separate WIP's into one and I have tweaked them to their final draft.

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 501-4620

Flindall, Robert (JUS)

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From: Campbell, Ron (JUS)
Sent: September 14, 2009 10:44 AM
To: Johnston, Mike P. (JUS)
Cc: Kohen, Colleen (JUS); Flindall, Robert (JUS); Nie, Richard (JUS); Postma, Jason (JUS); Butorac, Peter (JUS)
Subject: FW: JACK WIP masterc.doc
Attachments: JACK WIP masterc.doc



JACK WIP
masterc.doc (76 KB)

Like I will defer this to you for D/Commander Comments unless you prefer I add mine as Operations Manager.

Rich Jason and Peter: Please wait until we have heard from Colleen prior to disclosure.
Tks Ron

-----Original Message-----

From: Flindall, Robert (JUS)
Sent: Sunday, September 13, 2009 5:36 PM
To: Campbell, Ron (JUS)
Cc: Kohen, Colleen (JUS); Filman, Shaun (JUS)
Subject: JACK WIP masterc.doc

Ron and Colleen,

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Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 501-4620

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 11, 2009 12:00 PM
To: Flindall, Robert (JUS)
Cc: Postma, Jason (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Johnston, Mike P. (JUS)
Subject: RE: Jack

Since this happened during your supervision of the member and the completion of his PCS066 it is up to you what you decide to do with the documentation. Should you mention it in the PCS066 this is your documentation. But like any issue and to be fair the member should have a chance to respond prior to placing it in the file. Ron

-----Original Message-----

From: Flindall, Robert (JUS)
Sent: Friday, September 11, 2009 11:27 AM
To: Campbell, Ron (JUS)
Subject: FW: Jack

Here's Marc Gravelle's response to the incident that happened between himself and PC JACK.

Robert Flindall
Sgt. 9740
Peterborough County OPP
VNET 508-4120
Tel : (705) 742-0401
Fax : (705) 742-9247

From: Gravelle, Marc (JUS)
Sent: September 9, 2009 7:52 PM
To: Flindall, Robert (JUS); Rathbun, Brad (JUS)
Subject: Jack

I am not sure of the date in which the incident happened, it was sometime in early to mid August/2009. Jack was doing a paid duty and my shift was working nights. I received a call from Comm. Center requesting the 10-20 of Jack, they advised they were unable to reach him on the radio. I paged the office over the phone system then called him on his cell phone, both results were negative.

A short time later Jack arrived at the office and was told by myself that the Comm. Center was looking for him. Somehow Jack took this as a personal attack by myself and became irate towards me. I then told him his responsibilities to answer the radio.

Regards,

Marc Gravelle

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 10, 2009 1:32 PM
To: Payne, Jennifer (JUS)
Cc: Flindall, Robert (JUS); Johnston, Mike P. (JUS)
Subject: Notes Tracking Cst Jack's duties on A Platoon

Jen:

I have read through the notes concerning your assistance in mentoring Cst. Jack. I note that on 3 occasions you raise a WDHP issue with this member. On the 3rd occasion you address the issue directly with Cst. Jack and advise him this behaviour is unwanted and un welcome and request he stop. As a Manager of the Office I want to ensure that everyone has a workplace free of this type of behaviour. What are your wishes in regards to this. I can speak to Cst. Jack about this and re-enforce acceptable behaviour in the office. I would also like you to know should there be any continuance to let us know and it will immediately be addressed. Please let me know what your wishes are.

Ron

Flindall, Robert (JUS)

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From: Campbell, Ron (JUS)
Sent: September 9, 2009 2:02 PM
To: Kohen, Colleen (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS)
Subject: RE: PCS66_JACK8.doc

Thanks Rich and I spoke after the intial email and we had the same discussion the category reverts back to what it was before either meets or not meets. This just re-affirms it. Ron

-----Original Message-----

From: Kohen, Colleen (JUS)
Sent: Wednesday, September 09, 2009 1:39 PM
To: Campbell, Ron (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

Good Afternoon

At this stage of his Prob there should be no base for ratings. The rating if you don't have a specific example goes back to what it was in the previous month.

Also can you please ensure that there are specific examples and not general comments

TX

Colleen

-----Original Message-----

From: Campbell, Ron (JUS)
Sent: September 9, 2009 9:09 AM
To: Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)
Subject: FW: PCS66_JACK8.doc

Rob, Please review my comments in Red. I think you need to expand on some areas even though he only worked 6 shifts with your platoon and took vacation I think you can expand on some areas. Also when you account for his time on the 6 shifts if there is a reason he only wrote 4 tickets what was he doing with his time. If he was completing follow-up or had a number of calls for service this should be mentioned and given credit for it. Any proactive things he has done. Please review prior to disclosure. Tks Ron

-----Original Message-----

From: Flindall, Robert (JUS)
Sent: Tuesday, September 08, 2009 4:09 PM
To: Campbell, Ron (JUS)
Subject: PCS66_JACK8.doc

Ron,

Here's the digital copy of PC JACK's next evaluation. A signed copy by Filman and I, as well as PC JACK's copy is sitting on your desk.

Rob

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 3, 2009 9:37 AM
To: Gozzard-Gilbert, Shelley (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: Michael JACK's PCS4

Things were not screwed up by Shelley. What was entered on the SGT schedule was the dates were CTO and not vacation. We are not to be saving up floater days and the practice in this Detachment must stop. Supervisors need to work on reducing the floater hours in the scheduled time frame. I realize there are going to be some issues this summer with the G8 and Olympics in Feb but the floaters should be incurred and taken as soon as possible. Cst. Jack can carry a full year of vacation. There was sufficient time with shifts he worked for others so rather than monkey around with it. It will stand as is. Tks Ron

-----Original Message-----

From: Gozzard-Gilbert, Shelley (JUS)
Sent: Thursday, September 03, 2009 9:23 AM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: Michael JACK's PCS4

Good morning Rob

I am a little confused. You stuck a sticky to Michael Jack's PCS4 and asked me to change floater time to vacation time and I don't understand.

Ron sent Michael to me to figure out his time off. (I have never received the unscheduled leave form so I don't know what it says for time off) The floater sheets were not up to date (week of 21-27 June was the last entry) so I sat with Ron and he told me what days Michael wanted off and when he was switching over to the other platoon. By the middle of July Michael had 51.5 hour in his floater bank. I know there is always rumblings about the floater banks being too high so I didn't see the issue with using those hours.

Sorry if I screwed things up but I updated his floater sheets until the week of Aug 23-29 and then switched him over to Platoon D and made him up his new sheets. I have photocopied the old sheets and put them in your diary slot.

I am off Friday and won't be back in until Tuesday. If you still want them changed please let me know.

Thanks
Shelley