

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
ent: September 11, 2009 8:01 AM
fo: Kohen, Colleen (JUS); Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

Thanks Colleen,

We are on this as I write. PC FILMAN is making the necessary changes to his current PCS066.

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

-----Original Message-----
From: Kohen, Colleen (JUS)
Sent: September 9, 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

on,

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.

55

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
ent: September 11, 2009 8:01 AM
fo: Kohen, Colleen (JUS); Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

Thanks Colleen,

We are on this as I write. PC FILMAN is making the necessary changes to his current PCS066.

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

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

From: Kohen, Colleen (JUS)
Sent: September 9, 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

on,

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.

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 28, 2009 6:43 PM
To: Campbell, Ron (JUS)
Subject: RE: PCS066 for Mike Jack

OK, sounds good. Last set of shifts I assigned PC FILMAN to complete the Work Improvement Plans this weekend for his Does Not Meet Requirements sections of the PCS066. At shift start I asked him to complete same tonight. I will send his last PCS066 as well as the proposed WIP's to yourself and S/Sgt. KOHEN tonight. That will give both of you the chance to read them prior to our meeting on Monday.

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

From: Campbell, Ron (JUS)
Sent: August 27, 2009 4:22 PM
To: Flindall, Robert (JUS); Filman, Shaun (JUS); Postma, Jason (JUS); Nie, Richard (JUS)
Cc: Kohen, Colleen (JUS); Johnston, Mike P. (JUS)
Subject: PCS066 for Mike Jack

Rob, Please read the below emails. S.Sgt Kohen requires electronic copies of Cst. Jack's evaluations emailed to her. We will have a phone meeting 2pm on Monday 31 Aug 09 I think we will call from the board room phone. Ron

You sure can.. 505 4030.

Are you sending the PCS66P via e mail as my office is in Burlington Det... I only go to GHQ once a week to pick up the originals

Colleen

From: Campbell, Ron (JUS)
Sent: August 27, 2009 4:07 PM
To: Kohen, Colleen (JUS)
Subject: RE: PC Jack

could we call you about 2pm on Monday??

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

From: Kohen, Colleen (JUS)
Sent: Thursday, August 27, 2009 3:58 PM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: PC Jack

Hi Ron

I am more then willing to assist. I have reviewed my file and can say that I have received month 1 and 2 (combined) and month 3 and 4 PCS66P

I was at GHQ yesterday and no other PCS66P for Prob Jack was there. He is currently in month 8 . I assume they have been submitted to Region ?

For the conf call would it be possible to get an e mail copy of month 6 and 7 .. For me to review.

I am good Monday or Tuesday next week and just let me know what time and where to call into .

57

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 26, 2009 4:06 AM
To: Filman, Shaun (JUS)
Subject: RE: Constable Michael Jack

Will do.

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

From: Filman, Shaun (JUS)
Sent: August 26, 2009 3:50 AM
To: Flindall, Robert (JUS)
Subject: RE: Constable Michael Jack

Rob,

Do you want to send an e-mail to court to let them know that this is coming down?

Shaun

From: Flindall, Robert (JUS)
Sent: August 24, 2009 10:09 PM
To: Filman, Shaun (JUS)
Subject: FW: Constable Michael Jack

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 " Then [REDACTED] 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)

58

From: Flindall, Robert (JUS)
Sent: August 26, 2009 4:04 AM
To: Campbell, Ron (JUS); Conway, Jane (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: [REDACTED]

I have reviewed all of the documentation and correspondence, including emails from Ron and Brian who have summed up the situation perfectly. I am in agreement that there is simply not enough information to proceed with a criminal harassment charge at this time. In review of PC JACK's statements, not only in this matter but a few other matters I am reviewing, he has done a poor job in attempting to elicit the basic required information that one would expect to garner from victim/witnesses. I can only chalk this up to inexperience. That being said, even with additional, clarifying information from [REDACTED] I don't think the CAO will take up the case, nor the Judge convict on the continuous he said / she said saga. I think a more prudent course of action for [REDACTED] is for both to enter into a Peace Bond which would provide us with some more teeth should either party start to "act up" again in the future.

I know this won't likely be to the satisfaction of [REDACTED] but we can certainly assure him that we've taken a look at his complaint, including the CAO and come up with a more prudent course of action vs the criminal charges.

I'll leave this in your hands in regards to the meeting with [REDACTED] on Friday.

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

From: Campbell, Ron (JUS)
Sent: August 25, 2009 2:00 PM
To: Johnston, Mike P. (JUS)
Cc: Conway, Jane (JUS); Flindall, Robert (JUS)
Subject: RE: [REDACTED]

Should this be done when we have not heard from Sgt Flindall??

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

From: Johnston, Mike P. (JUS)
Sent: Tuesday, August 25, 2009 12:16 PM
To: Campbell, Ron (JUS)
Cc: Conway, Jane (JUS)
Subject: [REDACTED]

Ron

Can you call [REDACTED] and see if he can attend Friday morning at Detachment to meet with Jane, you, and myself. This should give Jane the time she needs to review the incidents and give her thoughts on the possibility of a Criminal harassment charge being initiated.

Thanks

Mike

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 24, 2009 10:09 PM
To: Filman, Shaun (JUS)
Subject: FW: Constable Michael Jack

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 " Then [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)

60

From: Flindall, Robert (JUS)
Sent: August 20, 2009 3:32 PM
To: Lafreniere, Bob (JUS)
Subject: RE: Thank you

Excellent - thanks for the heads up Bob. I'm looking at the clock and likely will not have it completed today. I'm back in on nights 24Aug09 - will complete then and have prepped for the 25th. Not the best but it's the best that I can do at this stage.

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 3:22 PM
To: Flindall, Robert (JUS)
Subject: RE: Thank you

Both F.A. August 27

The [REDACTED] Criminal Harassment charge) has been vetted and disclosure prepared for the F.A. on August 27.
Cynthia Sonley is the CA staff member who has taken care of the CAO duties.

Cynthia will also be looking after the [REDACTED]
She would appreciate only doing the preparation once if possible. I will advise her to hold off until she sees a revised synopsis that meets with your approval.

FYI... As you can imagine, these revised synopsis' we receive and forward on create a lot of extra work, and presenting the accused / Defence Counsel with two different accounts of the circumstances is probably not too professional. (however, necessary on occasion it seems) lol lol

From: Flindall, Robert (JUS)
Sent: August 20, 2009 2:58 PM
To: Lafreniere, Bob (JUS)
Subject: RE: Thank you

his one is a long, drawn out, proverbial pain in the ass. I will review, but I think the consensus on this one is that there are insufficient grounds to lay any charges. To cover our ass, it's been put before the CA to review.

I'm personally going to review the [REDACTED] crown brief synopsis's and have them written in a logical manner, providing all of the facts in issue for both. PC JACK is on holidays for the next 2 weeks.

Can you please provide the First Appearance court dates for both? I need to know what my timeline is to get this completed (besides asap of course) :)

Thanks in advance!

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 2:54 PM
To: Flindall, Robert (JUS)
Subject: Thank you

Sergeant Flindall,

Thank you for your attention.

Another case has been brought to my attention, that being [REDACTED]

This is a file sent to the Crown's office for a review by a C.A.
I believe Staff Sergeant Campbell is privy to remarks made by Brian Gilkinson.

No charges laid yet in this ongoing saga involving [REDACTED] and [REDACTED]

You may wish to review all the circumstances of the case.

Bob

Flindall, Robert (JUS)

61

From: Flindall, Robert (JUS)
Sent: August 20, 2009 2:58 PM
To: Lafreniere, Bob (JUS)
Subject: RE: Thank you

This one is a long, drawn out, proverbial pain in the ass. I will review, but I think the consensus on this one is that there are insufficient grounds to lay any charges. To cover our ass, it's been put before the CA to review.

I'm personally going to review the [REDACTED] and [REDACTED] Crown brief synopsis's and have them written in a logical manner, providing all of the facts in issue for both. PC JACK is on holidays for the next 2 weeks.

Can you please provide the First Appearance court dates for both? I need to know what my timeline is to get this completed (besides asap of course) :

Thanks in advance!

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 2:54 PM
o: Flindall, Robert (JUS)
Subject: Thank you

Sergeant Flindall,

Thank you for your attention.

Another case has been brought to my attention, that being [REDACTED]

This is a file sent to the Crown's office for a review by a C.A.

I believe Staff Sergeant Campbell is privy to remarks made by [REDACTED]

No charges laid yet in this ongoing saga involving [REDACTED] and [REDACTED]

You may wish to review all the circumstances of the case.

Bob

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 " Then [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: Flindall, Robert (JUS)
Sent: August 16, 2009 7:57 AM
To: Campbell, Ron (JUS)
Subject: RE: Mike Jack Driving

Ok. I wasn't sure what the issue was and neither was Melynda. That's good to know.

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

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

From: Campbell, Ron (JUS)
Sent: August 16, 2009 7:35 AM
To: Flindall, Robert (JUS); Filman, Shaun (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: Mike Jack Driving

Rob in the BN you mention concern about Cst Jack's driving from Orientation in Orillia
The actual concern was his ability at night time driving. We got an email when he first
arrived outlying this as well as the shooting of the targets in the head both issues
we're brought to Shaun's attention by myself to monitor. But the issue with driving was
night time operation. Ron

Flindall, Robert (JUS)

64

From: Flindall, Robert (JUS)
Sent: August 16, 2009 7:52 AM
To: Campbell, Ron (JUS)
Subject: RE: Ride Havelock Area

10-4. PC Jack called in sick today and Filman is off on V-days now, so we're running a little light. Laperle is out there now (he's itching for an impaired) I'll get Paradis and Rusaw out there shortly.

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

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

From: Campbell, Ron (JUS)
Sent: August 16, 2009 7:34 AM
To: Flindall, Robert (JUS); Smith, Gerry A. (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: Ride Havelock Area

Rob
Since the Jamboree is concluding today I would like to see you dedicate some shift members to RIDE. The last thing we need is someone impaired causing an accident leaving the event. The paid duty officers leave at 1200 and Mitch is on til 1300 on logistics to ensure we have everything picked up. Ron

65

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

28/01/2011

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

28/01/2011

Flindall, Robert (JUS)

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

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

28/01/2011

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

Flindall, Robert (JUS)

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 9:20 AM
To: Rathbun, Brad (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS)
Cc: Johnston, Mike P. (JUS); Campbell, Ron (JUS)
Subject: RE: PC Jack

This also applies to him covering shifts for other officers as well.

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 9:18 AM
To: Rathbun, Brad (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS)
Cc: Johnston, Mike P. (JUS); Campbell, Ron (JUS)
Subject: PC Jack

Gentlemen,

Just a heads up to let you know that PC JACK is no longer allowed to work overtime for your shift shortages. I'll make the necessary changes to our duty schedule to reflect this.

Regards,

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 8:52 AM
To: Moran, Melynda (JUS)
Subject: RE:

You get oh so warm and fuzzy when you're grumpy.

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

From: Moran, Melynda (JUS)
Sent: August 15, 2009 8:50 AM
To: Flindall, Robert (JUS)
Subject: RE:

I was told to go find "other things" to write when I was a rookie... especially because they're not even TRAINED on dual radar....

I am not comfortable. In fact, still grumpy. Since your last e-mail, I now have a theft of MV ... therefore 10 reports. OMG. Oh wait, now the mag thing ... I guess that's 11 reports. Again ... OMG.

Sooooo, I don't think I'll be able to leave the office yet again ... unless duty calls of course!!!

I'll fill the thing out.

M

From: Flindall, Robert (JUS)
Sent: August 15, 2009 8:47 AM
To: Moran, Melynda (JUS)
Subject: RE:

It is. Because he needs to go out and write tickets... You still nice and comfortable up there? Go into the Intranet site, search form 7 and fill out what you can on the form. Print it out and leave for Shelley. You also need to generate an occurrence for your lost magazine. Unless you want to go out again and conduct another search for it...

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

From: Moran, Melynda (JUS)
Sent: August 15, 2009 8:40 AM
To: Flindall, Robert (JUS)
Subject: RE:

Jo, thanks. Tomorrow though. I like to have something with Radar ... but I also have 9 reports to do today. I'm glad Jack is able to get a dual though ... that's great :(

From: Flindall, Robert (JUS)
Sent: August 15, 2009 8:39 AM
To: Moran, Melynda (JUS)
Subject:

Hey Legs, Do you want to switch up cruisers still? Let's go do it now.

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 7:22 AM
To: Filman, Shaun (JUS)
Subject: [REDACTED]

Shaun,

This will need to be documented even though there is no formal complaint. Please speak with Mike about his driving and provide documentation.

Thanks,

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

From: Banbury, Trevor (JUS)
Sent: August 14, 2009 6:37 PM
To: Hobbins, John (JUS)
Cc: Flindall, Robert (JUS)
Subject: [REDACTED]

John,

Jack is on Flindall's shift, I have CC'd him for his info

Sgt Trevor Banbury #10270
Peterborough County OPP
"B" Platoon
(705) 742-0401
VNET 501-4620

From: Hobbins, John (JUS)
Sent: August 12, 2009 5:15 PM
To: Banbury, Trevor (JUS)
Subject: [REDACTED]

TREV - one of our court clerks, who is normally quite level headed was asking me today, quite disturbed actually, about the "russian or german" officer that was driving all over her lawn last night?? Further details, he was out there looking for [REDACTED] who just got bail on Mon for 253 cghs, and probably should not have. I can only assume PC JACK was checking up on him, but he had the wrong address and apparently made good use of her front lawn with the cruiser trying to turn it around??

I asked her if she was wanting to complain, and she paused and said no. I applaud the officer if he was actually doing a door knock to try and breach this guy, but his driving antics didn't sound to positive. Anyway, she does not want to formally complain, just passing this along because like I say, she was kinda taken back by it and normally is a pleasant understanding individual that gets along with almost everyone that I am aware of.

Just for year info, no complaint like I said though.

obby

72

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 14, 2009 12:16 PM
To: Johnston, Mike P. (JUS)
Subject: PC JACK

Insp,

Are you going to be at the Jamboree for the remainder of the day? If not, I would like to speak with you about PC JACK and get some guidance about 2 additional issues that have come up.

Thanks in advance,

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 11, 2009 5:08 PM
To: Campbell, Ron (JUS)
Subject: RE: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009

Sensitivity: Confidential

I've canvassed my shift and no one wishes to attend. I already have quite a few who have already attended. PC JACK asked to go, but I am not supporting this at this time.

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

From: Campbell, Ron (JUS)
Sent: August 10, 2009 9:27 AM
To: Flindall, Robert (JUS); Banbury, Trevor (JUS)
Subject: FW: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
Importance: High
Sensitivity: Confidential

I have not heard from either of you. Please advise your selections. Ron

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

From: Johnston, Mike P. (JUS)
Sent: Wednesday, July 29, 2009 8:48 AM
To: Banbury, Trevor (JUS); Campbell, Ron (JUS); Conway, Jane (JUS); Flindall, Robert (JUS); Johnston, Mike P. (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Smith, Gerry A. (JUS); Syvret, William (JUS)
Cc: Shaw, Norm (JUS)
Subject: FW: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
Importance: High
Sensitivity: Confidential

Sergeants

Please provide candidate names for this course to Staff Sergeant Campbell by 21 Aug 09. Any member that is interested in going onto TTCI training will have priority.

Thanks

Mike

From: Shaw, Norm (JUS)
Sent: July 28, 2009 6:44 AM
To: Borton, Doug (JUS); Chong, Edward (JUS); Johnston, Mike P. (JUS); Campbell, Ron (JUS); Cockburn, Dirk (JUS); Beckett, Dom (JUS); Sills, Steven (JUS); DiMarco, Rose (JUS); Sweeney, Greg (JUS); Frew, Mike (JUS); Hunter, Kevin (JUS); Hewlett, Shawn (JUS); Reynolds, Michael (JUS); Bowles, David H. (JUS); Quigley, Malcolm (JUS)
Cc: Wishart, Cathy (JUS); Robertson, Sandra E. (JUS); Jollymore, George (JUS)
Subject: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
Importance: High
Sensitivity: Confidential

Detachment Commanders / Operations Managers,

Your respective detachments have been allotted one (1) seat on the above-noted course.

For those locations that have already been contacted regarding the 2010 TTCI training course allotment, just a reminder that this course is a **prerequisite for your 2010 TTCI candidate** and they must attend this fall as it is unknown when we will be holding add'l At Scenes Courses.

May I please have the name and badge number of your personnel selected for this course prior to **August 31st**..

Thanks,
Norm

Cathy / Sandra,

For your files please.

Thanks,
Norm

74

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 10, 2009 2:26 PM
To: Campbell, Ron (JUS)
Subject: RE: Provincial Communication Centre Notification

I'm doing up a positive 233-10 for the officers involved. Our new auxillary [REDACTED] did a smash up job locating one of the suspects in the water. Chad is going to do up a 233-10 for her good work on the call as well.

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

From: Campbell, Ron (JUS)
Sent: August 10, 2009 9:44 AM
To: Flindall, Robert (JUS); Laperle, Chad (JUS); Jack, Michael (JUS); Moran, Melynda (JUS); Filman, Shaun (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: FW: Provincial Communication Centre Notification

Good work by those involved. I could not find the court brief synopsis though. Ron
-----Original Message-----

From: Notification.Administrator@jus.gov.on.ca [mailto:Notification.Administrator@jus.gov.on.ca]
Sent: Thursday, August 06, 2009 11:24 PM
To: OPP DL CR Notifications
Subject: Provincial Communication Centre Notification

CENTRAL Region

Incident #13202

Date/Time: 06AUG09 2219

Detachment: Peterborough County

Incident Type: CANINE MANDATED INCIDENT

Location: 2725 Chalmers Ave, Youngs Point

Synopsis: Break and Enter in progress interrupted by officers following call from neighbour. 5 males flee scene, 4 apprehended after foot pursuits. K9 dispatched to scene and will clear school property.

RMS# SP09178964

Investigating Officer: Const. DAMICO

Detachment NCO: Sgt. FLINDALL

Duty Officer Immed. Notified: No

Detachment Commander/Ops Manager Notified: Yes -

Crime Unit Notified: No

Other Special Unit Notified: No
Outside Agencies Notified: No
PCC Sgt. Author: Chris Watkins

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 6, 2009 5:46 PM
To: Johnston, Mike P. (JUS)
Cc: Campbell, Ron (JUS)
Subject: RE: P/C Michael Jack

Inspector,

Do you know who the S/Sgt was at HR? I would very much like to speak with them about what PC JACK told them. PC Jack went to [redacted] to discuss his current situation and in turn [redacted] came to speak with Shaun. It immediately became apparent to both [redacted] and Shaun that the info PC Jack told [redacted] was false and misleading. This leads me to the concern over what PC Jack told this S/Sgt.

Shaun has also advised that PC JACK has advised him that he no longer wants Jen mentoring him and that she has done 3 inappropriate things to him since she began helping him out. In fact, Jen has had to speak with him about inappropriate behaviour from him to her in the past. I will be speaking with him about this tonight as well.

I've told my guys in the past that if they ever screw up, the best thing for them to do is to own up to it, say they've learned from it and that it will never happen again. It's quite clear that PC JACK hasn't done this and he's now making accusations about other officers to divert attention away from him. I've had extensive conversation with Shaun about Jack which we'll bring you up to speed with on Monday. I'll also be speaking with the platoon about PC JACK to ensure that any difficulties, however small are properly addressed and documented.

I'm not very happy with PC JACK right now and I'll make sure that there is sufficient documentation on file. I will also only be speaking with PC Jack with Shaun present to avoid any potential accusations about myself.

Regards,

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 4, 2009 3:16 PM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: P/C Michael Jack

Rob

Received a call from Inspector Lee of CRHQ and advised that P/C jack contacted a senior HR Staff Sergeant stating that he had been told by yourself that his job was in jeopardy due to his existing job performance issues.

Clearly he did not follow the chain of command and we will have to address this with him as well.

Mike