

HUMAN RIGHTS TRIBUNAL OF ONTARIO

BETWEEN:

MICHAEL JACK

Applicant

- and -

**HER MAJESTY THE QUEEN IN RIGHT OF ONTARIO, AS REPRESENTED BY THE
MINISTER OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES AND
OPERATING AS THE ONTARIO PROVINCIAL POLICE**

Respondent

**RESPONDENTS' BOOK OF ARGUABLY RELEVANT
DOCUMENTS**

VOLUME 4 OF 7

January 12, 2012

Ministry of Community Safety and
Correctional Services
Legal Services Branch
655 Bay Street
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Toronto, Ontario M7A 0A8

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252 Angeline Street North
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Applicant

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 7. OPP Briefing Note, Issue: Dangerous police vehicle operation by PC Michael Jack (Probationary)
 8. August 2, 2009 - email from R. Flindall to M. Johnston, Re: Jeff Sandaert
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 18. October 27, 2009 - email from R. Campbell to G. Smith and R. Flindall, Re: FW: Remedial driver training for PC Michael Jack
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24. September 9, 2009 - email from R. Campbell to C. Koehn and R. Flindall, re: PCS66_JACK8.doc
25. September 3, 2009 - email from R. Campbell to S. Gizzards-Gilbert and R. Flindall; Re: Michael Jack's PCS4
26. August 27, 2009 - email from R. Campbell to R. Flindall, S. Filman, J. Postma and R. Nie, Re: PCS066 for Mike Jack
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77. July 22, 2009 - email from R. Flindall to S. Schroter, Re: Can you look into something for me?
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80. June 1, 2009 - email from R. Flindall to M. Jack, Re: DAR's – Paid Duty
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90. February 10, 2009 - email from R. Flindall to S. Filman, Re: INC00000216708 Priority 4 – Minimal has been assigned to JUS MSG OPP RMS ADMIN
91. February 10, 2009 - email from R. Flindall to R. Campbell, Re: Domestic we spoke about earlier
92. January 30, 2009 - email from R. Flindall to R. Campbell, Re: Enr to a cruise MVC
93. September 23, 2009 - email from P. Butorac to M. Johnston, A. Crawford, Re: 254009-0173 Internal Complaint – PC Jack
94. December 24, 2008 - email from K. Chapman to S. Filman, R. Flindall, Re: Gun locker for Michael Jack
95. December 24, 2008 - email from K. Chapman to M. Jack, Re: Welcome to Peterborough w/ attached Welcome Jack document
96. July 31, 2009 - email from M. D'Amico to M. Johnston, Re: Jeff Standaert
97. May 11, 2009 - email from S. Filman to M. Jack and R. Flindall, Re: Jack 4 document
98. April 21, 2009 – email from S. Filman to R. Flindall, Re: Jack 1 document
99. March 13, 2009 - email from S. Filman to R. Flindall, Re: Ken Rusaw reviews
100. September 3, 2009 – email from S. Gozzard-Gilbert to R. Flindall, Re: Michael Jack's PCS4
101. July 6, 2009 - email from S. Gozzard-Gilbert to J. Pollock, M. Jack, Re: Michael Jack working for John Pollock
102. January 16, 2009 - email from R. Flindall to M. Jack, R. Campbell, Re: Attendance for block training date RE: emergency dental appointment
103. January 14, 2009 - email from S. Gozzard-Gilbert to K. Raymond, R. Flindall, T. Banbury, B. Rathbun, P. Butorac, Re: Stats for New Recruits 2008
104. September 24, 2008 - email from S. Gozzard-Gilbert to R. Flindall, R. Campbell, M. Johnston, G. Smith, Re: New recruits
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106. August 10, 2009 - email from M. Jack to M. Moran, C. Laperle, S. Filman, M. D'Amico, Re: SP09178964 B&E 06-Aug-09
107. August 3, 2009 - email from M. Jack to OPP DL Peterborough County Detachment, Re: Found fishing boat on Stoke Lake at Young's point
108. July 31, 2009 - email from M. Jack to R. Flindall, Re: Overtime SP09164458
109. July 31, 2009 - email from M. Jack to M. Johnston, Re: Jeff Standaert
110. July 29, 2009 - email from M. Jack to jsmith@kpf.ca, Cc'd R. Flindall, Re: Statement from Raoul Rochard Sahip Mohammed
111. July 24, 2009 - email from M. Jack to OPP DL Peterborough County Detachment, Re: RPG for arrest of John Derek Williamson
112. March 9, 2009 - email from M. Jack to C. Laperle, Cc'd R. Flindall, Re: Sumilas, Shawn
113. February 10, 2009 - email from M. Jack to R. Flindall, Re: INC000002167808 Priority 8 – Minimal has been assigned to JUS MSG OPP RMS ADMIN
114. August 15, 2009 - email from J. Payne to R. Flindall, Re: Jack's last evaluation
115. September 22, 2009 - email from J. Payne to R. Flindall, Re: Read this occurrence tonight
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K OPP General Information Form Re: Michael Jack, Date: August 15, 2009

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 2. September 25, 2009 - email from R. Nie to R. Flindall and P. Butorac, Re: Jack
 3. October 25, 2009 - email from R. Nie to R. Campbell, C. Kohen, P. Salter, P. Butorac, J. Postma and D. Lee, Re: Jack evaluation draft with attached Evaluation Report and Work Improvement Plans
 4. September 14, 2009 - email from M. Johnston to R. Campbell, R. Flindall, R. Nie, C. Kohen, J. Postma, P. Butorac Re: Jack WIP masterc with attached Work Improvement Plan
 5. September 18, 2009 - email from M. Johnston to R. Nie, Ccd P. Butorac, J. Postma, K. Chapman, Re: P/C Jack

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6. September 20, 2009 - email from M. Johnston to P. Butorac, R. Nie, R. Campbell, Re: P/C Jack ****URGENT****
7. September 14, 2009 - email from R. Campbell to M. Johnston, Cc C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIP (with attached Work Improvement Plan)
8. September 15, 2011 - email from R. Flindall to M. Johnston (forwarded to R. Campbell), Re: Clarification re PC Jack
9. September 1, 2009 email from M. Johnston to R. Flindall, R. Campbell, Re: PC Michael Jack
10. Undated - email from Ron (R. Campbell) to M. Johnston, D. Borton, Re: Moving of Cst. Mike Jack
11. Undated - OPP Briefing Note, Re: Cst. Jack
12. August 24, 2009 - email from J. Postma to R. Campbell, Re: Probationary Constable Michael Jack
13. General Information Form, R. Flindall Re. Cst. Jack
14. Undated – Confidential Duty Report, Submitted by J. Brockley

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1. August 18, 2009 - email from R. Campbell to R. Nie, Re: Moving of Cst. Mike Jack
 2. August 20, 2009 - email from R. Campbell to B. Lafrenier, R. Flindall, Cc: R. Nie, J. Postma, Re: Constable Mike Jack
 3. August 26, 2009 - email from J. Postma to R. Nie, Re: Probationary Constable Michael Jack
 4. August 27, 2009 - email from J. Postma to R. Campbell, Cc: R. Nie, Re: PC Jack
 5. August 27, 2009 - email from R. Campbell to R. Flindall, S. Filman, J. Postma, R. Nie, C. Kohen, M. Johnston, Re: PCS066 for Mike Jack
 6. August 28, 2009 - email from R. Campbell to J. Postma, Cc: R. Nie; Re: PC Jack
 7. September 8, 2009 - email from R. Campbell to D. McNeely, Cc: M. Jack, J. Postma, R. Nie, P. Butorac, D. Lee, C. Kohen, Re: Driving Assessment, Thursday 10 Sept 2009 – Kingston
 8. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack (with attached Performance Evaluation Report)
 9. September 9, 2009 - email from R. Campbell to C. Kohen, R. Flindall, Cc: M. Johnston, D. Lee, R. Nie, Re: PCS66_Jack

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10. September 11, 2009 - email from R. Campbell to R. Flindall, Cc: J. Postma, R. Nie, P. Butorac, M. Johnston, Re: Jack
11. September 11, 2009 - email from R. Campbell to M. Johnston, C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: PCS66_Jack8 (with attached Performance Evaluation Report-Report Month 7, Work Improvement Plan)
12. September 14, 2009 - email from R. Campbell to M. Johnston, Cc: C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIB masterc.doc
13. September 16, 2009 - email from R. Campbell to D. McNeely, Cc: J. Postma, P. Butorac, R. Nie, M. Johnston, Re: Ron-can you advise if everything is a go for Friday Driving assessment with Michael
14. September 18, 2009 - email from M. Johnston to R. Nie, Cc: P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
15. September 20, 2009 - email from P. Butorac to M. Johnston, R. Nie, Re: P/C Jack **URGENT**
16. September 20, 2009- email from M. Johnston to P. Butorac, R. Nie, R. Campbell, Re: P/C Jack **URGENT**
17. September 24, 2009 - email from R. Flindall's personal email to R. Nie, Re: PC Jack WIP
18. September 29, 2009 - email from R. Campbell to P. Butorac, R. Nie, J. Postma, Re: FW: Driving assessment – Michael Jack – requires remedial driving
19. September 29, 2009 - email from R. Campbell to J. Postma, P. Butorac, R. Nie Re: FW: Driving assessment – Michael Jack – requires remedial driving
20. October 5, 2009 - email from K. Taylor to C. Kohen, Cc: R. Campbell, D. McNeely, R. Nie, Re: PC Michael Jack – Driving Remediation
21. October 5, 2009 - email from R. Campbell to K. Taylor, C. Kohen, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack (with attached Memo dated October 2, 2009 and Driver Competency Assessment)
22. October 5, 2009 - email from C. Kohen to R. Campbell, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack
23. October 5, 2009 - email from D. Lee to C. Kohen, R. Campbell, R. Nie, P. Butorac, J. Postma, P. Salter, Re: Driving Memo – Michael Jack
24. October 5, 2009 - email from R. Campbell to D. Lee, C. Kohen, R. Nie, P. Butorac, J. Postma, P. Salter, Re: Driving Memo – Michael Jack
25. October 5, 2009- email from R. Campbell to C. Kohen, R. Nie, P. Butorac, Re: Driving Memo – Michael Jack
26. October 8, 2009 - email from R. Campbell to C. Kohen, P. Butorac, R. Nie, J. Postma, D. Lee, P. Salter, RE: PC Jack evaluation draft (with attached Performance Evaluation Report-Month 9 and Work Improvement Plan)

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27. October 14, 2009 - email from K. Taylor to M. Jack, Cc: P. Butorac, R. Nie, C. Kohen, Re: Driver Training
28. October 27, 2009 - email from K. Taylor to R. Nie, Cc: R. Campbell, P. Butorac, C. Kohen, M. Jack, Re: Remedial driver training for PC Michael Jack
29. November 10, 2009 - email from R. Campbell to C. Kohen , R. Nie; Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, Re: Prob Jack (with attached Performance Evaluation Report-Month 10 and Work Improvement Plan)
30. November 10, 2009 - email from C. Kohen to R. Campbell, R. Nie, Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, K. Taylor, Re: Prob Jack
31. November 10, 2009 - email from K. Taylor to R. Nie, Cc: R. Campbell, C. Kohen, P. Butorac, M. Vanlanduyt, RE: PC Jack – PCS66P – Police Vehicle Operation
32. November 10, 2009 - email from R. Campbell to R. Nie, P. Butorac, Re: Updated comments. FW: Prob Jack
33. November 15, 2009 - email from P. Butorac to R. Nie, Re: Michael Jack remedial driver training
34. November 18, 2009 - email from J. Postma to R. Campbell, C. Kohen, Cc: P. Butorac, R. Nie, Re: Prob Jack
35. December 1, 2009 email from K. Taylor to D. Beckett, R. Nie, C. Kohen, P. Butorac, M. Jack, Re: Probationary Constable Michael Jack – Remedial driver training completion
36. December 14, 2009 email from C. Kohen to M. Reynolds, D. Lee, Cc: R. Nie, Re: PC Jack (with attached Release from Employment letter dated December 15, 2009)
37. December 16, 2009 email from R. Campbell to R. Nie, Re: Chronology

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- P Probationary Constable Work Improvement Plans, Re: M. Jack

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- R Memo to Cst. Jack, Re: Notice of Proposed Release from Employment, dated December 9, 2009

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S	Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable, dated August 28, 2008
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T	Undated - email from M. Reynolds to C. Kohen, D. Lee, Cc: H. Stevenson, Re: Prob Jack Notice Release
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Jamie Brockley

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| U | 1. Confidential Duty Report, Submitted on October 24, 2009 |
| | 2. Will Say, Detective Constable Jamie Brockley |

Deputy Chief Firearms Officers, M.P. (Mike) Johnston

- | | |
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| V | 1. September 15, 2009 - email from R. Flindall to M. Johnston, Re: Clarification re PC Jack |
| | 2. October 2, 2009 - D. McNeely M. Jack Driving Memo to R. Campbell, text format |
| | 3. September 23, 2009 - email from M. Johnston to H. Stevenson Re: Com Centre |
| | 4. September 29, 2009 - email from R. Campbell to M. Johnston, D. Lee, Re: Driving assessment – Michael Jack – requires remedial driving |
| | 5. October 5, 2009 - email from R. Campbell to K. Taylor, C. Kohen, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack (with attached D. McNeely M. Jack Driving Memo, dated October 2, 2009 and Driver Competency Assessment) |
| | 6. September 10, 2009 - email from C. Cox to R. Campbell, M. Johnston, Re: I have a question about one of our officers intercepting communications |
| | 7. September 23, 2009 - email from H. Stevenson to M. Graham, Cc: K. Smith, M. Armstrong, M. Johnston, RE: Old occurrence involving PC Jack |
| | 8. August 27, 2009 - email from R. Campbell to C. Kohen, M. Johnston, Re: PC Jack |
| | 9. September 11, 2009 - email from M. Johnston to H. Stevenson, Re: PC Michael Jack |
| | 10. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack8 |
| | 11. September 11, 2009 - email from M. Graham to K. Smith, P. Beesley, P. Powers, M. Armstrong, H. Stevenson, C. Cox, M. Johnston, Re: PC Michael Jack |
| | 12. September 22, 2009 email from R. Flindall to T. Thompson, Cc: M. Johnston, Re: Com Centre |
| | 13. September 17, 2009 email from R. Flindall to T. Thompson, Cc: M. Johnston, Re: Com Centre |
| | 14. September 10, 2009 email from C. Cox to R. Campbell, M. Johnston, Re: Confidential Inquiry |

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15. August 20, 2009 email from R. Campbell to B. Lafrenier, R. Flindall, Re: Constable Michael Jack
16. August 18, 2009 email from R. Campbell to K. Taylor, Re: HTA Charge against Mike Jack while operating force vehicle today
17. August 18, 2009 email from K. Taylor to R. Campbell, Re: HTA Charge against Mike Jack while operating force vehicle today
18. September 11, 2009 email from R. Campbell to Vi Grimmett, Re: Mussington
19. August 6, 2009 email from R. Flindall to M. Johnston Re: P/C Michael Jack
20. August 21, 2009 email from R. Campbell to M. Johnston, Re: Michael Jack Platoon D

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1. August 19, 2009 email from R. Campbell to J. Conway, M. Johnston, R. Flindall, S. Filman, Re: Possible charges against Douglas Anderson
2. September 10, 2009 email from R. Campbell to M. Johnston Re Rob Flindall
3. August 18, 2009 email from R. Campbell to M. Johnston, Re Moving of Cst. Mike Jack
4. January 29, 2009 email from H. Stevenson to M. Johnston, R. Campbell, Re: New Recruits – Special Attention to Prob Period – Jack and Kovacs
5. OPP Briefing Note Re: PC Jack
6. September 14, 2009 - email from R. Campbell to M. Johnston, Cc: C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIP masterpc (with attached Work Improvement Plant (Jack))
7. September 20, 2009 - email from M. Johnston to P. Butorac, R. Nie, R. Campbell, K. Chapman, R. Flindall, Re: P/C Jack **URGENT**
8. September 20, 2009 - reply email from M. Johnston to P. Butorac, R. Nie, R. Campbell, K. Chapman, R. Flindall, Re: P/C Jack **URGENT**
9. September 18, 2009 - email from M. Johnston to R. Nie, Cc: P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
10. September 14, 2009 - email from M. Johnston to R. Campbell, R. Flindall, R. Nie, C. Kohen, J. Postma, P. Butorac, Re: Jack WIP masterdc (with attached Work Improvement Plant (Jack))
11. November 19, 2009 - email from R. Nie to C. Kohen, R. Flindall, Cc: P. Butorac, Re: Jack Chronology 09
12. October 7, 2009 - email from R. Nie to R. Campbell, C. Kohen, P. Salter, P. Butorac, J. Postma, D. Lee, Re: PC Jack evaluation (with attached Jack Evaluation Report and WIP)
13. September 25, 2009 - email from R. Nie to R. Flindall, Cc: P. Butorac, Re: Jack

TAB	DOCUMENT
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14. September 20, 2009 - email from R. Nie to P. Butorac, Re: PC Jack's 8mth evaluation

X S/Sgt. Campbell Notes, August - November 2009

PC Jennifer Payne

Y 1. September 10, 2009 - email from R. Campbell to J. Payne, Cc: R. Flindall, M. Johnston, Re: Notes Tracking Cst Jack's duties on A Platoon

2. September 22, 2009 - email from J. Payne to R. Flindall, Re: Read this occurrence tonite (with attached Occurrence Summary (SP05112642))

Z PC Payne Notes, June - August 2009

Chronology Re: PC Michael Jack's performance

AA Chronology #1

BB Chronology #2

ONTARIO PROVINCIAL POLICE ACADEMY (OPPA) DOCUMENTS

VOLUME 4:

1. Ten Code Test, dated December 9, 2008
2. Post Recruit Orientation - Class #411, undated
3. Recruit Orientation Course, Cruiser Familiarization Check List, dated November 31, 2008
4. Provincial Statutes Assignment #1, Answer Sheet, dated December 8, 2008
5. Crime Scene Scenario Handout - Death Scene - Adult
6. Performance Behavior Simulation, dated December 1, 2008
7. Recruit Scenario Evaluation, dated December 18, 2008
8. Ten Code Test, dated January 5, 2009
9. Ten code Test, dated December 29, 2008

TAB	DOCUMENT
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10. Recruit Scenario Evaluation, dated December 11, 2008
11. Basic Constable Training Program Student Evaluation, September 3 – November 27, 2008 (Diploma Awarded)
12. Basic Constable Training Program Student Evaluation, September 3 – November 27, 2008 (Diploma Not Awarded)
13. Ontario Police College Diploma, Basic Constable Training Program
14. Recruit Leadership Assessment Tool
15. December 15, 2008 - Jack Memo to Sgt. Tozser, Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08
16. Use of Force Instructor Evaluation Report, dated December 12, 2008 (with attached Gun Safety Rules, signed by PC Jack)
17. C8 Conversion Test
18. Absence Reports:
 - A) Absence Report, August 2008
 - B) Absence Report, September 2008
 - C) Absence Report, October 2008
 - D) Absence Report, November 2008
19. Recruit Progress/Interview Reports:
 - A) Recruit Progress/Interview Report – Week 1, dated September 12, 2008
 - B) Recruit Progress/Interview Report – Week 2, dated September 12, 2008
 - C) Recruit Progress/Interview Report – Week 3, dated September 20, 2008
 - D) Recruit Progress/Interview Report – Week 4, dated September 26, 2008
 - E) Recruit Progress/Interview Report – Week 5, undated
 - F) Recruit Progress/Interview Report – Week 6, dated October 11, 2008
 - G) Recruit Progress/Interview Report – Week 7, dated October 18, 2008
 - H) Recruit Progress/Interview Report – Week 8, dated October 26, 2008
 - I) Recruit Progress/Interview Report – Week 9, dated October 30, 2008
 - J) Recruit Progress/Interview Report – Week 10, dated November 7, 2008
 - K) Recruit Progress/Interview Report – Week 11, dated November 16, 2008 (2 copies – 1 dated, 1 undated)
 - L) Recruit Progress/Interview Report – Week 12, dated November 19, 2008
 - M) Recruit Progress/Interview Report – Week 13, undated

TAB	DOCUMENT
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20. Defensive Tactics Workshop Notification Form, dated November 11, 2008
21. Defensive Tactics Workshop Notification Form, dated October 8, 2008
22. Physical Feedback Profile
23. Documentation, Re: Swipe Card, dated received, September 30, 2008
24. S/Sgt. Colleen Kohen Notebook Notes and Description of Responsibilities

COURT TRANSCRIPTS

VOLUME 5:

1. *Provincial Offences Act* Court Transcript, R. v. Jack, April 1, 2010 and May 27, 2010

CAREER DEVELOPMENT BUREAU DOCUMENTS

VOLUME 6:

1. OPP letter to M. Jack, dated July 18, 2008 (date stamped July 30, 2008)
2. OPP, CDB Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable, dated August 25, 2008
3. OPP letter to M. Jack, dated July 18, 2008
4. Uniform Recruitment Applicant Processing Disposition, M. Jack, dated July 4, 2008
5. OPC, Basic Constable Training Program, Student Evaluation, Re: M. Jack, September 3 to November 27, 2008
6. Basic Constable Training Program completion certificate, M. Jack, dated November 27, 2008
7. OPPA Recruit Leadership Assessment Tool, Re: M. Jack
8. MCSCS Absence Reports: September, October and November, 2008
9. M. Jack Memo to Sgt. Tozser, Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08, dated December 15, 2008
10. OSMH Memo to Class 411, dated Christmas 2008

TAB	DOCUMENT
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11. Probationary Constable Performance Evaluation Report – 2nd month, Re: M. Jack, dated May 11, 2009
12. Probationary Constable Performance Evaluation Report – 3rd month, Re: M. Jack, dated April 27, 2009
13. Probationary Constable Work Improvement Plans, Re: M. Jack, dated May 11, 2009
 - Radio Communications
 - Flexibility
 - Police Vehicle Operation
14. Probationary Constable Performance Evaluation Report, dated June 11, 2009
15. J. Fantino, OPP letter to C. Condon, University of Liverpool, dated May 26, 2009
16. C. Condon, University of Liverpool to J. Fantino, Re: Research Participation, undated
17. Probationary Constable Performance Evaluation Report, Re: M. Jack – 5th month evaluation, dated August 31, 2009
18. Probationary Constable Performance Evaluation Report, Re: M. Jack – 7th month evaluation, dated August 31, 2009
19. Probationary Constable Performance Evaluation Report, Re: M. Jack – 8th month evaluation, dated October 5, 2009
20. Memo to S/Sgt Campbell, Re: P/C Jack 6 month evaluation (with attached Probationary Constable Performance Evaluation Report)
21. Probationary Constable Performance Work Improvement Plan, Re: P/C Jack, dated October 5, 2009
22. Sgt. D. McNeely Memo to R. Campbell, Re: M. Jack Driver Competency Assessment, dated October 2, 2009 (with attached Driver Competency Assessment)
23. Probationary Constable Performance Evaluation Report, Re: M. Jack – 9th month evaluation, dated October 23, 2009
24. Probationary Constable Work Improvement Plan, Re: M. Jack, dated October 8, 2009
25. Probationary Constable Performance Evaluation Report, Re: M. Jack – 10th month evaluation, dated November 18, 2009
26. Probationary Constable Work Improvement Plan, Re: M. Jack, dated December 14, 2009
27. M. Jack Memo Re: Federal Statutes, Rating: Does Not Meet Requirements, dated November 19, 2009
28. Probationary Constable Performance Evaluation Report, Re: M. Jack – 11th month evaluation, dated December 14, 2009

TAB	DOCUMENT
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29. Probationary Constable Work Improvement Plan, Re: M. Jack, dated December 31, 2009
30. OPP, Career Development Bureau Memorandum to P/C Jack and Peterborough County Detachment, Re: Notice of Proposed Release from Employment, dated December 9, 2009
31. M. Jack Memorandum to Chief Superintendent M. Armstrong, Re: Resignation from the Ontario Provincial Police, dated December 15, 2009
32. August 19, 2008 - email from B. Rathbun to S. Haennel, Re: Mike JACK
33. August 8, 2008 - email from J. Whitney to B. Rathbun, Cc: S. Haennel, Re: JACK, Michael
34. August 15, 2008 - email from S. Haennel to B. Rathbun, Re: Mike JACK
35. September 4, 2008 – email from S. Haenne to B. Rathbun, Re: Michael Jack
36. J. Whitney Memorandum Re: JACK, Michael 080558, dated August 6, 2008
37. August 13, 2008 – email from S. Haennel to D. Traviss, D. Lapalme, Re: Candidate Michael Jack
38. August 5, 2008 – email correspondence between M. Johnston and B. Rathbun, R. Campbell, Cc: S. Thomas, Re: Upcoming recruit
39. August 6, 2008 – email from S. Thomas to S. Haennel, Cc: A. McCollum
40. August 5, 2008 email from S. Thomas to G. Trivett, Cc: S. Haennel, Re: Upcoming Recruit
41. Michael Jack Application, Position of Constable/Cadet, dated April 2, 2008
42. Michael Jack, Police Constable Selection, Confidential Candidate Personal History Form, dated April 28, 2008
43. Jack, Ontario Constable Selection System, Consent and Release of Liability Form, dated March 30, 2008
44. Jack, Checklist of Mandatory Information
45. OPP, Recruitment, Driving Questionnaire, dated May 29, 2008
46. Constable Assessment, Pre-Background Questionnaire, Re: M. Jack, dated May 29, 2008
47. OPP, Career Development Bureau - letter to M. Jack Re: Ontario Association of Chiefs of Police (OACP), Constable Selection System (CSS) Testing Results, dated May 23, 2008 (with attached OACP Certificated of Results)

TAB	DOCUMENT
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48. Police Constable Selection, Applicant Survey Form – M. Jack
49. Michael Jack – Application for Constable/Cadet position, Cover Letter, Resume and References, dated March 31, 2008
50. June 2, 2008 email from M. Jack to S. Haennel, Re: Hello from Michael Jack
51. OPP, Career Development Bureau letter to M. Jack Re: Progression of the Recruitment Process, dated May 30, 2008
52. OPP, Career Development Bureau letter to M. Jack Re: Acknowledgement of Employment Application Receipt and Recruitment Process, dated April 11, 2008
53. OACP, Constable Selection System, Performance Declaration, Re: M. jack, dated may 29, 2008
54. OACP, Constable Selection System, Authorization From, Re: Research Use of Psychological Tests/Interviews/Evaluations – M. Jack, dated May 30, 2008
55. OPP, Corporate Services Confidential Internal Briefing Report, Re: Jack's gun collection, undated
56. Internal Complaint, Re: Jack association with known criminals – Received dated: November 9, 2009
57. Complaint Intake Form, dated September 11, 2009
58. September 23, 2009 - email from P. Butorac to M. Johnston, A. Crawford, Cc: R. Flindall, R. Campbell, Re: 254009-0173 Internal Complaint-PC Jack
59. Memorandum to PC Jack, Re: Notice of Internal Complaint, dated September 23, 2009
60. Professional Standards Bureau Investigation Report 2545009-0173
61. Memorandum to PC Jack, Re: Internal Complaint 2545009-0173, dated November 25, 2009

ONTARIO PROVINCIAL POLICE ORDERS

VOLUME 7:

1. Chapter 2: Law Enforcement, 2.51: Supervision – Member
 - January - December 2008 Policy
 - September 2008
2. Chapter 6: Administration & Infrastructure, 6.4: Human Resources
 - January - December 2008 Policy
 - September 2008 - December 2009 Police Orders Excerpt

TAB	DOCUMENT
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- | | |
|-----|---|
| 3. | Introduction, 0.1: Introduction to Police Orders <ul style="list-style-type: none">▪ December 2009▪ September 2008 |
| 4. | Chapter 2: Law Enforcement, 2.51: Supervision – Member <ul style="list-style-type: none">▪ September 2008▪ December 2009 |
| 5. | Probationary Constable Evaluation Report Guidelines, dated November 2008 |
| 6. | Chapter 6: Administration & Infrastructure, 6.16: OPP Vehicles, September 2008 |
| 7. | Chapter 2: Law Enforcement, 2.2: Communications/Dispatch, September 2008 |
| 8. | Chapter 6: Administration & Infrastructure, 6.4: Human Resources |
| 9. | Chapter 6: Administration & Infrastructure, 6.10: Professionalism in the OPP, September 2008 |
| 10. | Introduction, 0.1: Introduction to Police Orders, September 2008 |
| 11. | Chapter 2: Law Enforcement, 2.51: Supervision – Member, September 2008 |
| 12. | Chapter 6: Administration & Infrastructure, 6.4: Human Resources, 6.4.8: Probationary Constable, September 2008-December 2009 Police Orders Excerpt |
| 13. | Chapter 2: Law Enforcement, 2.51: Supervision – Member, December 2009 |
| 14. | Introduction, 0.1 Introduction to Police Orders, December 2009 |

Name: MICHAEL JACK
 Badge #: 12690
 Date: 8-DEC-08
 Class #: 411



FAIL

TEN CODE TEST

Write the corresponding action in the blank. 100% required to meet the standard.

CODE	ANSWER	CODE	ANSWER
10-1	RECEIVING POONLY	10-33	EMERGENCY
10-3	STOP TRANSMITTING	10-50	
10-5	URGENT	10-52	
10-6		10-60	SUBJECT IS NEGATIVE
10-8	IN SERVICE	10-61	SUBJECT HAS RECORDS, NOT WANTED
10-45	DEATH	10-63	POSITIVE HIT POSSIBLY WANTED
10-10	REQUEST TO CHANGE CHANNEL	10-66	SUBJECT IN SURVEILLANCE
10-19		10-68	SUBJECT IS CHANGED
10-20	WHAT IS YOUR LOCATION	10-69	
10-21	CALL BY TELEPHONE	10-70	
10-27		10-72	SUBJECT IN PROHIBITED CATEGORY
10-28	VEHICLE/DRIVER CHECK	10-78	OFFICER NEEDS ASSISTANCE
10-29	CPIC CHECK	10-92	PERSON IN CUSTODY

STANDARD MET: YES NO

INSTRUCTOR: Sgt. HManly 8342

DATE: 09 Dec'08

COMMENTS: _____

MICHAEL JACK
OPP, 12690



2

POST RECRUIT ORIENTATION - CLASS #411

Please answer the following questions and return to Sgt. Shauna Tozser upon arrival to the Academy Residence on November 30, 2008:

This exercise is to be completed individually and in confidence.

1. I recognize a significant change in myself since my Pre-Recruit training in these areas:

-SENSE OF BELONGING AND SENSE OF PURPOSE IN LIFE.
-ENHANCED AWARENESS OF THE OVERALL PICTURE OF LIFE IN THE PROVINCE OF ONTARIO.
-BASIC KNOWLEDGE OF THE CANADIAN FEDERAL STATUTES AND THE ONTARIO PROVINCIAL STATUTES AND HOW THEY RELATE TO MY DUTIES AS AN OPP CONSTABLE.

2. If I had to rank order myself in these areas 1 through 5, 5 being the area where I am the strongest, I would classify myself in this way:

Self-Awareness (my self confidence and why I feel the way I do)

1 2 3 4 (5)

Self-Regulation (how I act on values and manage my impulse control)

1 2 3 4 (5)

Self-Motivation (how self-initiating I am)

1 2 3 4 (5)

Social Skills (how I persuade and inspire others, communicate effectively, resolve conflict and initiate change)

1 2 3 (4) 5

Social Awareness (am I empathetic, service oriented and have an interest in developing others)

1 2 3 (4) 5

MICHAEL JACK

OPP, 1263

3. I have the following expectations of myself during my Academy training:

-CONTINUE DOING MY PERSONAL BEST IN PHYSICAL, MENTAL, AND EMOTIONAL TRAINING AS IT RELATES TO MY ON AND OFF DUTY LIFE.
-FURTHER ENHANCE MY ENDURANCE AND CONTINUE IMPROVING MY TEAM WORKING SKILLS.
-GLEAN AN INSIGHT INTO THE OPP ORGANIZATIONAL STRUCTURE AND TRY TO LEARN HOW THE SYSTEM OPERATES.

4. I would like to work independently or in a small group on assignments to increase my knowledge in the following areas:

ANYTHING RELATED TO THE HISTORY AND CURRENT OPERATIONS OF THE TACTICAL RESPONSE UNIT AND INTELLIGENCE GATHERING AND ANALYSIS OPERATIONS CONDUCTED BY THE LAW ENFORCEMENT AGENCIES.

5. I recognize that even though I may have achieved the minimum standard in each area of my training, I would like to attend additional training or workshops in these areas:

POLICE VEHICLE OPERATIONS WITH A FOCUS ON THE NIGHT PURSUIT TRAINING. (PURSUING CARS AT NIGHT IN FORD CROWN VICTORIA POLICE INTERCEPTOR WITH NO PRIOR TRAINING AT IT APPEARS TO BE RATHER CHALLENGING AND CERTAINLY VERY DIFFERENT FOR ME THAN DRIVING PEACEFULLY AND CAUTIONOUSLY MY TOYOTA COROLLA 95.)

RECRUIT ORIENTATION COURSE

CRUISER FAMILIARIZATION CHECK LIST

Please acknowledge your familiarization and/or practice wit the items by placing a check mark beside each.

Cruiser Interior-

a) Interior Accessories

Message pad, radar mount & Prisoner screen

b) Lights

"Master Emergency" - Activated all lights and sirens

_____ ✓

"Takedown" - White lights to the front

_____ ✓

"Alley Lights" - White lights to the side

_____ ✓

"Jog" - Repositions direction of "Takedown or Alley lights"
- (Vector Only)

"Headlight Defeat" - Turns off daytime running lights (not night headlights)

_____ ✓

"Amber Light Stick" - Intended to direct traffic flow to right or left of the cruiser.
User WARN mode. Aux. switch not operational.

Red Light Stick - New roof rack (2006)

Public Address System - Activated by horn/siren button

_____ ✓

c) Glove Box

Vehicle gas credit card, ownership and insurance, speedometer accuracy certification (TP19),
(optional)

_____ ✓

d) Door Locks

Switch on driver/passenger door

_____ ✓

Rear passenger door handles disabled

_____ ✓

Manual lock in panel between front and rear door

_____ ✓

e) Shot Gun

Location and protocol for transport

Rack operation / release button

Cruiser Front End

a) Push Bumpers

Push vehicle in straight line, disconnect before any turning action, can cause damage to plastic bumper, low rate of speed (airbags). ✓

b) Battery Boosting

Prior to providing or receiving, you must disconnect radio wires: N/A

Crown Victoria – under hood

- legacy radio → disconnect green wire (usually middle of three)
- fleetnet radio – disconnect both circular and square fuse

2004 and on - power fuses in rear right trunk – disconnect yellow and red fuses

Impala - right side, inside trunk as above

c) Engine Checks

Fluid levels: oil, washer & transmission ✓

Vehicle Concerns

Fuel Shut Off Switch: The following potential condition may occur on all Ford Crown Victoria's. The fuel pump shut-off switch may cause the engine to stop. If this condition occurs, the vehicle must be stopped immediately. As a result of this device triggering the power steering will become stiffer and the braking system will have enough reserve for 1-2 braking applications (under power) before the brake pedal becomes harder to apply.

Once the vehicle is stopped, there is a reset procedure in the "Owner's Guide" under Roadside Emergencies, page 95. The switch can be located on the left hand side of the trunk interior and is clearly marked with a yellow/black sticker.

Note: The reset button may be triggered from a rear side impact → simply reset button.

Radio Interference: Interference affecting radio transmission may occur on some cruisers equipped with rear deck strobe lights. RTT or Emergency signal transmission from the radio or repeater may not be received by a Comm Centre with the rear strobe lights activated. This problem is caused by a combination of factors, location and activated rear deck strobe lights, when the mobile is located beyond approx. 50% of the towers communication range. Officer/public safety is paramount. Please consider your ability to transmit via radio in all circumstances as well as visibility (visual warning to motorist) when activating rear deck strobe lights. Transport section is working to resolve this issue.

Indicates student has read and understood the components of cruiser familiarization.

MICHAEL JACK
Student Name

Sgt. WILKS
Instructor Name

31-NOV-08
Date



CRIME SCENE SCENARIO HANDOUT - Death Scene - Adult

Please answer the following questions relating to the crime scene exercise:

1. Write down the initial radio call details:

CALLER: JOHN BLACKHEART RE: MISSING PERSON - HIS FATHER
WOULD NOT PICK UP PHONE FOR 3 DAYS. JOHN LIVES IN ARIZONA.
FATHER'S NAME: MICHAEL BLACKHEART, HE IS A DIABETIC,
HAS A NEW GIRLFRIEND.

2. State your observations/details relating to the scene:

- TWO BOTTLES OF BEER (BUO LIGHT, EMPTY) ON THE KITCHEN
TABLE, EMERGENCY DEPARTMENT PRESCRIPTION FOR ORAL
MEDICINE FOR DIABETICS ON THE REFRIGERATOR DOOR.
- BODY OF A MALE ON THE BED IN THE BEDROOM (VSA),
TWO EMPTY CONTAINERS OF PRESCRIBED MEDICINE ON THE
NIGHT STAND

3. What steps did you take to ensure evidence preservation?

- DID NOT TOUCH ANYTHING, BE EXTREMELY CAUTIOUS WHEN WALKING
AROUND THE HOUSE, WALK BACK IN THE SAME PATH I CAME IN,
TAKE THOROUGH NOTES OF MY OBSERVATIONS

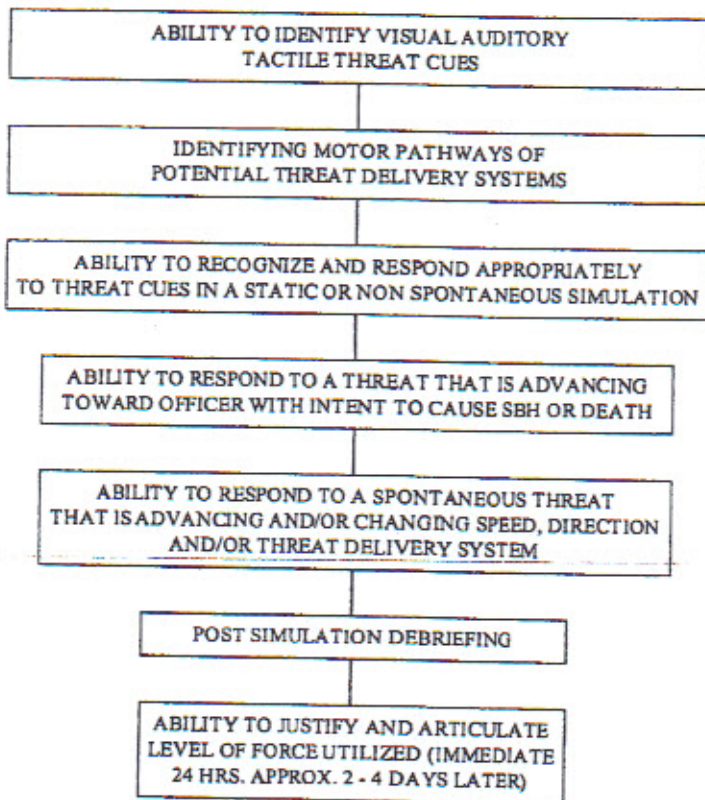
4. What notifications have you/would you have made?

- SUPERVISOR, AMBULANCE



PERFORMANCE BEHAVIOUR SIMULATION

A. NAME: JUSTIN MAGUIRE (COVER) BADGE #: 12713
 B. NAME: MIKE JACK BADGE #: _____
 DATE: 01 DEC 2008



AREA 1 - (ID)

- COULDN'T SEE HANDS
- TINTED WINDOWS
- NERVOUSNESS IN SUBJECTS TONE

AREA 2

- ARMS, LEGS, AND HEAD
- POTENTIAL OF USE OF VEHICLE TO BE USED AS WEAPON

AREA 3

- ONCE MY PARTNER WAS FIRED UPON BY THE DRIVER, I IMMEDIATELY WITHDREW MY FIREARM, AND DISTANCED MYSELF TO THE REAR OF THE PATROL CAR

AREA 4

- AS THE SUBJECT ADVANCED, I FIRED 2 ROUNDS, 1 GRAZING THE SUBJECTS ARM, AND GAVE TACT. COMM STATING "GET BACK, GET DOWN, DON'T MOVE!"

AREA 5

- AS MY GUN MALFUNCTIONED AND THE SUBJECT WAS STILL ADVANCING, I DISENGAGED AND RAN TO COVER (VEHICLES), MEANWHILE TOPPING UP MY OTHER MAGAZINE

AREA 6

- I FELT GOOD ABOUT DECISION TO DISENGAGE. I NEEDED IMPROVEMENT IN UTILIZING MY FLASHLIGHT TO POSSIBLY IDENTIFY ATTACK CUES, VIEW WEAPONS, AND DISTRACT THE SUBJECTS VIEW.

AREA 7

- IMMEDIATELY AFTER I HEARD SHOTS FIRED I WAS JUSTIFIED IN USING MY FIREARM TO COMBAT THE CHANCE OF SERIOUS BODILY HARM OR DEATH TO MY PARTNER OR MYSELF.

OTHER



RECRUIT SCENARIO EVALUATION

EVALUATORS:
James
WEATHER CONDITIONS:

7

NIGHT OCCURRENCE EXERCISE #1 (NOISE)	RECRUIT CLASS #:	Date: <i>18 Dec 08</i>
CONTACT OFFICER NAME: <i>JACK</i> BADGE#: _____ M/F _____	COVER OFFICER NAME: <i>WALMSLEY</i> BADGE#: _____ M/F _____	

INSTRUCTOR EVALUATION	CONTACT OFFICER STANDARD MET				COVER OFFICER STANDARD MET			
	YES	NO	N/A	#	YES	NO	N/A	#
Approached situation in a safe manner.		✓			✓			
Used appropriate TAC Com.		✓			✓			
Utilized dispatcher to obtain additional information.	✓				✓			
Recognized offence for the situation.		✓			✓			
Appropriate initial point of cover.	✓				✓			
Called for backup.	✓				✓			
Established containment on the house.		✓			✓			
Verbalized the justification for drawing firearm.	✓				✓			
Considered safety of: • Suspect • Public • Self and fellow officer	✓				✓			
	✓				✓			
		✓			✓			

Record the appropriate number beside each N/A response:

- | | | |
|-------------------------------------|--------------------------------|---|
| 1 - responsibility of other officer | 2 - completed by other officer | 3 - scenario did not unfold to this point |
| 4 - scenario ended by instructor | 5 - other _____ | |

OVERALL COMMENTS
include explanation of standard not met

CONTACT OFFICER	COVER OFFICER
<p><i>LOTS OF CONCERNS.</i></p> <ul style="list-style-type: none"> <i>- OPEN TO SUSPECT</i> <i>- DID NOT LISTEN TO PARTNER.</i> <i>- DOES NOT FOLLOW PROCEDURE</i> <li style="text-align: center;"><i>- NO COMMAND</i> 	<p><i>EXCELLENT</i></p>

Name: MICHAEL JACK
 Badge #: 12690
 Date: 05-JAN-09
 Class #: 411



TEN CODE TEST

Write the corresponding action in the blank. 100% required to meet the standard.

CODE	ANSWER	CODE	ANSWER
10-2	RECEIVING WELL ✓	10-50	ACCIDENT (PI, PD) ✓
10-3	STOP TRANSMITTING ✓	10-51	TOW TRUCK NEEDED ✓
10-6	BUSY: STAND BY UNLESS URGENT ✓	10-52	AMBULANCE NEEDED ✓
10-7	OUT OF SERVICE ✓	10-62	SUBJECT POSSIBLY WANTED ✓
10-9	REPEAT ✓	10-68	SUBJECT IN CHARGED CATEGORY ✓
10-19	RETURN TO DETACHMENT ✓	10-69	ARE YOU PREPARED TO ACCEPT THE RESPONSE ✓
10-26	DETAINING SUBJECT, EXPEDITE ✓	10-72	SUBJECT IN PROHIBITED CATEGORY ✓
10-28	VEHICLE REGISTRATION INFO. ✓	10-75	SUBJECT IN POINTER PERSON CATEGORY ✓
10-29	CDIC CHECK, CHECK RECORDS FOR WANTED ✓	10-78	NEED ASSISTANCE ✓
10-30	IMPROPER USE OF RADIO ✓	10-90	BANK ALARM ✓
10-33	EMERGENCY ✓	10-92	SUBJECT IN CUSTODY ✓
10-45	DEATH ✓	10-93	BLOCKADE: SET UP ROADBLOCK ✓

STANDARD MET: YES NO

INSTRUCTOR: _____ DATE: _____

COMMENTS: _____

Name: MICHAEL JACK
 Badge #: 12690
 Date: 29-DEC-08
 Class #: 411



TEN CODE TEST

Write the corresponding action in the blank. 100% required to meet the standard.

CODE	ANSWER	CODE	ANSWER
10-2	RECEIVING WELL ✓	10-50	ACCIDENT (PI, PD) ✓
10-3	STOP TRANSMITTING ✓	10-51	TOW TRACK NEEDED ✓
10-6	BUSY: STAND BY UNLESS URG. ✓	10-52	AMBULANCE NEEDED ✓
10-7	OUT OF SERVICE ✓	10-62	SUBJECT POSSIBLY WANTED ✓
10-9	REPEAT ✓	10-68	SUBJECT IN CHARGED CATEGORY ✓
10-19	RETURN TO DETACHMENT ✓	10-69	ARE YOU PREPARED TO ACCEPT RESPONS. ✓
10-26	NOT DETAINEE SUBJECT, EMERGENCY ✓	10-72	SUBJECT IN PROHIBITED CATEGORY ✓
10-28	VEHICLE REG. INFORMATION ✓	10-75	SUBJECT IN POINTED PERSON CATEGORY ✓
10-29	CPIC CHECK ✓	10-78	REQUIRE IMMEDIATE ASSISTANCE ✓
10-30	INAPPROPRIATE USE OF RADIO ✓	10-90	BANK ALARM ✓
10-33	EMERGENCY ✓	10-92	SUBJECT IN CUSTODY ✓
10-45	DEATH ✓	10-93	SETUP ROAD BLOCK (BROCADE) ✓

STANDARD MET: YES NO

INSTRUCTOR: _____

DATE: _____

COMMENTS: _____



RECRUIT SCENARIO EVALUATION

EVALUATORS:
WEATHER CONDITIONS:

NIGHT OCCURRENCE EXERCISE #3 (EDU) RECRUIT CLASS #: _____ Date: 11 Dec 08

CONTACT OFFICER 12633 NAME: 12690 COVER OFFICER
 NAME: BUCHANAN (M)F (U) NAME: JACK (M)F (U)
 BADGE#: BUCHANAN (M)F (U) BADGE#: JACK (M)F (U)

INSTRUCTOR EVALUATION	CONTACT OFFICER STANDARD MET				COVER OFFICER STANDARD MET			
	YES	NO	N/A	#	YES	NO	N/A	#
Recognition of items as explosives.	✓				✓			
Used appropriate TAC Com.	✓				✓			
Safe handling of items/subject.	✓				✓			
Proper cordon of the scene. <i>not bad</i>	✓				✓			
Proper use of telecommunication equipment.	✓				✓			
Proper investigative questioning techniques.	✓				✓			
Utilized proper call out procedures	✓				✓			
Safe evacuation of area.	✓				✓			
Considered safety of:								
• Subjects	✓				✓			
• Public	✓				✓			
• Self and fellow officer	✓				✓			

Record the appropriate number beside each N/A response:
 1 - responsibility of other officer 2 - completed by other officer 3 - scenario did not unfold to this point
 4 - scenario ended by instructor 5 - other _____

OVERALL COMMENTS
include explanation of standard not met

CONTACT OFFICER	COVER OFFICER
- information taken	
- don't touch - good	
- notes - don't both	
- call bomb speed - dogs	
- contact aspects	



ONTARIO POLICE COLLEGE
Ministry of Community Safety and Correctional Services
BASIC CONSTABLE TRAINING PROGRAM
Student Evaluation

Name JACK, Michael
 Service Ontario Provincial Police

Date Sep 3 – Nov 27, 2008
 Class BC-0828

The wide variety of subject areas in Basic Constable Training have been grouped into various categories (see attached BCT Program specifications). Certain aspects of each subject area that require pen and paper testing are assessed in midterm and final examinations, the overall pass mark being 75% in each of the seven examinations listed below.

<i>Examination</i>	<i>Student Mark (%)</i>	<i>Course Average (%)</i>
Community Policing (Closed Book) <i>Ethics / Community Policing / Anti-Racism / Domestic Violence / Death Notification / CPIC / Crime Scene Preservation</i>	Met Standard	
Federal Law (Closed Book) <i>Arrest / Criminal Offences / Evidence / Drugs / YCJA</i>	90.2	81.1
Traffic Law / Federal Law (Open Book) <i>Arrest / Criminal Offences / Drugs / YCJA / Highway Traffic Act / Criminal Driving Offences</i>	86.0	84.1
Police Vehicle Operations (Closed Book) <i>Legal Responsibilities / Vehicle Dynamics / Environmental Factors / Suspect Apprehension Pursuits Regulation</i>	95.0	86.8
Provincial Law (Closed Book) <i>POA / MHA / LLA / Child and Family Services Act / Children's Law Reform Act / Family Law Act / Trespass to Property Act / HTA / Police Services Act</i>	90.3	82.2
Use of Force/Officer Safety (Closed Book) <i>Defensive Tactics / Firearms / Officer Safety / Tactical Communications / Use of Force / Study Guide / Use of Force Model</i>	96.7	89.1
Average	91.6	81.5

<i>Physical Skills Training</i>		
Defensive Tactics	<i>Skill Components / Applied Scenarios</i>	Passed
Firearms	<i>Skill Components / Applied Scenarios</i>	Passed
Police Physical Training	<i>PREP</i>	Passed
Police Vehicle Operations	<i>Skill Components / Applied Scenarios</i>	Passed

Retested Police Vehicle Operations

December 17, 2008

JACK, Michael
Ontario Provincial Police
BC-0828

General Comments

Comments pertaining to training issues are generally reserved for those students who either demonstrated outstanding capabilities or experienced significant difficulties in various training activities. Lack of written comments in the training areas listed below indicates that the candidate performed satisfactorily in these components and progressed steadily throughout the course.

Defensive Tactics

This student has successfully completed an Aerosol Weapon exam to comply with Police Services Act Regulations and Policing Standards guidelines.

Firearms

Police Physical Training

All Basic Constable Training students are given the opportunity to test for and receive the Ontario Police Fitness Award. This candidate is to be commended for receiving a perfect score of 100% on this fitness test.

The Physical Training Department recognizes this student for demonstrating a high proficiency level in both the Ontario Police Fitness Award and the PREP test.

Police Vehicle Operations

Special Mention

Comments

Diploma Awarded.....

12



ONTARIO POLICE COLLEGE
Ministry of Community Safety and Correctional Services
BASIC CONSTABLE TRAINING PROGRAM
Student Evaluation

Name JACK, Michael
 Service Ontario Provincial Police

Date Sep 3 – Nov 27, 2008
 Class BC-0828

The wide variety of subject areas in Basic Constable Training have been grouped into various categories (see attached BCT Program specifications). Certain aspects of each subject area that require pen and paper testing are assessed in midterm and final examinations, the overall pass mark being 75% in each of the seven examinations listed below.

<i>Examination</i>	<i>Student Mark (%)</i>	<i>Course Average (%)</i>
Community Policing (Closed Book) <i>Ethics / Community Policing / Anti-Racism / Domestic Violence / Death Notification / CPIC / Crime Scene Preservation</i>	Met Standard	
Federal Law (Closed Book) <i>Arrest / Criminal Offences / Evidence / Drugs / YCJA</i>	90.2	81.1
Traffic Law / Federal Law (Open Book) <i>Arrest / Criminal Offences / Drugs / YCJA / Highway Traffic Act / Criminal Driving Offences</i>	86.0	84.1
Police Vehicle Operations (Closed Book) <i>Legal Responsibilities / Vehicle Dynamics / Environmental Factors / Suspect Apprehension Pursuits Regulation</i>	95.0	86.8
Provincial Law (Closed Book) <i>POA / MHA / LLA / Child and Family Services Act / Children's Law Reform Act / Family Law Act / Trespass to Property Act / HTA / Police Services Act</i>	90.3	82.2
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Average	91.6	81.5
Physical Skills Training		
Defensive Tactics	<i>Skill Components / Applied Scenarios</i>	Passed
Firearms	<i>Skill Components / Applied Scenarios</i>	Passed
Police Physical Training	<i>PREP</i>	Passed
Police Vehicle Operations	<i>Skill Components / Applied Scenarios</i>	Failed

General Comments

Comments pertaining to training issues are generally reserved for those students who either demonstrated outstanding capabilities or experienced significant difficulties in various training activities. Lack of written comments in the training areas listed below indicates that the candidate performed satisfactorily in these components and progressed steadily throughout the course.

Defensive Tactics

This student has successfully completed an Aerosol Weapon exam to comply with Police Services Act Regulations and Policing Standards guidelines.

Firearms

Police Physical Training

All Basic Constable Training students are given the opportunity to test for and receive the Ontario Police Fitness Award. This candidate is to be commended for receiving a perfect score of 100% on this fitness test.

The Physical Training Department recognizes this student for demonstrating a high proficiency level in both the Ontario Police Fitness Award and the PREP test.

Police Vehicle Operations

This candidate demonstrated acceptable proficiency in each of the driving skill components, but did experience significant difficulty when attempting to apply some of these skills in a motor vehicle pursuit simulation. At a later date, this candidate was given an opportunity to repeat this exercise and again was unable to operate the vehicle in a reasonably safe and proficient manner. Therefore, this candidate has not successfully completed this area of training. Further instruction and evaluation will be made available upon your request.

Special Mention

Comments

Diploma Not Awarded.



THE ONTARIO POLICE COLLEGE WITH APPROVAL OF
THE MINISTER OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES,
PROVINCE OF ONTARIO,
HAS CONFERRED UPON

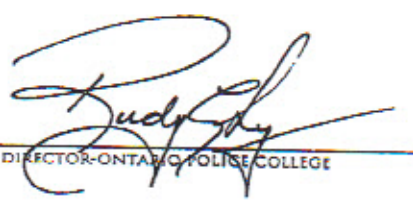
Michael JACK

THE ONTARIO POLICE TRAINING SYSTEM DIPLOMA
ATTESTING TO SUCCESSFUL COMPLETION OF THE

BASIC CONSTABLE TRAINING PROGRAM

November 27, 2008




DIRECTOR-ONTARIO POLICE COLLEGE



RECRUIT LEADERSHIP ASSESSMENT TOOL

14

Name: Jack, Michael

Badge: 12690

Detachment: Peterborough County

OPP Class #: 411

General Observations

- ♦ Overall performance met standards at OPC and Provincial Police Academy. Continued development and training in field is required for further assessment.

Average Rating: 3

Leading Others

Decision Making and Problem Solving

Identifies and analyzes problems. Uses facts and input from others and sound reasoning.

- ♦ Scenario Evaluation - Fraud: Good comms. With partner. He asked good investigative questions about the dog. In dealing with fraud activities he and his partner recognized the illegal activities, asked good questions and affected an arrest.
- ♦ Assisted in support of Chase medical issue - Followed direction with minimal input- initiative to perform his assigned task
- ♦ Barricaded person Scenario: Failed to listen to partner and made own decisions that could have cost him his "life" in a real life situation. Many concerns with his comments "I can take him out" meaning shoot him.

Average Rating: 3

Team Building

Encourages co-operation, pride, trust and group identity and builds commitment, team spirit and strong relationships.

- ♦ IRD: Enthusiasm re learning in instructional environment structured for all skill levels has come into question on more than one occasion. EG: while instructing C8 refresher manipulation skills student was seen to yawn in a way instructor perceived as boredom with information. Recruit was debriefed on this and further debriefed on the student/instructor perception of him being a team player in question. Recruit was receptive to the debrief (Sgt. Morphet/Peacock) which included reiteration of core lethal confrontation training of shooting center body mass to stop the threat in a justifiable circumstance as articulated with the assistance of the Ontario Use of Force Model.

Average Rating: 1

Leading Self

Enthusiasm Sincere interest and exuberance in performance of duties – willing to accept challenges.

- ♦ Drug Lecture: Participated well in class and also officer safety class volunteered
- ♦ IRD: Enthusiasm re learning in instructional environment structured for all skill levels has come into question on more than one occasion. EG: while instructing C8 refresher manipulation skills student was seen to yawn in a way instructor perceived as boredom with information. Recruit was debriefed on this and further debriefed on the student/instructor perception of him being a team player in question.
- ♦ Radar Practical: Works very hard to overcome accent issues.

Average Rating: 3.3

Judgement Ability to think about things clearly and make good decisions. Identifies and analyzes problems.

- ♦ Night survival: During the night shoot did not go for cover his trouble articulating his decisions
- ♦ OPC Performance: difficulty in PVO during difficult environmental driving conditions and was unsuccessful

Average Rating: 1.5

Technically and Tactically Competent Demonstrates knowledge, skills and ability through academic and practical applications.

- ♦ Firearms/Tactics: Skill set level above average in firearms and tactics. One of the class "top dog" pistol shooters.
- ♦ Night Occurrence - EDU: Recognition of items as explosives. Used appropriate TAC Com. Safe handling of items/subject. Proper use of telecommunication equipment. Proper investigative questioning techniques. Utilized proper call out procedures. Considered safety of subject, public, self & fellow-officer.
- ♦ Radar Practical: Needs to practice driving skills & technical skills

Average Rating: 3.3

Additional Comments:

Strong will and excellent fitness level. Has problems working in teams and very driven and self motivated. Failed Night Pursuit PVO. Needs to be placed in primary roles in POST training as may have problems demonstrating discretion. Very direct with his approach to application of law. Communications with others is a problem.

To: Sgt. Tozser

From: Michael Jack

Date: 15-Dec-08

Memo Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08.

I stayed in the residence all weekend. I had and still have influenza. I have been on medication since Thursday of last week. I was in bed heavily medicated by 22:00 on Sunday and neglected to sign the post 23:00 sign-in sheet. I apologize and it will not happen again.

Michael Jack (Badge #: 12690)





USE OF FORCE INSTRUCTOR EVALUATION REPORT

Name: JACK, Michael		Badge: 12690
Detachment: PETERBOROUGH COUNTY		Region: CENTRAL
Dates Attended:		Location Attended: PPA
Pistol type: SIG P229	Calibre: .40S&W	Serial number: AD 22098
O.C. Serial # N/A	Baton Serial # OPP 0213	Handcuff Serial # 757889

Type of Requalification attended - (check all that apply)

Pistol		Shotgun		Rifle		Use of Force				Other
Day	Night	Day	Night	Day	Night	Tac Comm	E.H.T.	Intermediate	Scenarios	
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>						

Met Standard - (see legend)

Pistol		Shotgun		Rifle		Use of Force				Other
Day	Night	Day	Night	Day	Night	Tac Comm	E.H.T.	Intermediate	Scenarios	
/		/		/						

Remedial - (see legend)

Pistol		Shotgun		Rifle		Use of Force				Other
Day	Night	Day	Night	Day	Night	Tac Comm	E.H.T.	Intermediate	Scenarios	

- 1. Met Standard
- 2. Did not meet Standard
- 3. Did not attend
- 4. Did not meet Standard - Medical Reasons
- 5. 233-10 attached
- 6. (Other) CPR/First Aid Training
- 7. (Other) APT
- 8. Other - see comments

Comments:

Remedial Training Date:	Supervisor Notified:
Firearm Secured? Yes No	Firearm Location:

Instructor signature: <i>M. W. [Signature]</i> SGT # 7718	Date: 12-DEC-08
--	------------------------

SAFETY RULES

- 1. ALL GUNS ARE ALWAYS LOADED**
- 2. NEVER LET THE MUZZLE COVER ANYTHING YOU ARE NOT WILLING TO DESTROY**
- 3. KEEP YOUR FINGER OFF THE TRIGGER UNTIL YOUR SIGHTS ARE ON THE TARGET AND YOU INTEND TO SHOOT**
- 4. ALWAYS BE SURE OF YOUR TARGET**

SIGNED: _____



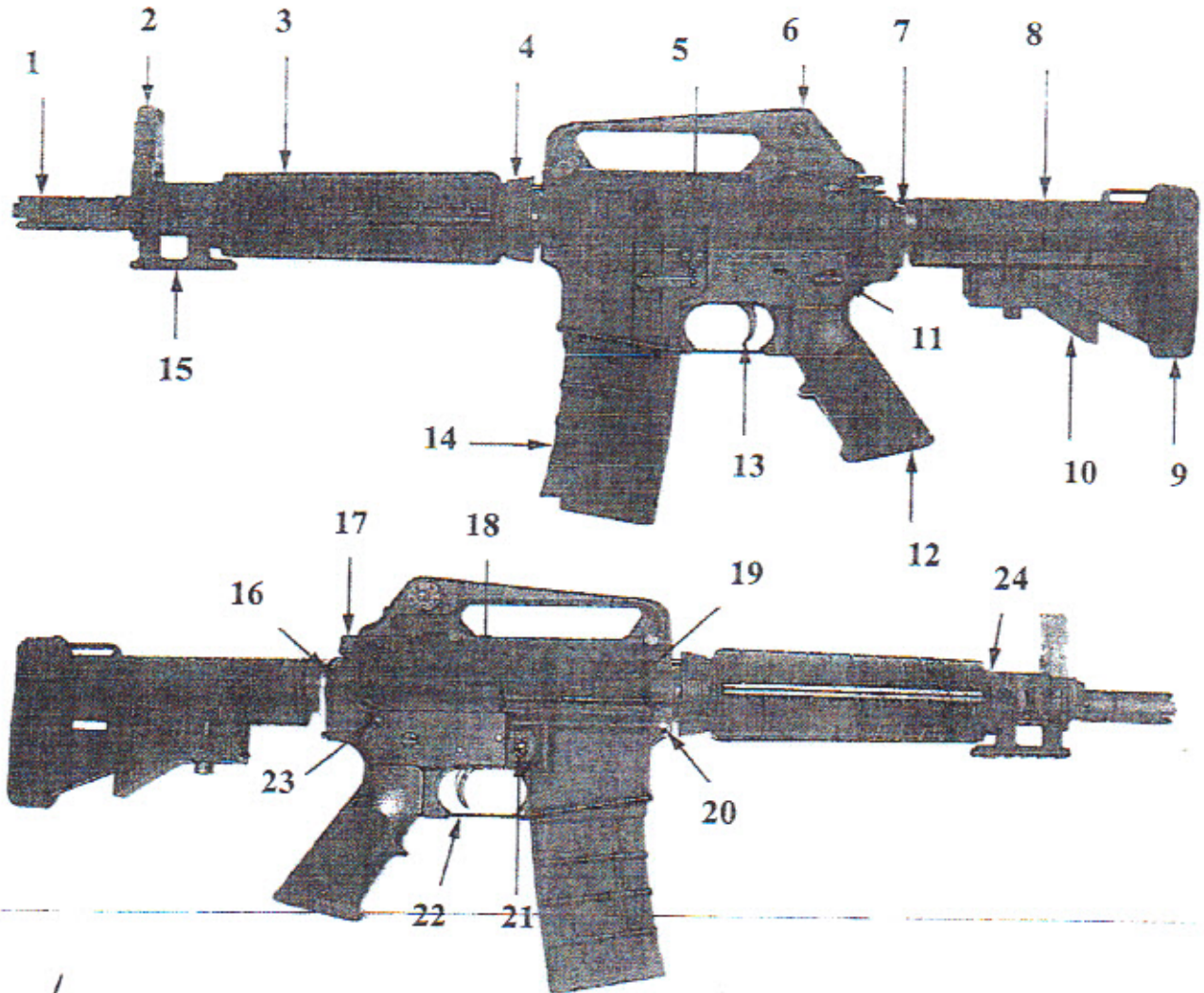
DATED: _____

12-DEC-08

C8 Conversion Test

17
24/24

Name: MICHAEL JACK, 12690



- ✓ 1. FLASH SUPPRESSOR (VORTEX)
- ✓ 2. ~~FORWARD ASSIST~~ FRONT SIGHT
- ✓ 3. HANDGUARDS
- ✓ 4. SLIP RING
- ✓ 5. BOLT CATCH
- ✓ 6. DETACHABLE IRON SIGHT
- ✓ 7. SLING LOOP
- ✓ 8. ~~FORWARD ASSIST~~ ^{ADJUSTABLE} BUTTSTOCK
- ✓ 9. RUBBER BUTT PAD
- ✓ 10. RELEASE LEVER
- ✓ 11. FIRE CONTROL SELECTOR
- ✓ 12. PISTOL GRIP
- ✓ 13. TRIGGER
- ✓ 14. 30RD. MAGAZINE
- ✓ 15. TRIAD RAIL
- ✓ 16. FORWARD ASSIST
- ✓ 17. COCKING HANDLE
- ✓ 18. CANTONAL DEFLECTOR
- ✓ 19. EJECTION PORT COVER
- ✓ 20. RECEIVER PIVOTING PIN
- ✓ 21. ~~TAKEDOWN PIN~~ MAGAZINE RELEASE
- ✓ 22. TRIGGER GUARD (ARCTIC)
- ✓ 23. TAKEDOWN PIN
- ✓ 24. HANDGUARD CAP

ABSENCE REPORTS

B



Ministry Of Community Safety and Correctional Services

Absence Report

Attendance/Absence(s) month/year

SEP/2008

A. Employee Data

Surname **JACK** Initials **M.** Social Insurance Number **530 393 230** WIN Employee ID **393080**

Branch Name **PETERBOROUGH DETACHMENT** Section **Central Region** Location Code **Ontario Provincial Police**

B. Absence Report

If absence began prior to current month, indicate date began. D/M/Y Medical Certificate (If required): Attached Previously Submitted

1. Enter the appropriate information on the absence chart. 2. To avoid overpayment, forward the PCS4 to your Pay and Benefits Rep when absences occur which require reductions or stopping of pay immediately.	First working day of absence			Last working day of absence			Absence Code (see list)	Working days off	Credit to Days Ratio
	D	M	Y	D	M	Y			
NIL <i>STAT HOLIDAY</i> <i>017</i>	<i>01</i>	<i>09</i>	<i>08</i>	<i>01</i>	<i>09</i>	<i>08</i>	<i>Y1</i>	<i>1</i>	<i>100</i>

Explanation of Absence

⇒ For Bereavement leave, indicate relationship of deceased to employee. For other types of leave provide information as appropriate.

⇒ FOR AN OFF-DUTY INJURY ENTER THE REASON AND DATE OF INJURY.

Certification (To be completed when employee uses banked overtime or Statutory holiday bank to supplement pay to 100% for absences S1 or W7 only)

Employee's banked overtime or Statutory holiday bank has been reduced by _____ hours.

Election of Benefits under the Short Term Sickness Plan (Only to be completed when initiating an election or changing an employee's existing election.)

I elect to receive 75% of my salary under provisions of the plan, or, New Revised To be effective (Month/Year) _____

100% of my salary supplemented by use of the credit or credits as indicated below: (if more than one credit-type is selected, rank your choices A, B, etc.)

Attendance - (CR2 - accumulated attendance credits) M.C.O. - (CR5 - management compensation option)

Vacation - (CR3 - accumulated vacation credits) Statutory holiday bank - (CR8)

C.T.O. - (CR4 - banked overtime)

Date 2-OCT-08	Manager's signature <i>[Signature]</i>	Manager's WIN Employee ID
Employee's Signature <i>[Signature]</i>		

This information is authorized by the Public Service Act R.S.O. 1980, Reg. 881, S.7 and will be used for personnel /payroll purpose only.



Absence Report

Attendance/Absence(s) month/year
OCTOBER / 2008

A. Employee Data

Surname JACK	Initials M.	Social Insurance Number 530 393 230	WIN Employee ID 393080
Branch Name PETERBOROUGH DETACHMENT Ontario Provincial Police		Section Central Region	Location Code

B. Absence Report

If absence began prior to current month, indicate date began. D/M/Y Medical Certificate (If required): Attached Previously Submitted

- Enter the appropriate information on the absence chart.
- To avoid overpayment, forward the PCS4 to your Pay and Benefits Rep when absences occur which require reductions or stopping of pay immediately.

NIL

STAT. HOLIDAY

First working day of absence D M Y	Last working day of absence D M Y	Absence Code (see list)	Working days off	Credit to Days Ratio
13 10 08	13 10 08	Y1	1	1.00

Explanation of Absence

- ⇒ For Bereavement leave, indicate relationship of deceased to employee. For other types of leave provide information as appropriate.
- ⇒ FOR AN OFF-DUTY INJURY ENTER THE REASON AND DATE OF INJURY.

Certification (To be completed when employee uses banked overtime or Statutory holiday bank to supplement pay to 100% for absences S1 or W7 only)
Employee's banked overtime or Statutory holiday bank has been reduced by _____ hours.

Election of Benefits under the Short Term Sickness Plan (Only to be completed when initiating an election or changing an employee's existing election.)

I elect to receive 75% of my salary under provisions of the plan, or, New Revised To be effective (Month/Year) _____

100% of my salary supplemented by use of the credit or credits as indicated below: (if more than one credit type is selected, rank your choices A, B, etc.)

Attendance - (CR2 - accumulated attendance credits) M.C.O. - (CR5 - management compensation option)
 Vacation - (CR3 - accumulated vacation credits) Statutory holiday bank - (CR8)
 C.T.O. - (CR4 - banked overtime)

Date 06-NOV-08	Manager's signature 	Manager's WIN Employee ID
Employee's Signature 		

This information is authorized by the Public Service Act R.S.O. 1980, Reg. 881, S.7 and will be used for personnel /payroll purpose only.



Absence Report

Attendance/Absence(s) month/year
NOVEMBER/2008

A. Employee Data

Surname JACK	Initials M.	Social Insurance Number 530 393 230	WIN Employee ID 39 30 80
Branch Name PETERBOROUGH DETACHMENT Ontario Provincial Police	Section Central Region	Location Code	

B. Absence Report

If absence began prior to current month, indicate date began.	D/M/Y	Medical Certificate (If required):	<input type="checkbox"/> Attached	<input type="checkbox"/> Previously Submitted	
1. Enter the appropriate information on the absence chart. 2. To avoid overpayment, forward the PCS4 to your Pay and Benefits Rep when absences occur which require reductions or stopping of pay immediately.	First working day of absence D M Y	Last working day of absence D M Y	Absence Code (see list)	Working days off	Credit to Days Ratio
NIL <i>STAT. HOLIDAY</i>	10/11/08	10/11/08	Y1	1	100

Explanation of Absence

- ⇒ For Bereavement leave, indicate relationship of deceased to employee. For other types of leave provide information as appropriate.
- ⇒ FOR AN OFF-DUTY INJURY ENTER THE REASON AND DATE OF INJURY.

Certification (To be completed when employee uses banked overtime or Statutory holiday bank to supplement pay to 100% for absences S1 or W7 only)
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100% of my salary supplemented by use of the credit or credits as indicated below: (if more than one credit type is selected, rank your choices A, B, etc.)

Attendance - (CR2 - accumulated attendance credits) M.C.O. - (CR5 - management compensation option)

Vacation - (CR3 - accumulated vacation credits) Statutory holiday bank - (CR8)

C.T.O. - (CR4 - banked overtime)

Date 24-nov-08	Manager's signature 	Manager's WIN Employee ID 174270
Employee's Signature 		

This information is authorized by the Public Service Act R.S.O. 1980, Reg. 881, S.7 and will be used for personnel /payroll purpose only.

RECRUIT PROGRESS
& INTERVIEW
REPORTS.



Ontario Provincial Police

Week Number:

A

Recruit Progress / Interview Report

1

Probationary Constable: MICHAEL JACK Badge: 12690

Class Number: BC 0828 Supervisor: SGT. BURT

Academic: (Briefly explain what was covered this week for each subject. Record all Quiz Marks. Document progress and challenges.)

- IN PSA #1 WE COVERED 6 PRINCIPLES OF POLICING, 5 CORE POLICING SERVICES, DUTIES AND RESPONSIBILITIES OF A POLICE OFFICER, POWERS OF A POLICE OFFICER, OFF-DUTY CONDUCT, ETC.
 - IN TACTICAL COMMUNICATION WE DEFINED AND DISCUSSED THE AIMS OF TACTICAL COMMUNICATION AND THE RATIONALE UNDERLYING THE FIRST CONTACT APPROACH.
 - IN EVIDENCE WE COVERED PROPER NOTE TAKING AND DOCUMENTATION.
 - IN PROVINCIAL STATUTES WE DISCUSSED PD DEFINITIONS AND DIFFERENTIATED BETWEEN OFFENCE NOTICE AND SUMMONS.
- Police Vehicle Operation: (What did you learn this week? What are you doing to improve?)
- COMPLETED THE PVO MANUAL (ANSWERED ALL 28 QUESTIONS) *good*
 - PRACTICED SIMULATED SKID ACCELERATION
 - PRACTICED COLLISION AVOIDANCE USING ABS AND REVERSE DRIVING

Firearms: (What did you learn this week? What are you doing to improve?)

- UNIVERSAL COVER MODE
- FIREARMS HANDLING SAFETY RULES
- WHAT IS REQUIRED FOR FIREARMS TRAINING

Defensive Tactics: (What did you learn this week? What are you doing to improve?)

- NO DT IN WEEK #1

Physical Training: (What did you learn this week? What are you doing to improve? How much extra PT have you completed?)

- NO PT IN WEEK #1

Weekly Quiz and Exam Marks

Date	Subject	Quiz Mark

(SUBMITTED ON THURSDAY, 11-SEP-08) - good idea to make note of

