

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 6 OF 7

January 12, 2012

Ministry of Community Safety and
Correctional Services
Legal Services Branch
655 Bay Street
Suite 501
Toronto, Ontario M7A 0A8

Lynette D'Souza
Tel: (416) 326-1237
Fax: (416) 314-3518

Counsel for the Respondent

TO: Michael Jack
c/o Lloyd Tapp
252 Angeline Street North
Lindsay, Ontario K9V 4R1

Applicant

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| I | <ol style="list-style-type: none">1. November 6, 2009 - email correspondence between R. Flindall, Jennifer Payne, etc. Re: Switching block training2. December 15, 2009 - email from J. Payne to G. Smith, M. Reynolds, R. Flindall, Re: Mike Jack's issued equipment3. August 15, 2009 - email from R. Flindall to R. Campbell, Re: HTA Charge against Mike Jack while operating force vehicle today4. August 15, 2009 - email from R. Flindall to M. Johnston, Re: HTA Charge against Mike Jack while operating vehicle today5. August 15, 2009 - General Information Form, Re: Police Vehicle Operation, PC Jack6. August 11, 2001 - email from PC Wager to R. Flindall7. 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 Sandaert9. August 15, 2009 - email from J. Payne to R. Flindall Re Jack's last evaluation10. January 9, 2009 - email from PC Jack to R. Campbell and N. Lawlor, Re: Block Training Joining Instructions January 12-15, 200911. August 20, 2009 - email from R. Flindall to B. Lafreniere Re: Constable Michael Jack12. November 30, 2009 - email from C. Kohen to R. Flindall Re: PC Jack Chronology13. October 29, 2009 - email from J. Payne to R. Flindall, Re: Block Training Joining Instructions January 11-14, 201014. November 20, 2009 - email correspondence between R. Campbell and S. Gozzard-Gilbert, Re: Michael Jack WIN#39308015. November 10, 2009 - email from R. Campbell to numerous parties Re: Prob Jack (with teleconference codes)16. November 10, 2009 - email from R. Campbell to C. Kohen, R. Nie, etc., Re: Prob Jack17. November 10, 2009 - email from R. Campbell to C. Kohen and R. Nie, Re: Prob Jack - Follow up18. October 27, 2009 - email from R. Campbell to G. Smith and R. Flindall, Re: FW: Remedial driver training for PC Michael Jack19. September 28, 2009 - email from R. Campbell to R. Flindall and M. Johnston, Re: Additional Remarks by Cst Jack regarding his Evaluation |
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22. September 11, 2009 - email from R. Campbell to R. Flindall, Re: Jack
23. September 10, 2009 - email from R. Campbell to J. Payne, Re: Notes Tracking Cst Jack's duties on A Platoon
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
27. August 24, 2009 - email from R. Campbell to R. Flindall, Re: Stnadaert-Anderson Complaint
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36. July 17, 2009 - email from R. Campbell to S. Filman, M. Jack, R. Flindall, Re: Overdue Month 5 27 Jun 09
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39. May 11, 2009 - email from R. Campbell to R. Flindall, D. Lee, Re: Jack's next evaluation

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40. March 23, 2009 - email from R. Campbell to R. Flindall, Re: Jack Evaluation
41. September 24, 2008 - email from R. Campbell to R. Flindall, Re: Shift Changes
42. October 29, 2009 - email from R. Flindall to J. Payne, Re: Block Training Joining Instructions January 11-14, 2010
43. October 6, 2009 - email from R. Flindall to P. Butorac Re: R. v. Vollick sp09178964
44. September 27, 2009 - email from R. Flindall to R. Nic, RE: PC Jack
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46. September 22, 2009 - email from R. Flindall to M. Johnston, Re: Old occurrence involving PC Jack; General Occurrence Report SP05112642
47. September 13, 2009 - follow up email from R. Flindall to S. Filman, Re: Jack WIP masterc.doc
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52. September 11, 2009 – reply email from R. Flindall to C. Kohen, Re: PCS66_Jack8
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57. August 26, 2009 - email from R. Flindall to s. Filman, Re: Constable Michael Jack
58. August 26, 2009 - email from R. Flindall to R. Campbell and J. Conway, Re: Jeff Staedert
59. August 24, 2009 - email from R. Flindall to S. Filman, Re: Constable Michael Jack
60. August 20, 2009 – reply email from R. Flindall to B. Lafreniere, Re: Thank you.
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62. August 20, 2009 - email from R. Flindall to B. Lafreniere, Re: Constable Michael Jack
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67. August 15, 2009 - email (#2) from R. Flindall to M. Johnston, Re: HTA Charge against Mike Jack while operating force vehicle today
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69. August 15, 2009 - email from R. Flindall to B. Rathbun, J. Postma, T. Banbury, Re: PC Jack
70. August 15, 2009 - email from R. Flindall to M. Moran, Re: Untitled
71. August 15, 2009 - email from R. Flindall to S. Filman, Re: Stephen Tait
72. August 14, 2009 - email from R. Flindall to M. Johnston, Re: PC Jack
73. August 11, 2009 - email from R. Flindall to R. Campbell, Re: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
74. August 10, 2009 - email from R. Flindall to R. Campbell, Re: Provincial Communication Centre Notification
75. August 6, 2009 - email from R. Flindall to M. Johnston, Re: P/C Michael Jack
76. August 2, 2009 - email from R. Flindall to M. Johnston, Re: Jeff Standaert
77. July 22, 2009 - email from R. Flindall to S. Schroter, Re: Can you look into something for me?
78. June 24, 2009 - email from R. Flindall to R. Campbell, Re: Driving Presentation Class List
79. June 7, 2009 - email from R. Flindall to M. Jack, Re: Occurrence addresses in Niche
80. June 1, 2009 - email from R. Flindall to M. Jack, Re: DAR's – Paid Duty
81. May 14, 2009 - reply email from R. Flindall to R. Campbell, Re: Jack's next evaluation
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85. March 23, 2009 - original email from R. Flindall to R. Campbell, Re: Jack evaluation
86. March 19, 2009 - email from R. Flindall to R. Campbell, Re: Unit 01-152
87. March 9, 2009 - email from R. Flindall to M. Jack, Re: Sumilas, Shawn
88. February 13, 2009 - email from R. Flindall to M. Jack, Re: Talk Lock
89. February 10, 2009 – follow up email from R. Flindall to R. Campbell, Re: Domestic we spoke about earlier
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
105. September 9, 2009 - email from M. Gravelle to R. Flindall, B. Rathbun, Re: Jack

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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
116. September 25, 2009 - Cover Memo w/ M. Jack's evaluation response

J OPP General Information Form Re: Michael Jack, Date: August 2-15, 2009

K OPP General Information Form Re: Michael Jack, Date: August 15, 2009

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

Richard Nie

- | | |
|---|---|
| M | Cst. Richard Nie Notes, September 2009 |
| N | 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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- | | |
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| S | Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable, dated August 28, 2008 |
| T | Undated - email from M. Reynolds to C. Kohen, D. Lee, Cc: H. Stevenson, Re: Prob Jack Notice Release |

Jamie Brockley

- | | |
|---|--|
| U | <ol style="list-style-type: none">1. Confidential Duty Report, Submitted on October 24, 20092. Will Say, Detective Constable Jamie Brockley |
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Deputy Chief Firearms Officers, M.P. (Mike) Johnston

- | | |
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| V | <ol style="list-style-type: none">1. September 15, 2009 - email from R. Flindall to M. Johnston, Re: Clarification re PC Jack2. October 2, 2009 - D. McNeely M. Jack Driving Memo to R. Campbell, text format3. September 23, 2009 - email from M. Johnston to H. Stevenson Re: Com Centre4. September 29, 2009 - email from R. Campbell to M. Johnston, D. Lee, Re: Driving assessment – Michael Jack – requires remedial driving5. 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 communications7. September 23, 2009 - email from H. Stevenson to M. Graham, Cc: K. Smith, M. Armstrong, M. Johnston, RE: Old occurrence involving PC Jack8. August 27, 2009 - email from R. Campbell to C. Kohen, M. Johnston, Re: PC Jack9. September 11, 2009 - email from M. Johnston to H. Stevenson, Re: PC Michael Jack10. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack811. 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 Jack12. September 22, 2009 email from R. Flindall to T. Thompson, Cc: M. Johnston, Re: Com Centre13. September 17, 2009 email from R. Flindall to T. Thompson, Cc: M. Johnston, Re: Com Centre14. 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

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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

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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

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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

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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 |



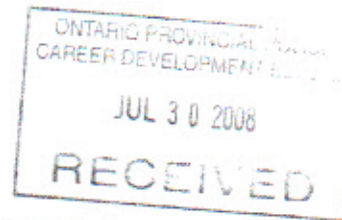
Phone: (705) 329-6663

225 - 080558

18 July 2008

Mr. Michael Jack

Dear Michael,



Congratulations! On behalf of the Commissioner, I am pleased to inform you that as a successful candidate for appointment to the Ontario Provincial Police, you are invited to report to the OPP Headquarters, Provincial Police Academy, 777 Memorial Avenue, Orillia on Sunday August 24, 2008 between 1700 and 2100 hours.

- You will attend the Provincial Police Academy for Orientation Training from Monday August 25, 2008 until Friday August 29, 2008.
- You will then be required to report to the Ontario Police College at Aylmer, Ontario on Tuesday September 2, 2008 between 1600 and 2200 hours for Level II Recruit Training starting Wednesday September 3, 2008 until Thursday November 27, 2008.
- You will then report to the Provincial Police Academy on Sunday November 30, 2008 between 1600 and 2200 hours to complete Orientation Training from Monday December 1, 2008 to Friday January 2, 2009, after which you will join your assigned detachment which has been identified as Peterborough County located in Central Region.
- Upon commencement of your employment with the OPP, you will be classified as a 5th Class Recruit Constable. After successfully completing the requirements of the initial period of training at the Ontario Police College and the Provincial Police Academy, you will be promoted to a 4th Class Recruit Constable with a corresponding wage increase unless otherwise affected by a pre-existing OPS contract.
- Your probationary period will begin on the day that you report to your detachment/home location upon successful completion of your training and will last for 1 year from that reporting date.
- All OPP officers must be willing to serve anywhere in the province of Ontario. By accepting this offer you are also accepting this condition as part of your employment.

JOINING INSTRUCTIONS ARE ENCLOSED AND SHOULD BE READ CAREFULLY.

Please complete the acknowledgement and immediately return one copy of this invitation in the pre-addressed envelope. Retain the originals for your reference.

S. Thomas
Sandy Thomas
Inspector
Manager, Uniform Recruitment

- Note: This offer of employment is revocable should any information detrimental to your file come to our attention between this date and the end of your probationary period.
- Note: A Medical Evaluation received by the Ontario Provincial Police after an offer of employment, that does not support your appointment, will impact on your continued employment.

ACKNOWLEDGEMENT: Mark the appropriate box with an (X)

I *Michael Jack*
Signature

agree with the conditions of appointment

Date of Signature: 24-JUL-08 will not report

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Career Development Bureau
Bureau de l'avancement professionnel

777 Memorial Ave.
Orillia, ON L3V 7V3

777, av. Memorial
Orillia ON L3V 7V3

Tel: (705) 329-6725
Fax: (705) 329-6188

Tél: (705) 329-6725
Télé: (705) 329-6188

Reference No/N° de dossier:

August 25, 2008

MEMORANDUM TO:

Michael Jack
Badge #12690

Re: **PERFORMANCE AND CONDUCT REQUIREMENTS
OF A RECRUIT CONSTABLE**

On behalf of Commissioner Julian Fantino, I welcome you to the Ontario Provincial Police (OPP) as one of our newest Policing Services Constables. It is the intent of the OPP to give our new employees every opportunity to succeed and we feel that clearly stated expectations of performance and conduct are fundamental ingredients in this process.

This memorandum describes the OPP's performance and conduct requirements for all recruit constables. Performance and conduct matters include academic performance, performance in an operational setting, and conduct both on and off duty. A position description for Policing Services Constable is attached for your reference.

As described in your Offer of Employment, you will hold the rank of 5th Class Recruit Constable until you successfully complete the training requirements of the Ontario Police College (OPC) and the Provincial Police Academy (PPA).

Successful completion of all components of the Basic Constable Training Program at the Ontario Police College is a mandatory requirement for every recruit constable. **It is important to note that the OPP will be seeking your release from employment should any of the following circumstances arise:**

- If you do not achieve a passing grade (75% or higher) in three or more examinations, a recommendation will be made to the Commander, Career Development Bureau, that you be released from employment.
- If you do not achieve a passing grade (75% or higher) in one or two examinations, you will be allowed one opportunity to re-write those examinations to obtain a passing grade of 75% or higher. If you do not achieve a passing grade (75% or higher) on these examination re-writes, a recommendation will be made to the Commander, Career Development Bureau, that you be released from employment.

- If you do not achieve the required standard in Police Vehicle Operations (PVO), you will be allowed one additional testing opportunity to achieve this standard. If you do not achieve the required standard in PVO during the re-test, a recommendation will be made to the Commander, Career Development Bureau, that you be released from employment.
- If you do not achieve the required standard in Firearms, Defensive Tactics, or the Physical Readiness Evaluation for Police (PREP) test, you will be allowed one additional testing opportunity to achieve this standard. If you do not achieve the required standard during this re-test, a recommendation will be made to the Commander, Career Development Bureau, that you be released from employment.

When you successfully complete all of the requirements of both OPC and PPA training, you will proceed to your assigned detachment. Your one-year probation period will commence and you will be promoted to a 4th Class Recruit Constable status with a corresponding wage increase (unless otherwise affected by a pre-existing OPS contract).

Your performance and conduct will be assessed and documented by a Coach Officer. Performance evaluations will assess your development and performance as a recruit constable. All of these evaluations will be shared with you and any performance rating in the "Does not meet" category will be brought to your attention. You will be given every opportunity to improve any identified performance deficiencies.

In order for your employment with the OPP to be confirmed beyond the probationary period, the evaluation of your work performance and conduct must demonstrate that you meet the requirements of this position. A recommendation to confirm your appointment as a Provincial Constable will be made after the tenth (10) month of your probationary period.

Pursuant to the Public Service of Ontario Act, a recommendation that you be released from employment for failure to meet the requirements of your position, based on unsatisfactory work performance or inappropriate conduct, may be made at any time during your training and probation period.

I extend my very best wishes for a successful and fulfilling career.

Nora M. Skelding
 Nora M. Skelding
 Chief Superintendent
 Bureau Commander

ACKNOWLEDGEMENT

I, MICHAEL JACK have read, understand and accept the contents of this memorandum "PERFORMANCE AND CONDUCT REQUIREMENTS OF A RECRUIT CONSTABLE", Rev: Aug 26

Michael Jack
 Employee

25/08/08
 Date

MsM St Amour
 Witness

25/08/08
 Date

3



Phone: (705) 329-6663

225 - 080558

18 July 2008

Mr. Michael Jack

Dear Michael,

Congratulations! On behalf of the Commissioner, I am pleased to inform you that as a successful candidate for appointment to the Ontario Provincial Police, you are invited to report to the OPP Headquarters, Provincial Police Academy, 777 Memorial Avenue, Orillia on Sunday August 24, 2008 between 1700 and 2100 hours.

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- Your probationary period will begin on the day that you report to your detachment/home location upon successful completion of your training and will last for 1 year from that reporting date.
- All OPP officers must be willing to serve anywhere in the province of Ontario. By accepting this offer you are also accepting this condition as part of your employment.

JOINING INSTRUCTIONS ARE ENCLOSED AND SHOULD BE READ CAREFULLY.

Please complete the acknowledgement and immediately return one copy of this invitation in the pre-addressed envelope. Retain the originals for your reference.

Sandy Thomas
Sandy Thomas
Inspector
Manager, Uniform Recruitment

- Note: This offer of employment is revocable should any information detrimental to your file come to our attention between this date and the end of your probationary period.
- Note: A Medical Evaluation received by the Ontario Provincial Police after an offer of employment, that does not support your appointment, will impact on your continued employment.

ACKNOWLEDGEMENT: Mark the appropriate box with an (X)

I *[Signature]* agree with the conditions of appointment.

Signature

Date of Signature: 29-JUL-08 will not report

Uniform Recruitment Applicant Processing Disposition

4

JACK **Michael (Mr.)** **080558** **07/04/2008** **Orillia**
(last name) (first name) (file number) (appl'n rec'd) (processing location)
(month/day/yyyy)

Address: 1049 Primrose Lane, RR #4 Peterborough ON K9J 6X5

Applicant Type: ▶ CONSTABLE ▶ CADET ▶ EXPERIENCE POLICE OFFICER
Subgroup: <input checked="checked" type="checkbox"/> Cadet-Trans <input checked="checked" type="checkbox"/> Auxiliary <input checked="checked" type="checkbox"/> OPP Civilian <input checked="checked" type="checkbox"/> SPECIAL CONSTABLE <input checked="checked" type="checkbox"/> Police Relative
Diversity Group: <input checked="checked" type="checkbox"/> YES (specify) _____ Psych- <input checked="checked" type="checkbox"/> NO WHN- <input checked="checked" type="checkbox"/> <input checked="checked" type="checkbox"/> PBQ-

COR # 024975	Issued by: OPP	PREP expiry date	30 NOV 08
PATI expiry date	13 Nov 10	BPAD expiry date	06 MAR 11
WCT expiry date	26 FEB 11	REFERRAL required?	

Event Summary:

APR 27 2008

13 May 08	Int. - 29 May 08 @ 9:00 - self	Henne
29 May 08	Interview - accept	Whitney
30 May 08	Psych.	
30 May 08	bg investigation hand delivered to Angie PML.	

ATTRIBUTES: Interviewers please record the following information:

OPS Service (including Aux. & Cadet) & Military Service/Police Service --- Job title/Rank, start date & end date

SECURITY ITEMS: (ie: dual citizen, other DL, lived/worked in other countries) ^{USA} Russia, Israel, USA ^{Oregon} ~~(New Mexico)~~

MARITAL STATUS: **L** LANGUAGES other than English (proficient only): Russian, Hebrew

PREFERRED POSTINGS: 1.) Peterborough 2.) City of Kawartha Lakes 3.) Northumberland

POSTING NOTES (ie: medical concerns, visitation, spouse employment, ill family members, any other special needs)

Please **MAINTAIN** file PAPERWORK in **SEQUENCE** listed below (from TOP to BOTTOM of file)
 (please indicate by which documents are currently in the file folder— **NO DUPLICATES PLEASE!!!!**)

<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">▼ TOP</td><td>Psychological Assessment / Test sheet</td></tr> <tr><td></td><td>Medical Assessment and/or Referral docs</td></tr> <tr><td></td><td>Background Summary/Cadet 14 pt. summary</td></tr> <tr><td></td><td>Background Security Checklist</td></tr> <tr><td></td><td>Equifax Report & other Financial Documents</td></tr> <tr><td></td><td>Fax Back Form for Background Investigation</td></tr> <tr><td></td><td>Fingerprint Form</td></tr> <tr><td><input checked="checked" type="checkbox"/></td><td>PERSONAL HISTORY FORM</td></tr> <tr><td><input checked="checked" type="checkbox"/></td><td>RELEASE OF INFORMATION FORM</td></tr> <tr><td></td><td>CPIC/Security checks - (pre-screening)</td></tr> <tr><td></td><td>DRIVERS LICENCE ABSTRACT (pre-screening)</td></tr> <tr><td></td><td>Cadet/Auxiliary Letters - Evaluations etc.</td></tr> <tr><td></td><td>Home visit Questionnaire</td></tr> <tr><td></td><td>BQ - Pre-Background Questionnaire</td></tr> </table>	▼ TOP	Psychological Assessment / Test sheet		Medical Assessment and/or Referral docs		Background Summary/Cadet 14 pt. summary		Background Security Checklist		Equifax Report & other Financial Documents		Fax Back Form for Background Investigation		Fingerprint Form	<input checked="checked" type="checkbox"/>	PERSONAL HISTORY FORM	<input checked="checked" type="checkbox"/>	RELEASE OF INFORMATION FORM		CPIC/Security checks - (pre-screening)		DRIVERS LICENCE ABSTRACT (pre-screening)		Cadet/Auxiliary Letters - Evaluations etc.		Home visit Questionnaire		BQ - Pre-Background Questionnaire	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>APPLICATION FORM</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>Interview Reports (both copies)</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>COR - Certificate of results & update docs</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>SURVEY FORM</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>WILLING TO SERVE FORM</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>COPIES - Sin #, ✓ DL, Birth Cert./Citizenship docs</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>CPR & FIRST AID docs</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>COMPUTER LETTER</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>TRANSCRIPTS (all education)</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>CERTIFICATES/Military docs/All accolades</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>RESUME</td></tr> <tr><td style="text-align: center;"><input checked="checked" type="checkbox"/></td><td>REFERENCE LETTERS (all)</td></tr> <tr><td></td><td>Psychological Authorization docs</td></tr> <tr><td></td><td>All testing docs & previous file(s) ▲ BOTTOM</td></tr> </table>	<input checked="checked" type="checkbox"/>	APPLICATION FORM	<input checked="checked" type="checkbox"/>	Interview Reports (both copies)	<input checked="checked" type="checkbox"/>	COR - Certificate of results & update docs	<input checked="checked" type="checkbox"/>	SURVEY FORM	<input checked="checked" type="checkbox"/>	WILLING TO SERVE FORM	<input checked="checked" type="checkbox"/>	COPIES - Sin #, ✓ DL, Birth Cert./Citizenship docs	<input checked="checked" type="checkbox"/>	CPR & FIRST AID docs	<input checked="checked" type="checkbox"/>	COMPUTER LETTER	<input checked="checked" type="checkbox"/>	TRANSCRIPTS (all education)	<input checked="checked" type="checkbox"/>	CERTIFICATES/Military docs/All accolades	<input checked="checked" type="checkbox"/>	RESUME	<input checked="checked" type="checkbox"/>	REFERENCE LETTERS (all)		Psychological Authorization docs		All testing docs & previous file(s) ▲ BOTTOM
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<input checked="checked" type="checkbox"/>	TRANSCRIPTS (all education)																																																								
<input checked="checked" type="checkbox"/>	CERTIFICATES/Military docs/All accolades																																																								
<input checked="checked" type="checkbox"/>	RESUME																																																								
<input checked="checked" type="checkbox"/>	REFERENCE LETTERS (all)																																																								
	Psychological Authorization docs																																																								
	All testing docs & previous file(s) ▲ BOTTOM																																																								



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

291 FILE 5

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

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.



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
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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
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.

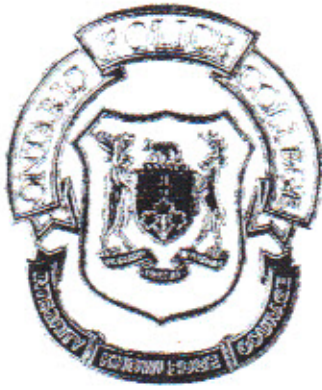
Police Vehicle Operations

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.



6

THE ONTARIO POLICE COLLEGE WITH APPROVAL OF
THE MINISTER OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES,

PROVINCE OF ONTARIO,
HAS CONFERRED UPON

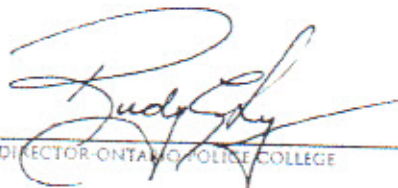
Michael JACK

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

Name: Jack, Michael

Badge: 12690

Detachment: Peterborough County

OPP Class #: 411

291 FILE

7

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

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 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 v. Communications with others is a problem.



RECRUIT LEADERSHIP ASSESSMENT TOOL

The Provincial Police Academy prepares, trains and develops our members to become fully functional Provincial Police Officers.

As Provincial Police Officers they are trained to be leaders; that process begins in week one of Pre-OPC training and continues for their entire careers.

The Provincial Police Academy has recently developed and implemented a Recruit Leadership Assessment Tool to assist Academy staff in identifying those recruits who have demonstrated the ability to lead themselves and others and class members who have met and exceeded expectations while attending OPC.

This assessment is completed by all OPP Instructors assigned to OPC and overseen by the OPP Staff Sergeant Liaison Officer.

During the Post OPC training, several recruits are given the opportunity to serve their class as leaders. They are given significant responsibilities and are held to a higher standard of accountability for their actions and the actions of others.

While attending the Academy training **ALL** recruits were evaluated by the instructors utilizing this assessment tool and signed off by the Director.

We utilize a 1-5 scale (see below) to assess each class member's leadership potential. There are two categories and several criteria used for assessment and evaluation.

	<u>Level</u>	<u>Demonstrated</u>
1	Low	Never
2	Fair	Very Rare
3	Good	Sometimes
4	Very Good	Most of the time
5	Excellent	Always

Should you have any questions or require further information regarding this assessment tool, please contact Mr. Peter Shipley, Chief Instructor at 705-329-7546.



Absence Report

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

A. Employee Data

Surname JACK	Initials 17	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

<p>1 Enter the appropriate information on the absence chart.</p> <p>2 To avoid overpayment, forward the PCS4 to your Pay and Benefits Rep when absences occur which require reductions or stopping of pay immediately.</p> <p>NIL</p> <p><i>STAT HOLIDAY</i> <i>0177</i></p>	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
	<i>01/09/08</i>	<i>01/09/08</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

Department of Community
Safety and Correctional
Services

Data Initials *M* Social Insurance Number *530 393 230* WIN Employee ID *393080*
JACK Section *Central Region* Location Code

Report *PETERBOROUGH DETACHMENT*
 Report began prior to current date date began. D/M/Y Medical Certificate (If required): Attached Previously Submitted

appropriate information on the chart overpayment. forward the PCS4 to and Benefits Rep when absences which require reductions or stopping immediately.

First working day of absence	Last working day of absence	Absence Code (see list)	Working days off	Credit Day Rate
D M Y	D M Y			
<i>13 10 08</i>	<i>13 10 08</i>	<i>Y1</i>	<i>1</i>	<i>1.00</i>

STAT. HOLIDAY

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

Supplementation (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.

Selection of Benefits under the Short Term Sickness Plan (Only to be completed when initiating an election or changing an employee's existing election)
 New Revised To be effective (Month/Year) _____

- Employee to receive 75% of my salary under provisions of the plan, or, 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)
 - Vacation - (CR3 - accumulated vacation credits)
 - C.T.O. - (CR4 - banked overtime)
 - M.C.O. - (CR5 - management compensation option)
 - Statutory holiday bank - (CR8)

Employee's Signature: *M. Jack* Date: *06-NOV-08*

Manager's signature: *[Signature]* Manager's WIN Employee ID: _____



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 20
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

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>	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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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
Employees 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.

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)



Christmas 2008

Dear Class of 411:

We would like to take this opportunity to thank you very much for your support of the work we do with the homeless and marginalized in this community. The sleeping bags are much needed as we go out on the Mobile Unit or work with the men at the Lighthouse Shelter. We are deeply grateful and amazed at your generosity!

We continue to view the experience of the Mobile Unit and the work at the Lighthouse as a privilege for us. We have been on the road each week since March of 2002 and have seen the difference a smile and a warm meal can make. Just recently one man we have been seeing weekly for several years on the Mobile Unit told us how he now has a full time job, can resume his child support payments, and is off welfare. Another success was bringing one woman off the streets - where she has lived for about five years - and into the Key Program. If it hadn't been for the weekly visits made to her and the times we have been able to provide her with food or a sleeping bag for warmth, she would never have trusted anyone enough to help her. We celebrate every success story we hear because for every one of them, there are more stories of heartbreak.

I have thrown around some terms you may be unfamiliar with - Mobile Unit, Key Program, Lighthouse. By way of explanation, the Key Program is a Mental Health Program operating out of Soldiers' where each of us works. Our mandate is to assist people living in poverty who are either homeless or at risk of becoming homeless and who have a major mental illness, to find safe and affordable housing and support them in the community. The Mobile Unit is a partnership between the Key Program and the Salvation Army that serves food every Wednesday night on the streets of Orillia to men, women, youth and children. Alarmingly we are seeing more and more children under the age of 12 arrive at the van for a meal. It takes a number of volunteers to coordinate this program from preparing the meals to staffing the van - and it all works!

The Lighthouse is the local men's shelter and community kitchen in town operating out of a Peter Street location. It provides meals to over 60 people a day and houses up to 14 men a night - and it is a busy place especially this time of year!

From December 1st of last year to the end of November this year, the Mobile Unit has served up 6,069 dinners. That is amazing! People would not be willing to stand out in all kinds of weather unless they had a need - unless they were hungry. The work of the Mobile Unit from the cooking on up to putting the food (or care package, boots, clothing and sleeping bags) into the hands of those it is intended for is worthwhile. Being poor is not the way anyone wants to live but it is a reality in today's society.

To all of you - we truly thank you. We wish you and yours a very Blessed and Merry Christmas and all the best in the New Year!

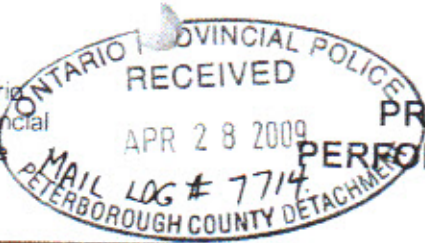
Carolyn Holmes
Case Manager - Key Program OSMH

Dave Hewitt
Community Support Worker - Key Program OSMH

Mandy Hillyard
Community Support Worker - Key Program OSMH



Ontario
Provincial
Police



File: 291

PROBATIONARY CONSTABLE PERFORMANCE EVALUATION REPORT (PCS-066P)

ONTARIO PROVINCIAL POLICE
RECEIVED

Probationary Constable Category (select one):	<input checked="" type="checkbox"/> 4 th Class Constable, Probationary Status	Report Month: 2	MAY 06 2009
	<input type="checkbox"/> Experienced Officer	Report Month: select month	# 13179
	<input type="checkbox"/> Amalgamated Officer	Report Month: select month	

Surname: Jack	Given Name: Micheal
Badge: 12690	WIN:
Detachment/Section: Peterborough County	Region/Bureau: Central East
Evaluator: Filman	Badge: 11212
Evaluation Period: (DD/MM/YY) Start: 09 Jan 09	End: 09 Mar 09
Probationary Period Start Date* (DD/MM/YY) 09 Jan 09	

**4th Class Constables begin their probation period on the date of their graduation from the Provincial Police Academy

** Experienced Officers and Amalgamated Officers begin their probationary period on their start date with the OPP

Coach Officers and Accountable Supervisors have responsibilities associated with the day-to-day coaching, development and supervision of the Probationary Constable utilizing the Recruit Field Training Manual.

All completed PCS 066P documents are to be sent to the Career Development Bureau after Regional Command comments and signatures are obtained.

Ontario Public Service (OPS) policy requires every OPS employee to have an annual Performance Development Plan (PDP) and Learning and Development Plan. The Probationary Constable Evaluation form, in conjunction with the Constable position description constitutes the PDP for OPP Constables while on probation. This form specifies the criteria by which the performance of Probationary Constables is evaluated and establishes the basis for recommending (or not) a change from probationary to permanent status.

The Recruit Field Training Manual is the generic Performance Evaluation Plan for Probationary Constables. It is supplemented with an individualized Work Improvement Plan when necessary to help a Probationary Constable satisfactorily meet all expectations set out in this form. The Coach Officer and Supervisors roles are essential to the Probationary Constable's success in obtaining permanent status.

PERFORMANCE ASSESSMENT

The Performance Assessment Criteria have been developed to provide a standardized rating for levels of performance. **Probationary Constables must achieve "Meets Requirements" in all categories in order to be recommended for permanent status.**

Meets Requirements	Performance consistently meets requirements.
Does Not Meet Requirements	Performance fails to meet requirements. (Mandatory that Work Improvement Plan be completed)
No Basis for Rating	Not demonstrated or observed. (Mandatory comment required)

JOB KNOWLEDGE & SKILLS

RATING

ATTITUDE TOWARDS LEARNING

Able to re-evaluate personal opinions, judgments and assumptions based on new information and experiences; able to learn from mistakes and accept disappointments as well as successes.

Specific example:

PC JACK shows a very positive attitude towards learning. He was interested in reviewing the Niche manual and when one was not available he searched one out and in fact his efforts had the OPP intranet website updated with the manual

Meets Requirements

PROVINCIAL STATUTES

Able to identify, articulate and process applicable elements in Provincial Statutes.

Specific example:

PC JACK has issued several Provincial offences notices for a variety of different offences. PC JACK has demonstrated no issues in identifying and processing the offences.

PC JACK issued
24 speeding tickets
1 seatbelt ticket
1 headlight ticket
1 fail to display plate ticket

Meets Requirements

FEDERAL STATUTES

Able to identify, articulate and process applicable elements in Federal Statutes.

Specific example:

PC JACK responded to a harassment complaint SP09042962. PC JACK performed a thorough investigation and ultimately found that no grounds existed for a charge. PC JACK provided the complainants with advice that served to ease their concerns.

Meets Requirements

POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS

Able to identify, locate, articulate and demonstrate applicable elements of Police Orders pertaining to policy, procedure, and guidelines. Able to utilize CPIC, E-mail, RMS Systems.

Specific example:

PC JACK has on his own time reviewed police orders and the Niche manual. He has made himself well versed in the use of these systems

Meets Requirements

POLICE VEHICLE OPERATION

Drives a motor vehicle in compliance with traffic laws in a safe and proficient manner. Employs appropriate pursuit and emergency driving strategies in compliance with policy. Able to multitask effectively.

Specific example:

PC JACK has demonstrated that he can operate the police vehicle in a safe manner, although he has not yet been tested in pursuit driving. He did receive a negative 233-10 for a minor collision in which he drove a cruiser into the ditch.

Does Not Meet Requirements

TRAFFIC ENFORCEMENT

Able to maintain a consistent level of proactive visible deterrence patrol in conjunction with enforcement and motorist contacts. Generates a level of productivity and enforcement quantity consistent with a conscientious effort balanced against the requirements of other duties. Takes ownership of Road Safety, participates in initiatives, ensures data integrity, seeks and identifies solutions to problems, and shares relevant information/ideas.

Specific example:

PC JACK has been active in RIDE initiatives and as well whenever time permits is active in RADAR and observation of other traffic infractions. PC JACK has investigated 3 MVC's and has identified and laid appropriate charges in these investigations.

PC JACK issued
 24 speeding tickets
 1 seatbelt ticket
 1 headlight ticket
 1 fail to display plate ticket
 and participated in three RIDE checks

Meets Requirements

COMMUNICATION SKILLS**RATING****ORAL**

Questions and interviews others appropriately to gain information. Communicates ideas and concepts clearly, effectively and in a professional manner.

Specific example:

PC JACK has performed several audio video interviews including SP09034153 which was a

Meets Requirements

landlord tenant dispute. PC JACK received two video interviews and laid an appropriate utter threats charge based on the information he received.

WRITTEN

Expresses self clearly and concisely in writing. Documents information accurately in a timely manner and includes all necessary information that is required for reports utilizing electronic forms such as RMS.

Meets Requirements

Specific example:

PC JACK has responded to 37 calls for service, 22 of which have been reportable. His reports have had to have some fine tuning but for the most part contain the relevant information required. The reports have also been done in a timely manner.

LISTENING SKILLS

Expresses active listening skills; accurately understands and attends to the facts and feelings of the sender. Able to clarify and re-frame the message with the sender in a professional manner.

Meets Requirements

Specific example:

PC JACK has demonstrated that he has effective listening skills. As indicated above he has performed several video interviews gathering appropriate information and using that to complete accurate reports.

NON-VERBAL

Uses appropriate body language, gestures, and demeanor; is aware of their effect on others.

Meets Requirements

Specific example:

PC JACK uses appropriate body language, gestures and has a positive demeanor when dealing with the public.

RADIO COMMUNICATIONS

Uses appropriate and respectful language when utilizing the communications system, communicates effectively, uses 10 codes

Does Not Meet Requirements

Specific example:

PC JACK is becoming better at using 10 codes and the phonetic alphabet but requires some assistance at times. PC JACK does need to do some work on clearing events effectively.

COMMUNITY FOCUS

RATING

COMMUNITY FOCUS

Demonstrates a desire to help and serve others; works to discover and meet community needs; demonstrates a customer service orientation towards the public; develops culturally appropriate contacts that can provide support to victims of crime.

Meets Requirements

Specific example:

PC JACK has been attending at community events like the BEL Rotary polar plunge and as well PC JACK has attended at 2 community policing meetings.

VALUING DIVERSITY

Works effectively with a wide cross-section of the community representing diverse backgrounds, cultures and socio-economic circumstances.

Meets Requirements

Specific example:

PC JACK has never displayed any bias during his time at Peterborough Detachment.

PROBLEM SOLVING SKILLS**RATING****DECISIVE INSIGHT**

Uses knowledge and training to effectively problem solve situations and make the best decision at the most appropriate time.

Meets Requirements

Specific example:

PC JACK reported to a phone calls complaint SP09049751 in which business owners received a nuisance phone call. PC JACK followed up by locating the originator of the calls and issuing a warning at the complainants request.

ANALYTICAL THINKING

Demonstrates logical cause and effect thinking; systematically identifies basic patterns or connections between situations, persons or events; identifies key elements in complex situations.

No Basis For Rating

Specific example:

RESOLUTION

Selects the most effective problem-solving strategy and (when appropriate) implements this strategy involving the community

Meets Requirements

Specific example:

PC JACK responded to a neighbor dispute SP09036655 the neighbors involved have an ongoing dispute and in this instance one neighbor caused contractors to stop working on the others property. PC JACK completed an extensive investigation and although there were no grounds for charges, PC JACK provided valuable advice in order to avoid a similar situation in the future.

FOLLOW-UP ORIENTATION

Conducts appropriate follow-up as required to complete a thorough investigation.

Meets Requirements

Specific example:

PC JACK has had several calls that required follow up interviews SP09036655. These have been completed in a timely fashion without reminder.

LEADERSHIP ATTRIBUTES**RATING****INITIATIVE**

<p>Tries to make a positive difference, improve outcomes and effectively manage problems.</p> <p>Specific example: PC JACK has made efforts to participate in RIDE initiatives and target high complaint areas during patrol.</p>	<p>Meets Requirements</p>
<p>PERSONAL ACCOUNTABILITY</p> <p>Takes responsibility for one's own actions and consequences and willingly deals with any identified performance deficiencies.</p> <p>Specific example: When advised of a deficiency PC JACK is receptive and strives to remedy the issue</p>	<p>Meets Requirements</p>
<p>PLANNING & ORGANIZING</p> <p>Sets priorities, co-ordinates and schedules each task in a logical manner while exercising time management skills.</p> <p>Specific example: PC JACK is a very organized person. He usually comes to work with a pre-written task list.</p>	<p>Meets Requirements</p>
<p>FLEXIBILITY</p> <p>Adapts to a variety of changing situations, individuals and groups.</p> <p>Specific example: PC JACK does need to understand that more than one call requiring follow-up will be on his task list. Other officers have raised concerns that PC JACK has not answered the door or phone when he is doing something else that could wait.</p>	<p>Does Not Meet Requirements</p>

INTERPERSONAL ATTRIBUTES

RATING

INTEGRITY

Demonstrates courage of convictions and ethical standards as set out in The Promise of the OPP. Protects the rights of all persons (inclusive of victims, accused persons and marginalized persons) consistent with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.

Meets Requirements

Specific example:

RESPECTFUL RELATIONS

Exercises the skill and willingness to react sensitively; to be empathic, compassionate and sincere. Recognizes the positive contributions of others; demonstrates trust in others by acknowledging their strengths, skills and expertise.

Meets Requirements

Specific example:

PC JACK has shown that he values the experience of other officers and recognizes

when they are giving him positive assistance

SELF-CONFIDENCE

Meets Requirements

Believes in one's abilities, understands one's own strengths and limitations, able to receive constructive criticism while maintaining professionalism.

Specific example:

TEAM WORK

Meets Requirements

Works effectively with others towards a common purpose while putting the group's goals ahead of personal achievement.

Specific example:

PC JACK has always asked other officers, who are working on calls for service well into overtime, what assistance he can provide. He often stays with them not leaving until the last of his shift has gone home.

PERSONAL IMPACT

RATING

SELF-AWARENESS

Meets Requirements

Recognizes and manages personal biases, assumptions and stereotypes that can influence actions, communication, relationships, judgments and decisions.

Specific example:

DEPORTMENT

Meets Requirements

Controls emotions, especially when provoked or when facing opposition or hostility. Takes constructive action, deals with situations while maintaining professionalism.

Specific example:

PC JACK remains professional. To date I am unaware of anytime that PC JACK has been faced with a confrontational person.

APPEARANCE

Meets Requirements

Projects a positive and professional image; maintains uniform and equipment.

Specific example:

PC JACK is always early for his scheduled shift. PC JACK continues to attend work with his uniform neat and clean, all uniform is properly maintained.

COMMENTS AND SIGNATURES

Evaluation Meeting

- I have met and discussed my performance with my coach officer or my accountable supervisor.
- I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms.
- I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.

Employee's Comments: *I ONLY DISAGREE ON THE FLEXIBILITY ASPECT OF MY EVALUATION. SHOULD HAD I BEEN INFORMED TO BE PROACTIVE AT ANSWERING THE POWCS FIRST, I WOULD HAVE KNOWN BETTER AND WOULD HAVE DONE SO.*

Employee's Signature: *[Signature]*

Date: *26-APR-09*

Coach Officer Comments:

A few issues need to be worked on i.e. flexibility and P.V.O. but ultimately PC JACK is progressing positively.

Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): *[Signature]*

Date: 18 Mar 09

Accountable Supervisor's Comments (Mandatory):

PC JACK is progressing positively through his first months at the office. His Coach Officer has identified some deficiencies, which in my opinion, will be easily overcome in the following months. Keep up the good work.

Accountable Supervisor:

FLINDALL, R

Accountable Supervisor's Signature: *[Signature]*

Date: 15 Apr 09

Detachment Commander

Comments (Mandatory): *Issues Reflected by the member's coach & supervisor are relatively minor. I am sure Steuber will fulfill the outlined short comings in his upcoming evaluation.*

Detachment Commander:

Campbell MRS

Detachment Commander's Signature:

[Signature] 5155+6385

Date:

27 APR 09

Instructions:

At the conclusion of each evaluation period.

- Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.

Regional Commander (or designate)

Comments (Mandatory)

Progress Noted

insp. Dave E. Lee

Regional Commander (or designate):
Manager
Staff Development and Training

Regional Commander's (or designate)
Signature: *[Signature]*

Date:

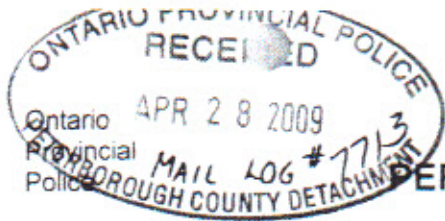
11 MAY 09

Instructions:

At the conclusion of the evaluation period:

- Return a signed JCFM or printed document to the member
- Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.

Personal information on this form is collected under the authority of Sec. 17(2) of the Police Services Act, R.S.O. 1990, and will be used for the purpose of evaluating your job performance with the Ontario Provincial Police.



ENTERED

File: 291

12

PROBATIONARY CONSTABLE PERFORMANCE EVALUATION REPORT (PCS-066P)

ONTARIO PROVINCIAL POLICE RECEIVED

#13180
MAY 06 2009

CENTRAL REGION ORILLIA

Probationary Constable Category (select one):	<input checked="" type="checkbox"/> 4 th Class Constable, Probationary Status	Report Month: 3
	<input type="checkbox"/> Experienced Officer	Report Month: select month
	<input type="checkbox"/> Amalgamated Officer	Report Month: select month

Surname:	Jack	Given Name:	Micheal
Badge:	12690	WIN:	393080
Detachment/Section:	Peterborough County	Region/Bureau	Central East
Evaluator:	Filman	Badge:	11212
Evaluation Period:	(DD/MM/YY) Start: 09 Mar 09	End:	09 Apr 09
Probationary Period Start Date*	(DD/MM/YY) 25 Aug 09 <i>025</i>		

**4th Class Constables begin their probation period on the date of their graduation from the Provincial Police Academy

** Experienced Officers and Amalgamated Officers begin their probationary period on their start date with the OPP

Coach Officers and Accountable Supervisors have responsibilities associated with the day-to-day coaching, development and supervision of the Probationary Constable utilizing the [Recruit Field Training Manual](#).

All completed PCS 066P documents are to be sent to the Career Development Bureau after Regional Command comments and signatures are obtained.

Ontario Public Service (OPS) policy requires every OPS employee to have an annual Performance Development Plan (PDP) and Learning and Development Plan. The Probationary Constable Evaluation form, in conjunction with the Constable position description constitutes the PDP for OPP Constables while on probation. This form specifies the criteria by which the performance of Probationary Constables is evaluated and establishes the basis for recommending (or not) a change from probationary to permanent status.

The [Recruit Field Training Manual](#) is the generic Performance Evaluation Plan for Probationary Constables. It is supplemented with an individualized Work Improvement Plan when necessary to help a Probationary Constable satisfactorily meet all expectations set out in this form. The Coach Officer and Supervisors roles are essential to the Probationary Constable's success in obtaining permanent status.

ONTARIO PROVINCIAL POLICE RECEIVED
MAY 06 2009

PERFORMANCE ASSESSMENT

The Performance Assessment Criteria have been developed to provide a standardized rating for levels of performance. **Probationary Constables must achieve "Meets Requirements" in all categories in order to be recommended for permanent status.**

Meets Requirements	Performance consistently meets requirements.
Does Not Meet Requirements	Performance fails to meet requirements. (Mandatory that Work Improvement Plan be completed)
No Basis for Rating	Not demonstrated or observed. (Mandatory comment required)

JOB KNOWLEDGE & SKILLS	RATING
<p>ATTITUDE TOWARDS LEARNING</p> <p>Able to re-evaluate personal opinions, judgments and assumptions based on new information and experiences; able to learn from mistakes and accept disappointments as well as successes.</p> <p>Specific example: PC JACK continues to show a positive attitude towards learning and is continually asking questions about anything that he is not sure of.</p>	Meets Requirements
<p>PROVINCIAL STATUTES</p> <p>Able to identify, articulate and process applicable elements in Provincial Statutes.</p> <p>Specific example: PC JACK has issued several Provincial offences notices for a variety of different offences. PC JACK has had no issues in identifying and processing the offences.</p> <p>Between March 23 and April 09: 15 tickets all Sec. 128 1 ticket Sec 158(1) (Follow too closely) 1 ticket Sec 7(1)(a) (Drive motor vehicle, no currently validated permit)</p>	Meets Requirements
<p>FEDERAL STATUTES</p> <p>Able to identify, articulate and process applicable elements in Federal Statutes.</p> <p>Specific example: PC JACK assisted with an Impaired/police pursuit SP09051011. The accused in this matter was charged with several Federal and Provincial statutes. PC JACK demonstrated that he could identify the offences and which one best fit the circumstances.</p>	Meets Requirements
<p>POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS</p> <p>Able to identify, locate, articulate and demonstrate applicable elements of Police Orders pertaining to policy, procedure, and guidelines. Able to utilize CPIC, E-mail,</p>	Meets Requirements

<p>RMS Systems.</p> <p>Specific example: PC JACK has versed himself well in using the OPP systems and has even taken it upon himself to get the proper training manuals and review them in his own personal time.</p>	
<p>POLICE VEHICLE OPERATION</p> <p>Drives a motor vehicle in compliance with traffic laws in a safe and proficient manner. Employs appropriate pursuit and emergency driving strategies in compliance with policy. Able to multitask effectively.</p> <p>Specific example: PC JACK has been patrolling on his own and has had no issues during this evaluation period. He has been able to arrive at his destinations in a timely fashion.</p>	<p>Meets Requirements</p>
<p>TRAFFIC ENFORCEMENT</p> <p>Able to maintain a consistent level of proactive visible deterrence patrol in conjunction with enforcement and motorist contacts. Generates a level of productivity and enforcement quantity consistent with a conscientious effort balanced against the requirements of other duties. Takes ownership of Road Safety, participates in initiatives, ensures data integrity, seeks and identifies solutions to problems, and shares relevant information/ideas.</p> <p>Specific example: PC JACK has issued several Provincial Offences notices for a variety of different offences. PC JACK has demonstrated no issues in identifying and processing the offences.</p> <p>Between March 23 and April 09: 15 tickets all Sec. 128 1 ticket Sec 158(1) (Follow too closely) 1 ticket Sec 7(1)(a) (Drive motor vehicle, no currently validated permit)</p>	<p>Meets Requirements</p>

COMMUNICATION SKILLS	RATING
<p>ORAL</p> <p>Questions and interviews others appropriately to gain information. Communicates ideas and concepts clearly, effectively and in a professional manner.</p> <p>Specific example: PC JACK has completed several audio/visual interviews which have been detailed and useful. As well PC JACK has investigated several motor vehicle collisions and completed written statements during these investigations that have been very detailed SP09054802 SP09058044 SP09060250 SP09060269 SP09068609</p>	<p>Meets Requirements</p>
<p>WRITTEN</p> <p>Expresses self clearly and concisely in writing. Documents information accurately in a timely manner and includes all necessary information that is required for reports utilizing electronic forms such as RMS.</p>	<p>Meets Requirements</p>

<p>Specific example: During this evaluation period PC JACK has responded to 27 calls for service, 13 of which have been reportable. The reports have been done in a timely manner. His reports are detailed but do require some fine tuning in order to make them a little more concise SP09051134</p>	
<p>LISTENING SKILLS</p> <p>Expresses active listening skills; accurately understands and attends to the facts and feelings of the sender. Able to clarify and re-frame the message with the sender in a professional manner.</p> <p>Specific example: PC JACK has demonstrated that he has effective listening skills. As indicated above he has performed several video interviews gathering appropriate information and using that to complete accurate reports.</p>	Meets Requirements
<p>NON-VERBAL</p> <p>Uses appropriate body language, gestures, and demeanor; is aware of their effect on others.</p> <p>Specific example:</p>	Meets Requirements
<p>RADIO COMMUNICATIONS</p> <p>Uses appropriate and respectful language when utilizing the communications system, communicates effectively, uses 10 codes.</p> <p>Specific example: PC JACK has been patrolling on his own and using the radio system properly and effectively. He has demonstrated no issues with 10 codes or the phonetic alphabet. His only area requiring any work, is clearing calls. This item still requires a bit of attention to accurately clear calls in a concise manner.</p>	Meets Requirements

COMMUNITY FOCUS	RATING
<p>COMMUNITY FOCUS</p> <p>Demonstrates a desire to help and serve others; works to discover and meet community needs; demonstrates a customer service orientation towards the public; develops culturally appropriate contacts that can provide support to victims of crime.</p> <p>Specific example:</p>	Meets Requirements
<p>VALUING DIVERSITY</p> <p>Works effectively with a wide cross-section of the community representing diverse backgrounds, cultures and socio-economic circumstances.</p> <p>Specific example: PC JACK has never displayed any bias during his time at Peterborough Detachment</p>	Meets Requirements

PROBLEM SOLVING SKILLS	RATING
------------------------	--------

<p>DECISIVE INSIGHT</p> <p>Uses knowledge and training to effectively problem solve situations and make the best decision at the most appropriate time.</p> <p>Specific example: PC JACK reported to a phone calls complaint SP09049751 in which business owners received a nuisance phone call. PC JACK followed up by locating the originator of the calls and issuing a warning at the complainants request.</p>	<p>Meets Requirements</p>
<p>ANALYTICAL THINKING</p> <p>Demonstrates logical cause and effect thinking; systematically identifies basic patterns or connections between situations, persons or events; identifies key elements in complex situations.</p> <p>Specific example:</p>	<p>No Basis For Rating</p>
<p>RESOLUTION</p> <p>Selects the most effective problem-solving strategy and (when appropriate) implements this strategy involving the community.</p> <p>Specific example: PC JACK responded to a nuisance phone calls incident SP09049751. The nature of the calls suggested that youths were using the telephone to make prank calls. PC JACK contacted the complainant who wished to report the matter but didn't want to make a big deal out of it. PC JACK went a step further and identified the youths and warned them for their actions.</p>	<p>Meets Requirements</p>
<p>FOLLOW-UP ORIENTATION</p> <p>Conducts appropriate follow-up as required to complete a thorough investigation.</p> <p>Specific example: PC JACK has had several calls that required follow up, if only to notify the complainants of what action has transpired. PC JACK has also taken initiative to do more than the complainant had requested as mentioned above with the nuisance phone calls incident. PC JACK also followed up with the complainant in that matter to ensure he was aware of what had been done and to ensure he was satisfied with the police involvement. SP09049751</p>	<p>Meets Requirements</p>

LEADERSHIP ATTRIBUTES	RATING
<p>INITIATIVE</p> <p>Tries to make a positive difference, improve outcomes and effectively manage problems.</p> <p>Specific example: PC JACK has made efforts to participate in RIDE initiatives and target high complaint areas during patrol. PC JACK is always vigilant in using his patrol time effectively by being proactive either with RADAR, RIDE or seatbelt checks.</p>	<p>Meets Requirements</p>

<p>PERSONAL ACCOUNTABILITY</p> <p>Takes responsibility for one's own actions and consequences and willingly deals with any identified performance deficiencies.</p> <p>Specific example: When advised of a deficiency PC JACK is receptive and strives to remedy the issue.</p>	<p>Meets Requirements</p>
<p>PLANNING & ORGANIZING</p> <p>Sets priorities, co-ordinates and schedules each task in a logical manner while exercising time management skills.</p> <p>Specific example: PC JACK is a very organized person. He usually comes to work with a pre-written task list.</p>	<p>Meets Requirements</p>
<p>FLEXIBILITY</p> <p>Adapts to a variety of changing situations, individuals and groups.</p> <p>Specific example: During this evaluation period PC JACK has demonstrated that he can be flexible in attending to more than one task at a given time and responding to a call even though he wasn't fully completed the previous task.</p>	<p>Meets Requirements</p>

INTERPERSONAL ATTRIBUTES	RATING
<p>INTEGRITY</p> <p>Demonstrates courage of convictions and ethical standards as set out in The Promise of the OPP. Protects the rights of all persons (inclusive of victims, accused persons and marginalized persons) consistent with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.</p> <p>Specific example:</p>	<p>Meets Requirements</p>
<p>RESPECTFUL RELATIONS</p> <p>Exercises the skill and willingness to react sensitively; to be empathic, compassionate and sincere. Recognizes the positive contributions of others; demonstrates trust in others by acknowledging their strengths, skills and expertise.</p> <p>Specific example: PC JACK has shown that he values the experience of other officers and recognizes when they are giving him positive assistance.</p>	<p>Meets Requirements</p>
<p>SELF-CONFIDENCE</p> <p>Believes in one's abilities, understands one's own strengths and limitations; able to</p>	<p>Meets Requirements</p>

<p>receive constructive criticism while maintaining professionalism.</p> <p>Specific example: PC JACK was advised of areas of his work that needed some improvement. PC JACK took note of what was addressed and made obvious strides to correct these areas.</p>	
<p>TEAM WORK</p> <p>Works effectively with others towards a common purpose while putting the group's goals ahead of personal achievement</p> <p>Specific example: PC JACK has always asked other officers who are working on calls for service, well into overtime, what assistance he can provide and often stays with them not leaving until the last of his shift is gone home</p>	<p>Meets Requirements</p>

PERSONAL IMPACT	RATING
<p>SELF-AWARENESS</p> <p>Recognizes and manages personal biases, assumptions and stereotypes that can influence actions, communication, relationships, judgments and decisions.</p> <p>Specific example: I have yet to observe a circumstance where PC JACK has shown a bias or jumped to a conclusion about anyone or anything. PC JACK will attack an issue head on, he is frank in his manners and doesn't appear to make judgement ahead of time.</p>	<p>Meets Requirements</p>
<p>DEPORTMENT</p> <p>Controls emotions, especially when provoked or when facing opposition or hostility. Takes constructive action, deals with situations while maintaining professionalism.</p> <p>Specific example: PC JACK remains professional. To date I am unaware of anytime that PC JACK has been faced with a confrontational person.</p>	<p>Meets Requirements</p>
<p>APPEARANCE</p> <p>Projects a positive and professional image; maintains uniform and equipment.</p> <p>Specific example: PC JACK is always early for his scheduled shift. PC JACK continues to attend work with his uniform neat and clean and properly maintained.</p>	<p>Meets Requirements</p>

COMMENTS AND SIGNATURES

Evaluation Meeting

- I have met and discussed my performance with my coach officer or my accountable supervisor.
- I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms.
- I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.

Employee's Comments:

Employee's Signature:

[Handwritten Signature]

Date:

26-APR-09

Coach Officer Comments:

PC JACK has made positive progress this evaluation period and most of the issues brought forth in the previous evaluation have been addressed. I would like for PC JACK to remain flexible in his ability to take on calls as the busy summer months are approaching and we all will be expected to take on more work. As well I would like to see PC JACKS practice stats increase with more provincial offences notices issued in the next evaluation period, as the seatbelt campaign occurs in this time frame a number of seatbelt violations should be expected.

Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category):

[Handwritten Signature]

Date: 15 Apr 09

Accountable Supervisor's Comments (Mandatory):

I concur with the above evaluation. PC JACK is progressing well. He is encouraged to increase and maintain his proactive enforcement levels.

Accountable Supervisor:

Accountable Supervisor's Signature:

FLINDALL, R

[Handwritten Signature]

Date: 26Apr09

Detachment Commander

Comments (Mandatory): *I concur with the results reported. Cst Jack will continue to develop his skills as his experience continues to grow.*

Detachment Commander:

Campbell MRJ S1446345

Detachment Commander's Signature:

[Handwritten Signature]

Date:

27APR09

Instructions:

At the conclusion of each evaluation period:

- Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.

Regional Commander (or designate)

Comments (Mandatory)

Regional Commander (or designate):

Regional Commander's (or designate)
Signature:

Date:

Instructions:

At the conclusion of the evaluation period:

- Return a signed COPY of completed document to the member.
- Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.

Personal information on this form is collected under the authority of Sec. 17(2) of the Police Services Act, R.S.O. 1990, and will be used for the purpose of evaluating your job performance with the Ontario Provincial Police.

RECEIVED

MAY 06 2009

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

ONTARIO PROVINCIAL POLICE
RECEIVED
APR 28 2009
MAIL LOG # 7715
PETERBOROUGH DISTRICT OFFICE

13

This plan is designed to assist the supervisor in addressing employee performance problems. The objective of this plan is to correct identified work performance deficiencies or behaviour problems in order to elicit an acceptable level of work performance and meet the requirements for Probationary Constable.

This plan will be initiated when the PCS 066P indicates:

- DOES NOT MEET REQUIREMENTS in any category, or
- NO BASIS FOR RATING for the same category for two consecutive months.

Note: Career Development Bureau shall be consulted regarding any evaluation for which a WORK IMPROVEMENT PLAN has been implemented.

Probationary Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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**DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT
TO "MEET" WORK PERFORMANCE STANDARDS**

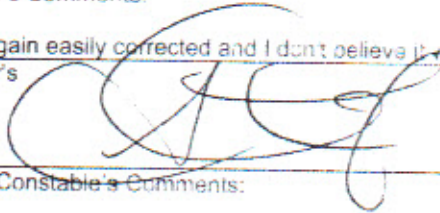
Radio Communications - PC JACK is fairly familiar with 10 codes however his phonetic alphabet has been lacking. This needs to be brought up to standard.

Clearing calls effectively is important PC JACK needs to be clear and concise in order to ensure the summary is easily read on niche.

Coach Officer's Comments:

This task is again easily corrected and I don't believe it will be an issue on the next evaluation.

Coach Officer's Signature:



Date:

15 APR 09

Probationary Constable's Comments:

Probationary Constable's Signature:



Date:

**ACTIONS/STEPS TAKEN
TO CORRECT PERFORMANCE DEFICIENCIES:
(specify time frame to compete)
To be completed by Accountable Supervisor**

- Learn phonetic alphabet
- Review Niche to see how other officers clear calls.
- Pay attention to the radio when officers are clearing calls to gain this experience.

Comments mandatory at all levels

Accountable Supervisor's Comments:

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

PC FILMAN and I will be actively monitoring PC JACK's radio usage and will provide constructive assistance to PC JACK when it is deemed necessary.	
Accountable Supervisor's Signature: <i>[Signature]</i>	Date: 15 Apr 09
Probationary Constable's Signature: <i>[Signature]</i>	Date: 26-APR-09
Detachment Commander's Comments: issues related to the members performance appear to be minor in nature. I expect CST Jack & his crew and supervisor to work on his time management skills	
Detachment Commander's Signature: <i>[Signature]</i> M.R.J. Campbell Sigt 6385	Date: 27 APR 09
Regional Commander's (or designate) Comments: Progress in standards and clearing calls to be monitored	
Regional Commander's (or designate) Signature: <i>[Signature]</i>	Date: 11 MAY 09
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Insp. Dave E. Lee Manager Staff Development and Training </div>	

RESULTS ACHIEVED <i>To be completed by Accountable Supervisor</i>

Standards "met" have been indicated in the RESULTS ACHIEVED area. Standards that have not been "met" will continue to be documented in the next month's improvement plan.

Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:
Detachment Commander's Comments (mandatory):	
Detachment Commander's Signature:	Date:

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate) Comments:

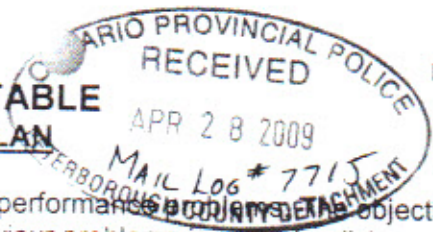
Regional Commander's (or designate)
Signature:

Date:

MAY 06 2009

#13181

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**



This plan is designed to assist the supervisor in addressing employee performance. The objective of this plan is to correct identified work performance deficiencies or behaviour problems in order to elicit an acceptable level of work performance and meet the requirements for Probationary Constable.

This plan will be initiated when the PCS 066P indicates:

- DOES NOT MEET REQUIREMENTS in any category, or
- NO BASIS FOR RATING for the same category for two consecutive months.

Note: Career Development Bureau shall be consulted regarding any evaluation for which a WORK IMPROVEMENT PLAN has been implemented.

Probationary Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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**DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT
TO "MEET" WORK PERFORMANCE STANDARDS**

Flexibility - Due to the workload at this detachment it is constantly necessary to be working on more than one event at a time. As well, when an officer is at the detachment, he/she may be called on to assist a walk in or answer the phone.

Co-workers have brought concern that the phone or the door has been ignored or when the shift is involved in a group effort (cruiser checks), that task may be avoided. As this job always requires a group effort these issues need to be addressed and satisfied.

Coach Officer's Comments:

This is a manageable task. It is understandable that this job can be overwhelming at times, but in a team atmosphere it is important that everyone contribute equally. If an issue is of a less important nature it is important to join in on group efforts, and as well, make the job easier for each other by answering the phone or attending to the door as required.

Coach Officer's Signature:

Date:

15 APR 09

Probationary Constable's Comments:

Probationary Constable's Signature:

Date:

**ACTIONS/STEPS TAKEN
TO CORRECT PERFORMANCE DEFICIENCIES:
(specify time frame to compete)**

To be completed by Accountable Supervisor

- Be aware of calls for service in our zones and be flexible in taking more than one call when other officers are doing the same.
- Be aware of the phone it really shouldn't ring more than three times.
- Be aware of the door buzzer and always go to the door if it buzzes even though someone may beat you to it.

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Comments mandatory at all levels

Accountable Supervisor's Comments:	
It is not uncommon for a new officer to find the workload overwhelming, and in particular at this busy detachment. As PC JACK becomes more comfortable with policing and his experience grows, I expect this will no longer be an issue. PC FILMAN and his fellow shiftmates will monitor this and report back to me.	
Accountable Supervisor's Signature: <i>Robert Filman</i>	Date: 15 APR 09
Probationary Constable's Signature: <i>Man</i>	Date: 26 APR 09
Detachment Commander's Comments:	
Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
<i>Noted.</i>	
Regional Commander's (or designate) Signature: <i>David Lee</i>	Date: 11 MAY 09

RESULTS ACHIEVED <i>To be completed by Accountable Supervisor</i>

Standards "met" have been indicated in the **RESULTS ACHIEVED** area. Standards that have not been "met" will continue to be documented in the next month's improvement plan.

Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:
Detachment Commander's Comments (mandatory):	

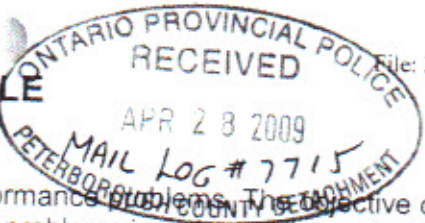
PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

RECEIVED

MAY 06 2009

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**



File: 291

Ontario
Provincial
Police

#1318 PC

CENTRAL REGION ORILLIA

This plan is designed to assist the supervisor in addressing employee performance problems. The objective of this plan is to correct identified work performance deficiencies or behaviour problems in order to elicit an acceptable level of work performance and meet the requirements for Probationary Constable.

This plan will be initiated when the PCS 066P indicates:

- DOES NOT MEET REQUIREMENTS in any category, or
- NO BASIS FOR RATING for the same category for two consecutive months.

Note: Career Development Bureau shall be consulted regarding any evaluation for which a WORK IMPROVEMENT PLAN has been implemented.

Probationary Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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**DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT
TO "MEET" WORK PERFORMANCE STANDARDS**

Police vehicle operation - maintain safe operation of vehicle without any incidents. During this evaluation period PC JACK was involved in a motor vehicle collision with a cruiser.

Maintain acceptable speeds in appropriate zones - this includes driving too slow.

Coach Officer's Comments:

This is a managable task and little changes are needed. The main issue is PC JACK's cruiser collision. Also his driving speedss has been too slow at times and this can aggitate other drivers.

Coach Officer's Signature:

Date:

15 APR 09

Probationary Constable's Comments:

Probationary Constable's Signature:

Date:

**ACTIONS/STEPS TAKEN
TO CORRECT PERFORMANCE DEFICIENCIES:
(specify time frame to compete)
To be completed by Accountable Supervisor**

Maintain reasonable patrol speeds.
Be aware of the roadway and the capabilities of a police cruiser in order to avoid collisions.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

PC JACK has been spoken to about the importance of safe cruiser operations. PC JACK is also aware of OPP policy in relation to safe cruiser operations. PC FILMAN will be monitoring his driving capabilities over PC JACK's evaluation period and will be reporting directly to me of any deficiencies.	
Accountable Supervisor's Signature: <i>[Signature]</i>	Date: 15 APR 09
Probationary Constable's Signature: <i>[Signature]</i>	Date: 26-APR-09
Detachment Commander's Comments: <i>1 concw with the evaluator</i>	
Detachment Commander's Signature: <i>[Signature]</i> 51551-6385	Date: 27 APR 09
Regional Commander's (or designate) Comments: <i>Noted</i>	
Regional Commander's (or designate) Signature: <i>[Signature]</i>	<div style="border: 1px solid black; padding: 5px; display: inline-block; text-align: center;"> Insp. Dave E. Lee Manager Staff Development and Training </div> Date: 11 MAY 09

RESULTS ACHIEVED <i>To be completed by Accountable Supervisor</i>

Standards "met" have been indicated in the **RESULTS ACHIEVED** area. Standards that have not been "met" will continue to be documented in the next month's improvement plan.

Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:
Detachment Commander's Comments (mandatory):	
Detachment Commander's Signature:	Date:

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date: