

OPP PERSC AL DATA INFORMATION RECORD

SURNAME: Jack FIRST NAME: Michael INITIALS: _____

DATE OF BIRTH: 16-Dec-72 SEX: Male

SIN #: 530-393-230 WIN # 393080

RANK: PC POSITION # _____

DATE APPOINTED TO FORCE: 02-Jan-09 TO PRESENT RANK: _____

MARITAL STATUS: Single SPOUSE'S NAME: n/a

DEPENDENTS: (NAME & D.O.B.)

n/a n/a

HOME ADDRESS: 1049 Primrose Lane RR#4, Peterborough
& POSTAL CODE K9J 6X5

HOME TELEPHONE #: 705-740-5765

HEALTH INFORMATION: (allergies, etc.) none

EMERGENCY TELEPHONE #'S

NAME: Andre Melaney RELATIONSHIP: Landlord

ADDRESS: 1049 Primrose Lane RR#4, Peterborough, K9J6X5

PHONE # 705-652-8125

NAME: _____ RELATIONSHIP: _____

ADDRESS: _____

PHONE # _____

LANGUAGES SPOKEN: English, Russian, Hebrew

Statutes , Police Vehicle Operations, Oral and Written Communication, Listening Skills, Radio Communication, Analytical Thinking, Resolution, Follow Up, Personal Accountability, Planning and Organizing, Respectful Relations, Self Confidence ,Team Work, Self Awareness and Department. This performance review was given to Prob. Jack on September 11, 2009. He refused to sign the performance review, but later on September 25, 2009 provided comments (attached).

- S/Sgt Kohen became involved with detachment on August 27, 2009. Since that time several conference calls with detachment members and region have occurred. As a result, Prob. Jack's Coach Officer and Platoon were changed, which is reflective in his 9 month performance review.
- Month 9 (09 Sept to 09 Oct) performance review - Prob. Jack had 13 sub categories where he did not meet requirements: Attitude Towards Learning, Fed Statutes, Police Vehicle Operations, Traffic Enforcement, Oral Communication, Radio Communication, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, Respectful Relations and Self Confidence. This performance review was given to Prob. Jack on October 13, 2009. Prob. Jack did sign this performance review. On September 18, 2009, Prob. Jack completed a "Driver Competency Assessment" with Sergeant McNeely, East Region (report attached).
- Month 10 (09 Oct to 09 Nov) performance review - Prob. Jack had 12 sub categories where he did not meet requirements: Attitude Towards Learning, Fed Status, Police Vehicle Operations, Oral Communication, Radio Communication, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, Respectful Relations and Self Confidence. This performance review was given to Prob. Jack on November 14, 2009. Prob. Jack did sign this performance review and only provided comments on a disagreement with the sub category of Federal Statutes. This member was not recommended for permanent status and advised to keep working on the areas with his coach officer in conjunction with the Work Improvement Plan that had been created. During this review period, Prob. Jack attended six additional driving assessments with Sgt Kent Taylor from the Academy (report attached).
- On November 12, 2009, a conference call was held with S/Sgt Kohen, Coach Officer, Cst Rich Nie, Detachment Sgt Peter Butorac, Detachment Commander Ron Campbell and Central Region Command Staff Supt Hugh Stevenson. Central Region is supporting the release from employment of Prob. Jack.
- On November 23, 2009, S/Sgt Kohen consulted with Legal Branch Ms. Chris Donszelmann and provided her an overview of Prob. Jack's performance of the last 10 months. Legal Branch supports the recommendation of releasing Prob. Jack from employment as a result of failure to meet the minimum requirements of his position based on unsatisfactory work performance.
- On the November 30, 2009, detachment members have submitted to S/Sgt Kohen a chronology overview of the last 10 months of Prob Jack at Peterborough Detachment (attached).



TRENT UNIVERSITY, PETERBOROUGH, ONTARIO CANADA

Graduate Academic Record Card

Name Jack, Michael Student ID 128039 (605001192)

Home Address 1049 Primrose Lane Date of Birth December 16, 1972

Peterborough, ON K9J 6X5 Citizenship Canadian

Present Address September 1, 2004

Earlier Degree(s) H.B.Sc. (Trent) Basis of Admission Honours B.Sc.

Program Modelling in the Natural & Social Sciences

PROGRAM OF STUDIES LEADING TO THE DEGREE OF Master of Science

Approved Courses	Subject	No.	Session	Final Grade	Subject	No.	Session	Final Grade
Applications of Modelling	AMOD 501H	2004FW	A+ (93%)	Mathematical Aspects of Modelling	AMOD 571H	2005WI	A (85%)	
Classic Artificial Intelligence	AMOD 502H	2004FW	A (85%)	Seminar on Applications of Modelling	AMOD 590	2005FW	Pass	
The Foundations of Modelling	AMOD 561H	2004FW	A (88%)					

Thesis Workload Modeling and Internal Backfilling for Parallel Job Scheduling

Supervisor B. Patrick

Members of Supervisory Committee R. Hurley, & B. Atkinson,

Date Degree Conferred October 2006 (Degree Requirement Met: September 2006)

Awards NSERC Post Graduate Scholarship - Masters 2005-06

SIGNED: *Michael Jack* DATE: Oct 26 106

This record is not an official transcript unless signed by the Dean of Graduate Studies and stamped with the University seal.

Susan Salisbury
 SUSAN SALISBURY
 Registrar

Transcript valid only if bearing official signature and seal

To: **
 Michael Jack
 Official Transcript

Student Number: 0128039
 Date of Birth: 1972 Dec 16
 Issued On: 2006 Oct 16

Name: Michael Jack

Page: 1

Undergraduate

2000-2001 Academic Year

Basis of Admission: TRANSFER-TECH INST (FOREIGN)

		Credits	Mark	Grade
Computer Science	102H: Software Engin. With C/C++	0.5	94	A+
Economics	101H: Introductory Microeconomics	0.5	91	A+
Economics	102H: Introductory Macroeconomics	0.5	97	A+

THE WILLIAM B. COMMON, Q.C., LL.D. MEMORIAL PRIZE

2001 Summer Session

		Credits	Mark	Grade
Computer Science	104H: Programming Methodologies	0.5	97	A+

2001-2002 Academic Year

		Credits	Mark	Grade
Computer Science	230: Computer Organization	1.0	99	A+
Mathematics	110: Calculus of One Variable	1.0	94	A+
Computer Science	202H: Data Struct. & Algorithm Des.	0.5	82	A-
Mathematics	135H: Linear Algebra I: Matrix	0.5	83	A-
Computer Science	204H: Object-Oriented Programming	0.5	97	A+
Mathematics	155H: Introduction to Probability	0.5	90	A+
Mathematics	235H: Linear Algebra II: Vectors	0.5	90	A+

DEAN'S HONOURS ROLL
 THE TRENT UNIVERSITY SCHOLARSHIP

2002-2003 Academic Year

		Credits	Mark	Grade
Mathematics	200: Calculus in Several Dimensions	1.0	90	AG
Mathematics	260: Discrete Structures	1.0	90	A+
Computer Science	332H: Fund. of Operating Systems	0.5	98	A+
Computer Science	362H: Object-Oriented Analysis & Des	0.5	87	A
Computer Studies	350H: Artificial Intelligence/Life	0.5	98	A+
Computer Science	304H: Software Specific. & Analysis	0.5	88	A
Computer Science	340H: Database Management Systems	0.5	97	A+
Computer Science	358H: Visual Programming Techniques	0.5	94	AG

DEAN'S HONOURS ROLL

Continued on Page 2

Education

- | | |
|-------------|---|
| 2004 – 2006 | M.Sc. (Computer Science, Trent University)
NSERCC Postgraduate Scholarship,
Trent University Scholarship. |
| 2001 – 2004 | B.Sc.H. (Computer Science, Trent University)
President's Honour Roll, Dean's Honour Roll
Trent University Scholarship, Ewing Memorial Scholarship
Canada Millennium Bursary, City of Peterborough Bursary
William B. Common Memorial Prize, Otonabee College Prize. |
| 1992 – 1993 | Diploma of Marine Electricity and Control
Marine Technological College "Mevoot Yam", Israel. |
| 1990 – 1992 | Matriculation Certificate and Marine Technologist Certificate
Nautical School "Ort Yami Ashdod", Israel. |
| 1980 – 1990 | High School #493, St. Petersburg, Russia. |

Training

- | | |
|------|---|
| 1998 | "Human Dynamics - Art of Management" course
"The 7 Habits of Highly Effective People" course
Intel Corp., Portland, USA |
| 1997 | "QA/QC of High-Tech Electronic Equipment" course
Intel Corp. Albuquerque, USA |

Hard skills

- A comprehensive list of my hard skills will be furnished upon request.

Publications

Patrick, B.G. and Jack, M. (2003) Parallel job scheduling using marginal analysis, *Proceedings of the International Conference on Parallel and Distributed Processing Techniques and Applications 3*, Las Vegas, Nevada, June 23-26, 2003.

Patrick, B.G. and Jack, M. (2003) Equipartitioning versus marginal analysis for parallel job scheduling, *Proceedings of the Fourth International Conference on Parallel and Distributed Computing, Applications and Technologies*, Chengdu, China, August 27-29, 2003.

Interests

- Constantly learning new things with a focus in management, psychology, parapsychology, technology, history, and linguistics.
- Weight lifting, acrobatics, target practice.

JACK, Michael
Ontario Provincial Police
BC-0828

General Comments

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

Defensive Tactics

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

Firearms

Police Physical Training

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

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

Police Vehicle Operations

Special Mention

Comments

Diploma Awarded.

JACK, Michael
Ontario Provincial Police
BC-0828

General Comments

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

Defensive Tactics

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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**.

BADGE	LNAME	FNAME	DOB(d.m.y)	M/F	RESIDENCE	ATTRIBUTES	DETACHMENT
12690	Jack	Michael	16/12/1972	M	Peterborough	RUSSIAN HEBREW	Peterborough County 5522-151828
12691	[REDACTED]	[REDACTED]	[REDACTED]	M	Oshawa	OPP, Queens Park Det. - Special Constable, 17 Jul 06 to present	Northwest 5554-201637
12692	[REDACTED]	[REDACTED]	[REDACTED]	M	Prescott	OPP, Leeds Cty. Det. - Aux. Constable, 25 Apr 98 to present	Napanee 2656-201859
12693	[REDACTED]	[REDACTED]	[REDACTED]	M	Peterborough		Port Credit 5452-29541
12694	[REDACTED]	[REDACTED]	[REDACTED]	M	Godrich		South Bruce-Walkerton 2381-138372
12695	[REDACTED]	[REDACTED]	[REDACTED]	F	Peterborough	Women's Symposium 2007	Peterborough County 5522-30738
12696	[REDACTED]	[REDACTED]	[REDACTED]	F	Etobicoke	FRENCH OPP Bound 2006	Haliburton Highlands 5579-201634

General Distribution List

PERSONNEL
530393230 JACK, MICHAEL

JOB PERFORMANCE DATA
COMMUNITY SAFETY

PERI009

--JOB PERFORMANCE DATA--

NEXT INCR TYPE
NEXT INCR REASON
EYE EXAM DATE

NEXT INCR DATE 08/01/2009
NEXT INCR PCT

--PROBATIONARY DATA--

PROBATION STATUS PR
PROB BEGIN DATE 08/25/2008
PROB LAST ACTN

PROB END DATE 08/25/2009
PROB LST ACTN DT

COMMENT

COMPLETE NEXT TRANSACTION REQUEST.

TRANS EMPL 530393230 JOB ORG 41 QTR
PA2=TRAN MENU PF7=INQUIRY
PF1=HELP TEXT PF8=TABLE INQ PF9=DET EDITS PF11=FUNC MENU PF12=SIGN OFF

4-©

1 MCSP

#S 22/8

Shelley Agnes Gozzard-Gilbert,
a Commissioner, etc., County of Peterborough,
for the Government of Ontario, Ministry of
Community Safety and Correctional Services.
Expires May 12, 2009.

file



MINISTRY OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES

**ELECTRONIC FUNDS TRANSFER (EFT)
FOR EMPLOYEE EXPENSE CLAIM REIMBURSEMENT**

NAME:
Michael JACK

WORK ADDRESS:
(Include Postal Code)
453 Lansdowne St. E., Box 477, Peterborough, Ontario K9J 6Z6

WORK TELEPHONE NUMBER:
705-742-0401

WIN NUMBER: 393080
(MANDATORY)

ATTACH VOID CHECKS HERE

MR MICHAEL JACK
1049 PRIMROSE LANE
PETERBOROUGH, ON K9J 6X5

087

1e)

PAY TO THE
ORDER OF

DATE

\$

100 DOLLARS

Security features included. Details on back.



Canada Trust
COMMERCIAL BANKING CENTRE
340 GEORGE STREET NORTH
PETERBOROUGH, ONTARIO, K9H 7E8

VOID

MEMO

MP

⑈087⑈ ⑆34322⑈004⑆ 0410⑈3192092⑈

CODING ON CHEQUES WILL APPEAR AS FOLLOWS:

X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Chq #			Bank Transit #				Bank #			Bank Account # (Up to 12 Digits)											

IF ALL INFORMATION IS NOT INCLUDED IT COULD DELAY PAYMENT

EMPLOYEE SIGNATURE: *Man*

DATE: 16-JAN-09

Forward this form to:

Ontario Shared Services
Accounting Operations
Finance Service Delivery Branch
200 First Avenue, 3rd Floor
North Bay ON P1B 9M3
Phone: 705-494-3120
→ Fax: 705-494-3121

TRANSMISSION REPORT

TIME : JAN-16-2009 15:17
TEL NUMBER :
NAME :

NBR	FILE NBR	DATE	TIME	DURATION	PGS	TO	DEPT NBR	ACCOUNT	MODE	STATUS
741	594	JAN-16	15:17	00/21	002	917054943121			EC 602	OK

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Peterborough County
Détachement du comté de Peterborough

P.O. Box 477
453 Lansdowne Street East
Peterborough ON K9J 6Z6

C.P. 477
453, rue Lansdowne Est
Peterborough ON K9J 6Z6

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

Tél. : (705) 742-0401
Télééc. : (705) 742-9247

File Reference: 291

December 24, 2008

MEMORANDUM TO:

Probationary Constable Michael JACK, #12690

RE: WELCOME TO PETERBOROUGH COUNTY DETACHMENT

Welcome to Peterborough County Detachment. We are looking forward to your arrival and membership on our team.

Peterborough is a great place to live and work. You will be working in a large detachment where you will be exposed to a wide variety of policing experiences.

An Employee Handbook, Peterborough County Business Plan, map and two pairs of epaulets will be issued to you upon arrival. Your Coach Officer is Prov. Const. Shaun FILMAN, an experienced and accomplished officer.

Your supervisor is Sgt. FLINDALL and can be reached at 705-742-0401, extension 4621 or by e-mail (Robert.Flindall@ontario.ca). Please contact him at your convenience to discuss your shift schedule.

Please report for duty at 1800 hrs. on Monday, 12 Jan 2009. At that time you will be briefed.

Again, congratulations and welcome to Peterborough. I look forward to meeting you on your first day.

Welcome,

A handwritten signature in black ink, appearing to read 'M.R.J. Campbell', is written over a horizontal line.

M.R.J. CAMPBELL
Staff Sergeant
Program Manager.

Atts.

/kc



Ministry of Health
and Long-Term Care
Ontario Government
Pharmaceutical and
Medical Supply Service
(OGPMSS)

99 Adesso Drive
Concord ON L4K 3C7
Tel. (416) 327-0837
Fax (416) 327-0818

send to CRAQ
11 Mar 09
as per M of Admin
file

Hepatitis-B Vaccine Requisition

Ministry of Community Safety and Correctional Services
- Ontario Provincial Police

Instructions for completion:

1. Employee to complete name, badge number, signature, telephone number, place of employment and full employment address.
2. Personal physician to complete physician Licence/Registration no., telephone number, date of requisition, quantity required, name and signature.
3. Employee to obtain the signature of the Deputy Commissioner.
4. Employee to fax or mail completed form to Government Pharmacy at the above fax number or address.
5. One copy of the form is to be filed at the duty location

Section A		
Name of employee/badge number (please print)	Signature of employee	Telephone
JACK, MICHAEL #12690	<i>[Signature]</i>	(705) 742 0401
Place of employment (detachment)	Signature of Deputy Commissioner	DETACHMENT COMMANDER
PETERBOROUGH COUNTY	<i>[Signature]</i>	INSPECTOR #6138
Ship to address (place of employment)	Invoice to	
ONTARIO PROVINCIAL POLICE PETERBOROUGH COUNTY 453 LANSDOWNE ST. E., BOX 477 PETERBOROUGH, ONTARIO K9J 6Z8	351044 Ministry of Community Safety and Correctional Services Ontario Provincial Police Deputy Commissioner, Provincial Command (Field and Traffic Services) 777 Memorial Avenue Orillia ON L3V 7V3	

Section B			
Physician Licence/Reg. no.	Telephone	Date of requisition	
26816 (705)	743-8043	2 March 2009	
Name of physician (please print)	Signature		
MARK STEGEL	<i>[Signature]</i>		
Qty. required	Catalogue number	Description	Units/container as per catalogue
1	6571-3243-0	Hepatitis-B Vaccine (recombinant)	1 x 1mL vial
(Note: Order 3 x 1mL vials for initial immunization)			

By providing this information, the employee consents to the Ministry of Health and Long-Term Care's collection of the information provided on this form in accordance with the *Personal Health Information Protection Act, 2004, S.O. 2004, c. 3, Sch. A*. The Ministry uses this information for the purpose of maintaining the integrity of the Ministry's vaccine distribution program and to seek reimbursement from employers for vaccines distributed. Withholding of consent to the collection of this information will affect the employee's eligibility under the vaccine distribution program. For more information on the Ministry's information practices with respect to this information, please contact: Manager, Ontario Government Pharmaceutical and Medical Supply Services, 99 Adesso Drive, Concord ON L4K 3C7, telephone no. (416) 327-0837.

This form is available from the Forms Repository: <http://intra.forms.ssb.gov.on.ca>



Ministry of Health
and Long-Term Care
Ontario Government
Pharmaceutical and
Medical Supply Service
(OGPMSS)

99 Adesso Drive
Concord ON L4K 3C7
Tel. (416) 327-0837
Fax (416) 327-0818

ON
10 PROVINCIAL POLICE
RECEIVED
12768
MAR 13 2009

Hepatitis-B Vaccine Requisition

Ministry of Community Safety and Correctional Services
- Ontario Provincial Police

CENTRAL REGION ORILLIA

Instructions for completion:

1. Employee to complete name, badge number, signature, telephone number, place of employment and full employment address.
2. Personal physician to complete physician Licence/Registration no., telephone number, date of requisition, quantity required, name and signature.
3. Employee to obtain the signature of the Deputy Commissioner.
4. Employee to fax or mail completed form to Government Pharmacy at the above fax number or address.
5. One copy of the form is to be filed at the duty location

Section A

Name of employee/badge number (please print) JACK, MICHAEL # 12690	Signature of employee <i>[Signature]</i>	Telephone (705) 742 0401
Place of employment (detachment) PETERBOROUGH COUNTY	Signature of Deputy Commissioner <i>[Signature]</i>	DETACHMENT COMMANDER Inspector # 6138
Ship to address (place of employment) ONTARIO PROVINCIAL POLICE PETERBOROUGH COUNTY 453 LANSDOWNE ST. E., BOX 477 PETERBOROUGH, ONTARIO K9J 6Z6	Invoice to 351044 Ministry of Community Safety and Correctional Services Ontario Provincial Police Deputy Commissioner, Provincial Command (Field and Traffic Services) 777 Memorial Avenue Orillia ON L3V 7V3	

Section B

Physician Licence/Reg. no. 26816	Telephone (705) 743-8043	Date of requisition 7 March 2009
Name of physician (please print) MARK SIEGEL	Signature <i>[Signature]</i>	
Qty. required 1	Catalogue number 6571-3243-0	Description Hepatitis-B Vaccine (recombinant)
		Units/container as per catalogue 1 x 1mL vial
(Note: Order 3 x 1mL vials for initial immunization)		

By providing this information, the employee consents to the Ministry of Health and Long-Term Care's collection of the information provided on this form in accordance with the *Personal Health Information Protection Act, 2004, S.O. 2004, c. 3, Sch. A*. The Ministry uses this information for the purpose of maintaining the integrity of the Ministry's vaccine distribution program and to seek reimbursement from employers for vaccines distributed. Withholding of consent to the collection of this information will affect the employee's eligibility under the vaccine distribution program. For more information on the Ministry's information practices with respect to this information, please contact: Manager, Ontario Government Pharmaceutical and Medical Supply Services, 99 Adesso Drive, Concord ON L4K 3C7, telephone no. (416) 327-0837.

This form is available from the Forms Repository: <http://intra.forms.ssb.gov.on.ca>

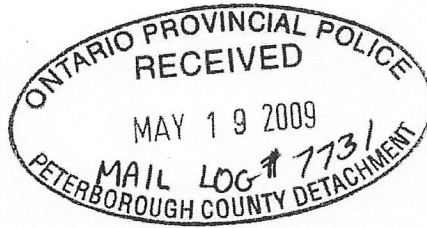
Ontario
Provincial
Police

Police
provinciale
de l'Ontario



453 Lansdowne St. E.
Peterborough, ON K9J 6Z6
Tel: (705) 742-0401
Fax: (705) 742-9247

MEMORANDUM TO :
The Commissioner
Ontario Provincial Police
777 Memorial Avenue
Orillia, Ontario
L3V 7V3



19 May 2009

Attention : Human Resources Bureau
Deployment Section

RE : Application for Olympic Deployment

I respectfully request to be considered for one of the positions in Olympic Deployment held in British Columbia in 2010. I am currently single and have no family obligations at this time and I am able to be deployed for any time that the organization requires.

Respectfully submitted for your consideration,

Michael Jack
PC 12690
Peterborough County Det.

19-MAY-09

A handwritten signature in black ink, appearing to be "M. Jack".

I support this request.

A handwritten signature in black ink, appearing to be "M. Jack" with "FNSP" written below it.



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 23 July 2009

Member JACK, M	Badge # 12690
Supervisor FLINDALL, R	Badge # 9740

CRITERIA	SUB CATEGORIES
Job Knowledge & Skills <input checked="" type="checkbox"/>	Attitude Towards Learning <input type="checkbox"/>
Problem Solving <input type="checkbox"/>	
Communication Skills <input checked="" type="checkbox"/>	Effective Listening Skills
Leadership Skills <input checked="" type="checkbox"/>	Planning and Organization
Interpersonal Attributes <input type="checkbox"/>	//////////
Personal Impact <input type="checkbox"/>	//////////
Other <input checked="" type="checkbox"/>	Judgement

RATING
Does Not Meet Requirements

NARRATIVE (Incident # Optional)

SP09164458

On the 23rd of July 2009, PC M. JACK investigated a Criminal Harassment complaint in which allegations were substantiated that a brother had been criminally harassing his sister as a result of an ongoing civil related issue. PC M. JACK took the appropriate video taped and hand written statements from the victim as well as a number of witnesses. The statement phase of the investigation took PC M. JACK to the end of his scheduled work day and overtime was approved for PC M. JACK.

Prior to his supervisor, Sgt. R. FLINDALL, going off duty for the day, PC M. JACK was given direction as to what was expected to be accomplished prior to PC M. JACK going off duty for the day. PC M. JACK was advised to remain in the office and complete a show cause hearing brief. He was advised that OIC PC B. HANNA was made aware that PC JACK was remaining in the office to complete the paperwork and that if possible, night shift would make attempts to bring the suspect into custody. The suspect was to be held for a bail hearing. PC M. JACK was advised that if the



GENERAL INFORMATION FORM

assignment as directed, he did not provide an explanation, other than to state that he was tired, felt abandoned and did not have any help. This was despite the fact that OIC PC HANNA was aware of his assignment and that PC BROCKLEY sat across from him for the better part of the evening.

PC JACK is aware of the expectations that he is to follow all instructions given to him by his coach officer and/or his Sergeant implicitly. He has indicated that he understands and will comply in the future.

PC M. JACK is currently sitting in his 8th month of his probationary period and it is expected that at this stage of his development, he should know how to properly prepare a crown brief and how to ask for help when he feels he needs it. It is very clear that this is not the case.

As a result, PC JACK has been deemed not to meet requirements in the above mentioned categories.

DISCLOSURE DATE:

20 August 2009

DISCLOSED BY:

Sgt. R. FLINDALL

MEMBER'S SIGNATURE

REFUSED TO SIGN.
1818 MRS
20 AUG 09

Ontario Provincial Police



@ 1255 HRS
Police provinciale de l'Ontario

Julian Fantino

Commissioner Le Commissaire

File #: 520-00

August 4, 2009

MEMORANDUM TO:

ALL MEMBERS OF THE OPP

Re: OPP Vehicle Collisions

I continue to be distressed over the unacceptable number of Ontario Provincial Police (OPP) vehicle collisions, far too many of which are totally preventable but for the inappropriate actions of our members.

Admittedly, not every collision involving an OPP vehicle is preventable; however, the overwhelming majority are and so are the consequences that result, including officer and citizen injuries and deaths, damage to equipment and property, law suits, *Police Service Act*, *Highway Traffic Act* and *Criminal Code* charges, etc.

Some have suggested that police vehicle collisions represent "the cost of doing business"; a notion that I do not accept.

Let me enlighten you about the magnitude of the problem:

Since the year 2000 to date, OPP vehicle collisions have amassed a huge amount of liability. Of the total 10,694 collisions, 4,923 have been classified as preventable. We have lost 7 OPP officers and 7 citizens. Workplace Safety and Insurance Board (WSIB) claims total over \$10 million, resulting from injuries sustained by 775 officers. Six hundred and thirty (630) citizens have also been injured.

The cost of OPP vehicle repairs exceeds \$16 million, not to mention many other residual costs resulting from an unacceptable situation that simply must not continue.

To enlighten you further, it is worth noting that since 2000 we have written off no fewer than 643 vehicles with a replacement value of over \$7 million.

777 Memorial Avenue
Orillia, Ontario
L3V 7V3
Telephone: (705) 329-6199
Facsimile: (705) 329-6195



777 avenue Memorial
Orillia, Ontario
L3V 7V3
Téléphone (705) 329-6199
Télécopieur (705) 329-6195



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 02 August - 15 August 2009

Member JACK, M	Badge # 12690
Supervisor FLINDALL, R	Badge # 9740

CRITERIA		SUB CATEGORIES
Job Knowledge & Skills	<input checked="" type="checkbox"/>	Attitude Towards Learning <input type="checkbox"/>
Problem Solving	<input type="checkbox"/>	
Communication Skills	<input checked="" type="checkbox"/>	Effective Listening Skills
Leadership Skills	<input type="checkbox"/>	//////////
Interpersonal Attributes	<input type="checkbox"/>	//////////
Personal Impact	<input checked="" type="checkbox"/>	Dependability
Other	<input checked="" type="checkbox"/>	Judgement

RATING
Does Not Meet Requirements

NARRATIVE (Incident # Optional)

SP09178964

On the 2nd of August 2009, PC JACK was spoken to by his coach officer PC S. FILMAN and his Sergeant, R. FLINDALL in regards to complaints received from his peers that PC JACK is constantly "shopping for answers". Complaints were received not only from his platoon mates, but also officers from other shifts. At this time, he was advised to cease and desist and that if advice is given by his coach officer or Sergeant, he is to follow this direction.

On the 6th of August 2009, PC JACK as well as other members of the Peterborough County OPP Detachment were called to a break and enter in progress at the abandoned Young's Point Public School. PC JACK was involved in the successful apprehension of 3 youths and 1 adult who had broken into the school and caused mischief.

PC JACK completed video statements with each accused and one of the accused parties provided a cautioned inculpatory statement, admitting they had broken into the school, broken some windows and toppled over the brick chimney.



GENERAL INFORMATION FORM

DISCLOSURE DATE:

20 August 2009

DISCLOSED BY:

Sgt. R. FLINDALL

MEMBER'S SIGNATURE

*REFUSED TO SIGN
1818 MRS
20 AUG 09*

END 1450 HRS

Ron
↖

Rob F
Ron C
Mike J
Miche LA - Assoc ICF

- For CST Jack's development
- Flinnall - C.M. issue Ings brought to attention all bar

Tickets written 15 over - should stop.
#s are good

- hasn't testified - get experience
- 233-10 will be fortcoming

Wings issue

- OPC - PVD. Night Dewing
- Cruiser in Dutch Circumstances - surrender
- CST Gilliam - decision making flawed
- W.I. Plan - Dewing not on board
- OTC today 1414 hrs of Smith entry 2 + 23
- fortunately - no MVE

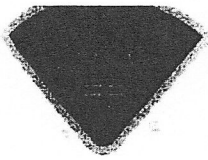
Orchid - Chain of Command
- 233-10 Answer stop PM

... not a punishment wants her to succeed.

Day & night wings
Over extended
Over the

~~Mike Jones concerns~~

1. C.M. case left after hrs 13 hrs by self
no support no tool
- Sgt Flinnall states what we need done & how
→ coach should stay on pers - should know case



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

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

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

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

Facsimile Cover Page
 Bordereau de télécopie

Date:	20 Nov 09
To/Destinataire:	Colleen Kohen
Company/Organisation:	OPP.
Facsimile/Télécopieur:	905-681-2843
From/Expéditeur(trice):	Ron Campbell
Number of pages (including cover)/ Nombre de pages (y compris celle-ci):	8 8 Pgs.
Subject/Sujet:	Mike Jch

Message:

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TRANSMISSION REPORT

TIME : NOV-20-2009 11:48
TEL NUMBER :
NAME :

NBR	FILE NBR	DATE	TIME	DURATION	PGS	TO	DEPT NBR	ACCOUNT	MODE	STATUS
141	208	NOV-20	11:46	01/20	009	919056812893			EC 603	OK

I am including a copy of the "Driver Competency Assessment". When Transport Canada initially developed the standards used in these assessments they tested numerous people to determine what the "average" driver is. A baseline (5) (average) was established through the scientific analysis of the data. Most professional drivers measure over (6). The goal of the OPP driving program is to have all of our drivers score 6 and above (i.e. above average.) Anything under 6 indicates areas where there is room for improvement. Although the report indicates that Michael is an above average driver – this is not the level that we are looking for with respect to our officers.

As such there are areas that have been identified in the assessment where improvement can take place. I will say that I found CST Jack to be cooperative but felt that he truly was under a fair amount of stress. There were a few situations that presented themselves during the assessment that, involved other drivers breaking the law (for example a 2nd car running a 4 way stop – we had the right of way and started to turn / and another older woman running a red etc). Cst Jack took appropriate measures to prevent collisions in both cases, but wanted me to know "emphatically" that the problems were caused by the other drivers. I discussed how the unexpected has to be expected when driving in the city and you really can not predict the actions of others.

- Speed – slowing down assists in building in safety margins but at times a consistent speed is also required when "way finding" or self navigation. If a situation presents itself that requires some thought or reaction, the best course of action is to move your vehicle to a safe location and then determine what the best course of action is.
- Headway – maintain proper distances between vehicles – builds in escape routes – this includes the vehicles in front of you – but also includes vehicles following you – more attention to the actions of vehicles following your vehicle can increase safety margins.
- Junctions – interaction between the driver and the road system – range in this area indicates room for more consistent performance.
- Dynamic Space Management – increasing "space-cushion" between all vehicles around you.
- Driving with distractions – as indicated by the Driver Competency Report, Probationary CST Jack should focus on his driving – especially when faced with competing demands for his attention. (Internal or external distractions).

It is interesting to note that when CST Jack was operating the vehicle, while counting backwards and faced with very busy and complex intersections he chose to focus "on the driving" and dropped counting until he had successfully navigated the situation – often communicating clearly with other drivers to accomplish what he needed to do. This is exactly what we want our people to do when faced with competing demands. By elevating driving and making it a priority our officers will be able to avoid problems while behind the wheel.

The Ontario Provincial Police Officer must be an above average driver and it is hoped we will set the standard for professional vehicle operation. Elevating "driving" to a higher priority will increase CST Jack's overall driving performance, allow him to increase his safety margins, and assist him in becoming a better driver. Some overall work with Sgt Kent Taylor will give him the

Driver Competency Assessment ©

phone 613-839-3003

A division of Driver Competency Assessment Protocols
2808 Donald B Munro Drive, Kinburn, Ontario, Canada, K0A 2H0

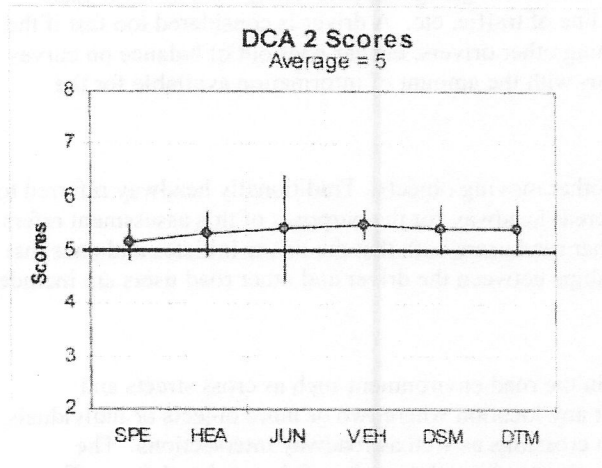
fax 613-839-0318

ON25894
18/09/2009

Michael
Jack

J0052-54407-21216
DCA: 2G Auto

City: Kingston
Route: Kngs01



Driving Characteristics

Score	Average	Variance
SPD	5.17	0.33
HEA	5.33	0.42
JUN	5.42	0.99
VEH	5.50	0.27
DSM	5.42	0.45
DTM	5.42	0.45
G Mean	5.38	0.46

Task Loading Conditions

Driving	Average	Variance
Normal	5.69	0.28
Ext Dist	4.71	0.22
Int Dist	5.75	0.20

Segments

Complexity	Average	Difference
High	5.28	-0.19
Low	5.47	

Driving Characteristics:

All drivers are scored on 4 discrete variables: speed, headway, junctions, vehicle control, and two composite ones: dynamic time management and dynamic space management. Overall Mr. Jack's driving was in the upper end of the average range. Drivers can use either space or time to control their environment. Mr. Jack uses time and space equally effectively (DSM - dynamic space management and DTM - dynamic time management). Both time and space were in the upper end of the average range. Mr. Jack was in the upper end of the average range on both junctions (JUN - junctions; understanding and use of the road system) and headway (HEA - headway; interaction with other road users). Mr. Jack was in the average range on speed (SPD - appropriateness of speed choices for road and traffic conditions). On vehicle (VEH - vehicle handling skills) Mr. Jack scored above average. With the exception of the high degree of variability found in junctions this driver was relatively consistent within individual measures as well as between all measures taken.

Task Loading Conditions:

During the drive Mr. Jack was scored while driving normally, while following a set of written navigational instructions and pointing out a predetermined set of addresses and while counting backwards by threes. Mr. Jack showed significant difference between driving normally and driving while wayfinding (multitasking), suggesting this driver needs to develop better strategies to deal with competing demands and should exercise caution if operating a motor vehicle while trying to complete a secondary task. Mr. Jack showed no difference between driving normally and driving while counting backwards (internal distraction) suggesting that Mr. Jack has developed good control over his allocation of attentional resources.

Segments:

While each segment was approximately three minutes long, some segments were more complex than others based on a predetermined set of criteria. Mr. Jack showed no differences between driving in complex and simple environments suggesting that he can handle both complex and simple driving situations equally.

Recommendations:

Mr. Jack is an average driver who could easily raise his overall driving performance. This driver should undergo some remediation to raise his overall safety margins as found in the driver competency assessment across all areas of driving and when driving with external distractors. This driver should be re-evaluated upon completion of remediation.



Provincial Police Academy Driving Remediation Report

Driver:	Probationary Constable 12690 Michael JACK		
Badge #:	12690	File #:	
Remediation Date(s):	08Dec08, 09Dec08, 10Dec08, 22Oct09, 05Nov09 & 24Nov09		
Instructor:	Sgt Kent Taylor		

Speed:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Discussions re appropriate response speeds, hurried driving, police pressures	
Time Spent in Remediation:		
Headway:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Eye lead, visual scanning & verbal narrative exercises	
Time Spent in Remediation:		
Junctions:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Visual exercises with analysis. Increasing complexity. Sequencing.	
Time Spent in Remediation:		
Vehicle:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Discussion, demo & practice of vehicle dynamics.	
Time Spent in Remediation:		
Dynamic Space Management:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Discussion, demo & practice of DSM principles.	
Time Spent in Remediation:		
Dynamic Time Management:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Discussion, demo & practice of DTM principles.	
Time Spent in Remediation:		
Internal Distractors:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Discussion & written material on how to minimize & manage.	
Time Spent in Remediation:		
External Distractors:	<input type="checkbox"/> Achieved Standard/No Remediation Required <input checked="" type="checkbox"/> Remediation Required Remediation Provided: Discussion & written material on how to minimize & manage.	
Time Spent in Remediation:		

Further Remediation Required: Yes No
Reason: JACK should be considered to attend the OPP "Performance Driving Seminar"
Total time spent in one-on-one remedial driver training - 5.5 hrs

Sign Off Date: 24Nov09 **Instructor Signature:** *Kent Taylor*
Driver Training Coordinator Signature: Sgt. Kent Taylor

Reynolds, Michael (JUS)

PC JACK

From: Hammond, Nancy (MGS)
Sent: December 2, 2009 11:19 AM
To: Reynolds, Michael (JUS)
Subject: Termination of an Employee information
Follow Up Flag: Follow up
Flag Status: Red

Hi Michael:

As per our discussion employee being terminated has less than 2 years of service. Payroll Station #3 will need a WEAR form and will send employee a Termination of Membership Notice for Ontario Pension Board. Employee will complete this form and return it to OPB. As he has less than 2 years of service his pension is not "vested" or "locked in". He will be refunded his contributions only.

Effective July 1, 2009 benefits and life insurance policies for OPPA members are administered by Target, phone # 1-888-660-6055.

Dental coverage terminates the last date of employment.

Supplementary Health & Hospital Coverage with vision care will terminate the last day of the month that the employee is terminated.

He is not entitled to severance pay but any vacation, cto that he is entitled to and hasn't used will be paid out.

Nancy Hammond
Benefits Assistant
777 Memorial Avenue
Orillia, ON L3V 7V3
Phone: (705) 329-6704
Fax: (705) 329-6698

If you are inquiring about benefits issues such as: medical or dental coverage, drug cards, life insurance, beneficiary changes, LTIP, Retirement pension issues, please contact the Ontario Shared Services Contact Centre at 1-866-979-9300 or by email at askoss@ontario.ca. Thank you.

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08/12/2009

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: 291

December 09, 2009

MEMORANDUM TO:

PROBATIONARY CONSTABLE JACK
PETERBOROUGH COUNTY, DETACHMENT

Re: Notice of Proposed Release from Employment

This memorandum will serve as notice to you that a recommendation has been made that you be released from employment from the Ontario Provincial Police. You will be released from employment pursuant to subsection 37 (2) of the Public Service of Ontario Act.

The recommendation for your release from employment is based on your failure to meet the requirements of the position as a Probationary Constable based on unsatisfactory work performance. On August 25, 2008, you acknowledged and signed the attached form, Performance and Conduct Requirements of a Probationary Constable.

You have the opportunity to prepare a written submission or to meet with Chief Superintendent Armstrong at Central Headquarters at 1330 hours on December 15, 2009, before a decision is made. To assist Chief Superintendent Armstrong in his decision relating to your employment status, I will provide him with a copy of this memorandum and attached documentation.

If the recommendation is accepted, you will be released from employment pursuant to subsection 37(2) of the *Public Service of Ontario Act*.

Please advise Staff Sergeant Colleen Kohen in writing, by 0900hours on December 14, 2009, as to which option, if any, you wish to exercise. If you choose not to make a submission, the final decision will be based on the information in this memorandum and the attached documentation.

You have the right to have a representative of the Ontario Provincial Police Association present at the meeting.

Mary Silverthorn
A/Bureau Commander

c: OPPA
C/Supt. Mike Armstrong, Regional Commander - Central Region

Served
13 Dec 09
@ 19:00 hrs
M Reynolds
A/INSP

- 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 PFA 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 2008.

Michael Jack
 Employee

25/06/08
 Date

Wm J. Aman
 Witness

25/08/08
 Date



Ontario
Provincial
Police

File: 291

PROBATIONARY CONSTABLE PERFORMANCE EVALUATION REPORT (PCS-066P)

Probationary Constable Category (select one):	<input checked="" type="checkbox"/> 4 th Class Constable, Probationary Status Report Month: 11
	<input type="checkbox"/> Experienced Officer Report Month: select month
	<input type="checkbox"/> Amalgamated Officer Report Month: select month

Surname: JACK	Given Name: Michael
Badge: 12690	WIN: 393080
Detachment/Section: Peterborough County	Region/Bureau: Central East
Evaluator: PC Richard Nie	Badge: 10517
Evaluation Period: (DD/MM/YY) Start: 09NOV09 End: 09DEC09	
Probationary Period Start Date* (DD/MM/YY) 09JAN09	
**4 th 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.

On 10NOV09 PC Jack attended a family dispute call. A son of the complainant was on probation for domestic assault had gotten into a fight with his grandpa, then came to the family residence and was arguing with his father and brothers. PC Jack spoke with the involved parties – he removed the father from the kitchen (more like a suspect than a victim) and then spoke with him in living room. After he was done, PC Jack sat for a minute and then asked the father's permission to speak with his coach officer. The father appeared very confused as to why PC Jack would ask this. At no point did PC Jack ask about the status of the grandpa and whether or not he was injured. Upon going outside to discuss PC Jack advised he was going to arrest the male for breach of probation for not keeping the peace. This was concerning to his coach officer as PC Jack had just been reprimanded for doing the exact same thing on his previous shift. He had been given direction about not laying this type of charge as the courts would not proceed with them. PC Jack was asked how he could he be doing this again with the same charge – he was asked if he hadn't learnt something from the previous call and said he needed to think for a moment. It was clear that PC Jack was uncertain what to do with the occurrence. His coach officer had to tell him his options and then have him decide. PC Jack also told the father that they could have a no alcohol condition placed on their son. His coach told PC Jack that he needed to correct this statement because he had told them incorrect information. PC Jack denied saying it this way but just prior to leaving the father asked how they could get the condition added that PC Jack had talked about – PC Jack's coach explained to the complainant that the information was incorrect and they apologized.

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 continues to develop his system where he categorizes every email he receives into folders and has memory sticks full of reports and procedural examples. He has no trouble utilizing the computer based programs that used on a day to day basis.

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 is a very nervous driver and lacks confidence with his decision making while driving. He drives safely but causes concern with some of his habits.

On 24NOV09 PC Jack completed his remedial driving sessions with Sergeant Kent Taylor, the Driver Training Coordinator. As a result of these sessions, Sergeant Taylor stated he is satisfied that PC Jack is capable of driving OPP vehicles in a safe and professional manner.

Meets 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 done a good job at showing improvement in this category in his attempts to

Meets Requirements

<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 pays very close attention to people when he is listening to their responses and instructions. His difficulties are still discussed under Oral where he still has trouble putting the information together into something useful and then repeating it to others.</p> <p>On 16NOV09 PC Jack attended an address in Apsley to assist at a domestic dispute call. He assisted the investigating officer by taking a detailed statement and ensured the victim was being looked after appropriately -SP09266064.</p>	<p>Meets Requirements</p>
<p>NON-VERBAL</p> <p>Uses appropriate body language, gestures, and demeanor; is aware of their effect on others.</p> <p>Specific example: On 02DEC09 PC Jack attended a motor vehicle collision and assisted with traffic control at the scene. He did a good job at remaining calm in a situation involving a school bus full of children. Though none were injured seriously, the children were all standing on the side of the highway. PC Jack was aware that maintaining a calm demeanour was important to keep the children calm - SP09278848.</p>	<p>Meets Requirements</p>
<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 no trouble using the proper codes and pays close attention to how he speaks on the radio. His troubles begin when he is under pressure. He forgets at times to update the dispatcher with what he is doing and where he is going. He still has trouble with listening to the radio when he is distracted by a conversation or task.</p> <p>On 24NOV09 and 02DEC09 while at busy collision scenes, at times PC Jack missed responding to calls from his dispatcher while in the process of completing other tasks.</p>	<p>Does Not Meet Requirements</p>

<p>COMMUNITY FOCUS</p>	<p>RATING</p>
<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: PC Jack has made a good effort at patrolling the villages and towns in his patrol area. He has shifted his focus from staying at the detachment to being out and visible in the community.</p>	<p>Meets Requirements</p>

<p>knew from one shift prior that he was not to follow one course of action, PC Jack chose to use the exact same course of action again. PC Jack gave incorrect information and advice to the complainant, and also waited for his coach officer to provide the solution to him.</p>	
<p>FOLLOW-UP ORIENTATION</p> <p>Conducts appropriate follow-up as required to complete a thorough investigation.</p> <p>Specific example: PC Jack does well in this regard and attempts to complete his reports the instant that his call is complete. He still approaches his coach before each shift with a list of things he needs to do or is working on.</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 is making his best effort to stay positive in his present situation. He still has a strong desire to learn and often comes to work on days off to complete tasks so he does not fall behind.</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: PC Jack willingly admits to having problem areas and understands the identified concerns. However, he still has trouble accepting personal ownership for them. At first he would blame another officer, then he would suggest that his problems arise from the circumstances he is placed into. If a problem is detected or questioned, he will now say it is due to being forced to think when he is tired or not feeling well. If he has several things to do at once he will say that he can't be expected to do many things at once and that is why things fall apart.</p>	<p>Does Not Meet 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: The comments from previous months still apply - when it comes to paperwork and follow-up, PC Jack is very organized and looks after his task list appropriately. In regards to calls for service, PC Jack still has trouble prioritizing his calls and tasks while at them.</p>	<p>Meets Requirements</p>

<p>In this meeting PC Jack advised that he had concerns over what was being written for examples in evaluations. He advised that perhaps examples were being used that he didn't agree with in order to protect against any future problems. PC Jack felt that all examples were negative and positive things were not documented enough. He was assured that only his interests were at hand in both his Sergeants and coaches attempts to help him pass.</p>	
<p>SELF-CONFIDENCE</p> <p>Believes in one's abilities, understands one's own strengths and limitations; able to receive constructive criticism while maintaining professionalism.</p> <p>Specific example: PC Jack still shows limited confidence with what he is doing both at calls and at the office. He is constantly encouraged to make a decision instead of relying on others to give him the answers. He struggles with this though because he is afraid of making a mistake.</p> <p>On 27NOV09 PC Jack conducted a traffic stop on County Road 8. There was a motor vehicle that was driving 55km/h in an 80km/h zone for over 5 minutes. His coach officer observed the vehicle to be weaving as well. It took all this time for PC Jack to then ask if he should stop the vehicle. PC Jack was told that it would have been stopped 5 minutes ago if his coach officer was driving.</p>	<p>Does Not Meet Requirements</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 not had any issues working with the members of his platoon. He remains very quiet and for the most part deals only with his coach officer.</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:</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: Other than going quiet at times during instruction, PC Jack has not shown any instances where he has not been able to control his emotions with the public.</p>	<p>Meets Requirements</p>

<p>Instructions: At the conclusion of each evaluation period:</p> <ul style="list-style-type: none"> • 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:

<p>Instructions: At the conclusion of the evaluation period:</p> <ul style="list-style-type: none"> • 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.

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Probationary Constable's Comments:

Probationary Constable's
Signature:



Date:

14-DEC-09

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

- (1) Attitude Towards Learning - PC Jack can work towards meeting standards in this category by accepting ownership and responsibility for his mistakes. He has the desire to learn, he just needs to focus on correction not blame. This will continue to be addressed by the coach officer whenever it occurs and corrected immediately.
- (2) Federal Statutes - PC Jack will need to invest some of his time in studying the elements of criminal offences and his arrest authorities and procedures. At each call for service that provides the opportunity, these elements will be discussed to ensure that PC Jack is aware of the circumstances and what options are available. While enroute to calls, he and his coach still develop a game plan of how to handle the call based on dispatch information alone.
- (3) Oral - PC Jack will need to focus more closely on hearing exactly what things are being said by the people he is speaking with. This will flow directly from his increased knowledge of Federal and Provincial Statutes as he will learn what questions to ask to help complete his investigation. When time permits, he can plan ahead and tell his coach officer what things he will be asking at the calls and what he plans to do with the information. He needs to avoid memorizing steps and listening to the information given to him through his questions.
- (4) Radio Communications - PC Jack will be monitored closely to ensure that he advises the dispatcher of every stop that he makes and what he is doing. It will continue to be pointed out to him by his coach officer if he ever misses hearing the radio.
- (5) Decisive Insight - PC Jack needs to make his best efforts at using common sense. Role playing ahead of time prior to attending calls can assist in this somewhat, and he will continue to be steered away from attempting to memorize calls and locations.
- (6) Analytical Thinking - As mentioned in the Oral category, as he improves with his knowledge of Federal Statutes, it flows that his thinking will improve as well. He will continue to discuss his thoughts and ideas with his coach officer when possible and avoid asking for the answer from his coach officer.
- (7) Resolution - PC Jack will continue to be forced to make decisions at calls. When he often shys away from making the decision and asks for the answer, he will be made to think on his own and develop a plan. Again, when time permits, these plans will be reviewed before and after the calls to determine their effectiveness.
- (8) Personal Accountability - No specific action step other than observing that other tasks are completed. It flows that if attempts are made to correct the problems and the steps are completed then the accountability will meet requirements.
- (9) Flexibility - As the fall months are slower than the summer, PC Jack will have an opportunity again at a slower pace to show he can multitask. He will have discussions with his coach officer about calls for service each day and why he chooses to do one over the other. He will also be asked to start each day with a plan of what he wants to accomplish.
- (10) Respectful Relations - PC Jack has to commit to himself that he will not answer shop and not blame others for his mistakes. He needs to commit to accepting responsibility for his actions. Once this is done, he will gain the trust of those he has spurned in the past.
- (11) Self-Confidence - PC Jack will have to continue to just trust his own instincts. He needs to gain confidence in order for most of the other areas to show improvement. He is trying hard not to fail, and as a result is hesitant to make mistakes. This is a natural part of learning and he needs to accept that he will make errors, but they can be corrected with work.

Ontario
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**Central Region Headquarters
Région du Centre**

777 Memorial Ave.
Orillia ON L3V 7V3

777, ave Memorial
Orillia ON L3V 7V3

Tel: (705) 329-7400 · Fax: (705) 329-7407

File Reference: 260

December 15, 2009

MEMORANDUM TO:

**CHIEF SUPERINTENDENT MIKE ARMSTRONG
REGIONAL COMMANDER
CENTRAL REGION**

Re: Resignation from the Ontario Provincial Police

I wish to inform you that I am resigning from the Ontario Provincial Police effective today's date.

I had been posted to Peterborough County Detachment, Central Region.

If you require further information, I can be contacted at (705) 740-5765.

A handwritten signature in black ink, appearing to read "M. Jack".

Michael Jack
Probationary Constable
Badge #12690

Handwritten initials in black ink, possibly "M.J." with a small number "12690" written next to them.

Last Name JACK	First name Michael	Unit no.	WIN Employee ID No. 393080
Branch name Central Region		Location Peterborough County	

Employee transferred
 Employee terminated
 Employee no longer requires assets
 Repayment of repayable award

Assets issued			Assets returned		Assets issued			Assets returned	
Yes	No		Yes	No	Yes	No	Yes	No	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	I.D. card	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Credit card – Gas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Credit card – Corporate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Credit card – Telephone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Inter-City telephone card	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Purchasing card	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Parking permit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Pager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Cellular phone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Security pass	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Legislative pass	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Keys	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

BADGE & WARRANT CARDS TURNED OVER TO CSUPT. APT STRONG
38/23
PADLOCK - V52 3427119780
50133973

Action to be Taken

By Employee and Manager	By Manager
<input type="checkbox"/> Email password (All-in-one)	<input type="checkbox"/> Signing authority
<input type="checkbox"/> Telephone password	<input type="checkbox"/> LAN ID
<input type="checkbox"/> Computer files	<input type="checkbox"/> Telephone
<input type="checkbox"/> Safe combination	<input type="checkbox"/> ID cards -- destroyed
<input type="checkbox"/> Dial up access	<input type="checkbox"/> Security pass cancelled/re-issued
<input type="checkbox"/> Internet/Intranet	<input type="checkbox"/> Parking permit – destroyed
	<input type="checkbox"/> Keys – retained/re-issued
	<input type="checkbox"/> HR documents/Benefits
	<input type="checkbox"/> Payroll – notification

At time of issue	When returned
Employee's signature	Employee's signature
Date (yyyy/mm/dd)	Date (yyyy/mm/dd)
Issued by (Dept. Head or Supervisor's signature)	Received by (Dept. Head or Supervisor's signature)
Date (yyyy/mm/dd)	Date (yyyy/mm/dd)

Robert Lall SGT 9716 15 DEC 09

Advice to Corporate Financial Services: The attached items indicated below are returned by the above noted employee.

Credit Cards	Recovery of Funds
<input type="checkbox"/> Yes <input type="checkbox"/> No Gas	<input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$
<input type="checkbox"/> Yes <input type="checkbox"/> No Corporate	Explanation
<input type="checkbox"/> Yes <input type="checkbox"/> No Telephone	Cheque no. Date of cheque
Authorized signature	Date

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**Central Region Headquarters
Région du Centre**

777 Memorial Ave.
Orillia ON L3V 7V3

777, ave Memorial
Orillia ON L3V 7V3

Tel: (705) 329-7400

Fax: (705) 329-7407

File Reference: 290

December 15, 2009

MEMORANDUM TO:

Probationary Constable Michael Jack
Peterborough County Detachment

RE: RELEASE FROM EMPLOYMENT

Further to our meeting today, I have reviewed the circumstances regarding your continued employment with the Ontario Provincial Police. My review has included your submission on the matter.

After careful consideration, I must inform you that effective December 15, 2009, you shall be released from our employ as a probationary constable. I trust that you understand that such decisions are not taken lightly. I also wish to acknowledge that this decision will obviously come as a great disappointment to you.

I wish you every success in your future career endeavours.

M.E. (Mike) Armstrong
Chief Superintendent
Regional Commander

/ah

c: Staff Sergeant C.S. Kohen, Career Development Bureau



EFFECTIVE DATE
(yyyy/mm/dd)
2009/12/15

CONFIDENTIAL
WIN Employee Action Request

Section 1 – EMPLOYEE DATA

Employee ID 393080	Name Prefix Mr	Last Name JACK	First Name Michael	Middle Name
Other Ministry ID (Badge No., Prof. Dt., Year of Call) 12690		Gender M	Applicant ID	Job Requisition No.

Section 2 – TYPE OF TRANSACTION

If this transaction requires an update to the employee's WIN or IFIS-related access, complete the "WIN Access Authorization" form 7540-2034 available from the Forms Repository on MyOPS (<http://intra.ops.myops.gov.on.ca>) for WIN access and the "IFIS User Account Maintenance Request (UAMR)" form that is available through your IFIS Ministry/OSS Enrolment Co-ordinator for IFIS-related access.

<input type="checkbox"/> Leave of Absence	<input type="checkbox"/> Paid	<input type="checkbox"/> Unpaid	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Unclassified Service Contract
<input type="checkbox"/> New Hire			<input type="checkbox"/> Return from Leave	<input type="checkbox"/> New or Amended
<input type="checkbox"/> Pay Rate Change			<input checked="" type="checkbox"/> Termination	<input type="checkbox"/> Extension of Contract
<input type="checkbox"/> Probationary to Regular Staff			Reason: <i>Resigned during Probation</i>	<input type="checkbox"/> Temporary Assignment
<input type="checkbox"/> Oath of Allegiance on file			<input type="checkbox"/> Other changes	<input type="checkbox"/> New Assignment
<input type="checkbox"/> Re-assignment to Position			(indicate details in Section 4 below)	<input type="checkbox"/> Return to Home Position

Section 3 – EMPLOYEE STATUS

Current Status		New Status (identify changes from current status only)	
Ministry/Company 41	Branch/Section/Unit Name Central Region-Peterborough	Ministry/Company	Branch/Section/Unit Name
Work/Mailing Address (or Code) 453 Lansdowne St. E Peterborough K9J 6Z6	CORPAY Payroll Account No. 5520B	Work/Mailing Address (or code)	CORPAY Payroll Account No.
Position Title Probationary	Dept. & Position No. (e.g. 189201-00030437) 5520-151828	Position Title	Dept. & Position No. (e.g. 189201-00030437)
Job Code 05600	Job Code Title Prob Cst	Job Code	Job Code Title
Employee Class Classified	Assignment Condition	Employee Class	Assignment Condition
Appointment Status Classified/Regular	Assignment Type	Appointment Status Classified/Regular	Assignment Type
Unclassified		Unclassified	
Hours Per Week 40 Hours	Salary Allowance Code	Hours Per Week Hours	Salary Allowance Code
<input type="checkbox"/> Positive Pay <input type="checkbox"/> Shift/Scheduled		<input type="checkbox"/> Positive Pay <input type="checkbox"/> Shift/Scheduled	
Salary \$ 26.06 per Hourly	Next Merit Date (yyyy/mm) /01	Salary \$ per	Next Merit Date (yyyy/mm) /01
End Date of Temporary Assignment/ Contract/Leave of Absence	(yyyy/mm/dd)	End Date of Temporary Assignment/ Contract/Leave of Absence	(yyyy/mm/dd)

Section 4 – COMMENTS (Please indicate Other Changes, Special Status or Circumstances – e.g. red-circled, underfill, etc.)

~~Released during Probation~~ *Resigned*

Section 5 – UNCLASSIFIED SERVICE CONTRACT (This contract includes Sections 1, 2, 3, 6 and Appendix A on Page 2)

The individual named in this contract is hereby expressly appointed as a public servant pursuant to subsection 8.1(2) of the Public Service Act.

This is an individual contract (provided for in Section 6 of Regulation 977/90, R.R.O., 1990, as amended and authorized under ss.8 (1) as amended, of the Public Service Act, R.S.O. 1990 Chapter P.47) between you and the Government of Ontario. Before its date of termination, this contract may be terminated on two weeks notice, or such greater notice as may be required by the *Employment Standards Act (ESA)*, the PSA, any applicable Collective Agreement, Management Board of Cabinet policies and any terms and conditions unique to the Ministry on whose behalf this contract is entered into.

The parties agree that all amounts which the employee is required to repay to the Crown have been repaid and if it is subsequently determined that all amounts have not been repaid, this contract is null and void.

Employee Statements/Signature	
A	<input type="checkbox"/> I certify that I AM NOT a classified employee; and understand that I will be entitled only to the benefits set out in Appendix A on Page 2.
	<input type="checkbox"/> I certify that I AM a classified employee and that I have received approval from the Civil Service Commission to work in the Unclassified service. I retain my Civil Servant status while employed in the Unclassified service.
B	I understand that my contract is effective FROM (yyyy/mm/dd) TO (yyyy/mm/dd) inclusive, under the terms of employment for: (check <input checked="" type="checkbox"/> one) <input type="checkbox"/> Full-Time Management (PSA) <input type="checkbox"/> Part-Time Management (PSA) <input type="checkbox"/> Collective Agreement – Specify (e.g. OPSEU)
C	Employee's Signature _____ Date (yyyy/mm/dd)

Section 6 – AUTHORIZATION

Manager's Name (please print) A/Inspector Michael REYNOLDS	Telephone No. (705) 742-0401	Signature <i>Michael Reynolds</i>	Date (yyyy/mm/dd) 2009/12/16
Higher Level Manager's Name (if applicable)	Telephone No.	Signature	Date (yyyy/mm/dd)
Contact Name (if different from Manager)	Telephone No.		

Section 7 – HR/OSS INFORMATION (as required)

HR – Reviewed by (if applicable)	Date (yyyy/mm/dd)
OSS – Entered to WIN by	Date (yyyy/mm/dd)

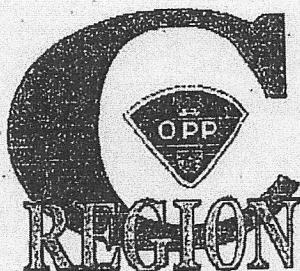
The personal information on this form is collected under the Public Service Act, Regulation 977, for the principal purposes of fulfilling the Ministry's statutory duties and contractual obligations with respect to the Workforce Information Network (WIN). For information about the collection of this data, please contact your Ministry's Human Resources Branch.

TRANSACTION REPORT

DEC-16-2009 WED 08:27 AM

TX (MEMORY)

#	DATE	START TM	RECEIVER	COM TIME	PGS	TYPE/NOTE	DEPT	FILE
1	DEC-16	08:26 AM	919056812893	0:00:24	2	SG3 OK		942
TOTAL				0:00:24	2			



Ontario Provincial Police
 Central Region
 Lincoln M. Alexander Building
 777 Memorial Ave
 Orillia, ON L3V 7V3

Police provinciale de l'Ontario
 Région du Centre
 Édifice Lincoln M. Alexander
 777, avenue Memorial
 Orillia ON L3V 7V3

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

Facsimile Cover Page
 Bordereau de télécopie

Date:	DEC 16/09
To/Destinataire:	S/SGT COLLEEN KOHEN
Company/Organisation:	
Facsimile/Télécopieur:	905-681-2893
From/Expéditeur(trice):	ARLENE for INSP LEE
Telephone/Téléphone:	705-329-7409
Facsimile/Télécopieur:	705-329-7407
Number of pages (including cover)/ Nombre de pages (y compris celle-ci):	2

Message:

Mike is aware he needs to do WEAR, asset form and summary of credits which gets processed in usual way

I have left the office so if its fax tomorrow am would be great

Thanks

Colleen

----- Original Message -----
From: Lee, Dave E. (JUS)
To: Kohen, Colleen (JUS)
Sent: Tue Dec 15 16:03:34 2009
Subject: RE: Termination

Colleen:

Be advised that Prob Cst. Mike Jack tendered his signed resignation today.

I have his badge and warrant card in my possession.

Mike Jack is being escorted back to Peterborough where his use of force and uniform items will be retrieved from his residence and office locker.

What else needs to be done in relation to this resignation?

Dave

D. E. (Dave) Lee
Inspector
Career Development
OPP Central Region
705-329-7418

-----Original Message-----
From: Kohen, Colleen (JUS)
Sent: December 15, 2009 2:54 PM
To: Lee, Dave E. (JUS)
Subject: RE: Termination

Yes.. 505 4030

-----Original Message-----
From: Lee, Dave E. (JUS)
Sent: December 15, 2009 2:54 PM
To: Kohen, Colleen (JUS)
Subject: Termination

Can I call you? The Chief is speaking with P/Cst Jack now - a question has come up Insp.
D. Lee Manager Staff Development and Training OPP Central Region
705-329-7418

Reynolds, Michael (JUS)

From: Reynolds, Mike (JUS)
Sent: December 16, 2009 10:19 AM
To: Reynolds, Michael (JUS)
Subject: FW: Prob resignation

Attachments: scan0001.bmp

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

From: Kohen, Colleen (JUS)
Sent: Wednesday, December 16, 2009 9:15 AM
To: Reynolds, Mike (JUS)
Subject: FW: Prob resignation

Good Morning

Don't know if you have a copy of this letter. But just in case you don't. I have process this to have his pay stopped with HR and Corpay. I understand from Dave that after is meeting with C/Supt Armstrong that they collected his badge and warrant card.

Detachment is now responsible for WEAR form, recovery of asset form, summary of credits and now you can add this letter to the package and process it the normal way via Region then it will go to Central Region Staffing Officer.

Can you also please ensure that prob Jack 11 month PCS66P is also processed the usual way as this should be included in his file

Thanks for all your assistance with this Probationary Mike.

Colleen

From: Kohen, Colleen (JUS)
Sent: December 16, 2009 8:44 AM
To: Henshall, Tina (JUS)
Subject: Prob resignation



scan0001.bmp (937 KB)

Good Morning

Colleen

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

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Peterborough County Detachment
Détachement du comté de Peterborough

P.O. Box 477
453 Lansdowne Street East
Peterborough ON K9J 6Z6

C.P. 477
453, rue Lansdowne Est
Peterborough ON K9J 6Z6

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

Tél. : (705) 742-0401
Télé. : (705) 742-9247

File Reference: 291

December 23, 2009

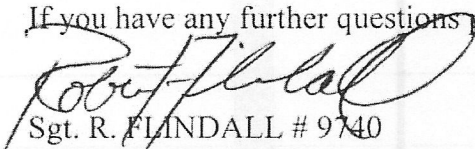
Human Resources Services
Management Information Unit
Attn: File Room
Ontario Provincial Police
Central Region
777 Memorial Ave.
Orillia, Ontario
L3V 7V3

RE: Resignation for Probation Constable # 12690
JACK, Michael
WIN # 393080
Peterborough County Detachment
Effective: Dec 15, 2009

Please find enclosed Michael's 291 file. His final credit balances, as of 15th December, 2009 is as follows:

Vacation Balance:	18.25
Stat Bank:	67.00(16hrs deducted for Christmas Stat's)
CTO Bank:	96.00
Floater Bank:	27.50
Shift Premium:	40.00

If you have any further questions please call.


Sgt. R. FLINDALL # 9740
Operation Manager

Encl.

/sgg

cc: Sheila WHITMELL (Region)
Corpay



Ontario
Provincial
Police

DARs Not Completed (and PCS004 Information)

1100 - PETERBOROUGH COUNTY

Run Date: 23-Dec-09
Printed By: 173486

Report Period: Dec 2009

A. Employee Data			
Name	Social Insurance Number	Classification/Rank	
JACK, Michael	Win #:	393080	Provincial Constable
	Badge #:	12690	

Location Name	Section	Location Code
PETERBOROUGH COUNTY		1100

B. Report: DARs not Completed. For PCS004 check Reason Code

Date	Submitted By	NO DAR Submitted	PCS004 Reason Code	NO of Hours Off	Credit to days ratio	Comment
11 Dec 2009	6901		S1	12 hours		
12 Dec 2009	6901		S1	12 hours		
16 Dec 2009		No DAR	n/a			<i>pay reduction 25 days for supplementing</i>
17 Dec 2009		No DAR	n/a			
21 Dec 2009		No DAR	n/a			
22 Dec 2009		No DAR	n/a			
25 Dec 2009		No DAR	n/a			
26 Dec 2009		No DAR	n/a			
27 Dec 2009		No DAR	n/a			
30 Dec 2009		No DAR	n/a			
31 Dec 2009		No DAR	n/a			

For future dates that cannot be entered into DAR, complete this section.

From - To Dates	NO DAR Submitted	Reason Code	NO of Hours Off	Credit to days ratio

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 W& only)

Employees banked overtime of 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 option on the 563A Report)	New	Revised	To be effective
	<input type="checkbox"/>	<input type="checkbox"/>	

I Elect 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, 1,2,etc.)

Attendance - (CR2 accumulated credits)	M.C.O. - (CR5 - management compensation option)
Vacation (CR3 - accumulated vacation credits)	Statutory holiday bank - (CR6)
C.T.O. (CR4 - banked overtime)	

Date	Employee's Signature	Supervisor's Signature

Home > Administer Workforce > Attendance Clerk > Use > Short Term Sickness Plan

New Window

Short Term Sickness

Jack, Michael

Employee

EmplID: 393080

Empl Rc

Accrual Information

View All First

Company: OPS Benefit Plan: STSP
 Entitlement Process Date: 2009/01/01
 Days Carried Over: 0.000
 Current Period Entitlement: 130.000 Days Taken: 11.875
 Total Entitlement: 130.000 Days Remaining: 118.125

Absence Details

View All First 1 of 6

*Start Date

*Absence Code:

*End Date

Scheduled Work Hours:	Duration Days	Credits Used: 3.000
--------------------------	------------------	------------------------

Reason: update

Approval Approved

Date: 2009/12/23 By:

Status:

Save Return to Search Refresh

Home > Administer Workforce > Attendance Clerk > Use > CTO - Statutory Hours

New Window

CTO - Statutory Hours

Jack, Michael

Employee

EmplID: 393080

Empl Rcd

Accrual Information

View All First

Company:	OPS	Benefit Plan:	CTOSTP
Entitlement Process Date:	2009/01/01		
Hours Carried Over:	0.000		
Current Prd Entitlement:	131.000	Hours Booked/Taken:	48.000
Total Entitlement:	131.000	Hours Remaining:	83.000

CTO Details

View All First 1 of 1

*Start Date: *Absence Code:

*End Date:

Request Date:

Reason: update

Approval Status: Approved Date: 2009/11/19 By:

Save Return to Search Refresh

*deduct few that's
for Christmas:
Boxing Day
- 16

Balance. 67.00*



FB53 OVERTIME REPORT/BANK REGISTER

YTD

0.000	Payment
93.750	Compensating Time
83.000	Stat
	Not Claimed

Report Period:

01 DEC 2009 - 22 DEC 2009

Prev Bal run @ 0800 & 1300

Employee Badge/WIN EMP ID: 12690
 Name: JACK, Michael
 WIN: 393080
 SIN:
 Classification / Rank: Provincial Constable Level 4 1 year - 1 1/2 years (PRI n/a)
 Bureau/RHQ/Detachment: 1100 : PETERBOROUGH COUNTY
 Report ID: 1100173486_23Dec20091328_FB53_radD7472.xls

Particulars of Claim/Deduction	Approved By / Date	FB57 code	Date Commenced	Home-Duty & Area #	Time (24HR)		Actual Hours	Overtime Type	Hours			
					From	To			Previous Balance Claimed	Deducted	Balance	
Pre-authorization							1		1.5	0	81.75	
Overtime summary for: SP09278848 PJ MVC I Logged seized drugs THBY: 6901 PB			02 Dec 2009	1100 - 1101 - 1039	1700	1800	1	Regular	1.5		83.25	
Overtime summary for: SP09284591 Assault - Level 1 I Finalized Bail Package AUTH BY: 6901 PB			08 Dec 2009				0.5		0.75	0	0	
Overtime summary for: TERMINATION AT REG Performance Management F Termination at Region AUTH BY: 9495 MR	9495 MR @ 18 Dec 09		15 Dec 2009	1100 - 1105 - 1044	600	630	0.5	Regular	0.75		84.00	
Employee's Signature	Date submitted			1100 - 1100	1000	1800	8	Recalled	12		12	
Supervisor's Signature							9.5		REPORT PERIOD TOTAL			12

REPORT PERIOD TOTAL +
 PREVIOUS BALANCE
 Note: previous balance must be keyed for this to calc.
 96.00
 93.75

Approving Official's Signature



RECRUIT LEADERSHIP ASSESSMENT TOOL

291 FILE

Name: Jack, Michael

Badge: 12690

Detachment: Peterborough County

OPP Class #: 411

General Observations

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

Average Rating: 3

Leading Others

Decision Making and Problem Solving

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

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

Average Rating: 3

Team Building

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

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

Average Rating: 1

Leading Self



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.

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

B. Absence Report			
If absence began prior to current month, indicate date began.	D/M/Y	Medical Certificate (If required):	<input type="checkbox"/> Attached <input type="checkbox"/> Previously Submitted

1. Enter the appropriate information on the absence chart. 2. To avoid overpayment, forward the PCS4 to your Pay and Benefits Rep when absences occur which require reductions or stopping of pay immediately.	First working day of absence			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>	13	10	08	13	10	08	Y1	1	1.00

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

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

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

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

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

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

Date 06-NOV-08	Manager's signature <i>[Signature]</i>	Manager's WIN Employee ID
Employee's Signature <i>[Signature]</i>		

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)



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!

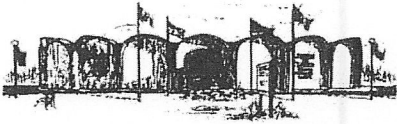
From December 1st of last year to the end of November this year, the Mobile Unit has served up 6,069 dinners. That is amazing! People would not be willing to stand out in all kinds of weather unless they had a need - unless they were hungry. The work of the Mobile Unit from the cooking on up to putting 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*



2686 Lakefield Rd., R.R.#4
PETERBOROUGH, ON K9J 6X5
TEL: 705-742-9258 FAX: 705-740-0495
Home of: New Life Christian Academy

January 28, 2009

Ontario Provincial Police
453 Lansdowne St. E.,
Box 477, Peterborough, ON
K9J 6Z6

Dear Officer In Charge, Michael Johnston,

We would like to thank you for your service to us during the break-in that occurred during the night of January 25th, 2009. Your Officers Filman and Jack were very professional and great to deal with and Officer Filman has watched over us at other times.

We would also like to express our disappointment in the amount of details that were released to the media i.e. Peterborough This Week and CHEX News, especially the information on the 2009 Nissan Maxima. We felt this information informed the thieves that they have the key to our 2009 Nissan, encouraging them to return to get a car (we have since rekeyed the car). It is our understanding that the City Police do not give specific details regarding what was stolen, while still alerting the public that there was a break-in, please reconsider your liberality with details in the future.

Sincerely,

Pastor Brian Mahood

cc: Shaun Filman
Media Officer Mcewan

"A Spirit filled, New Testament Church"

**Ontario Provincial Police
MTO Inquiry Services System Access Request Form**

Instructions: Complete a separate form for each access request. Enter all information (typed or hand-written) in the spaces provided. Once authorized, fax it to the Technology Support Centre at **705-329-6293**.

(Please Print Clearly)

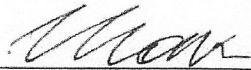
New: Delete: Modify:

Date		
28 Jan 09		
Last Name	First Name	Rank
JACK	Michael	CST.
WIN ID		
393080		
Branch (ie: GHQ, Central Region, etc.)		Office (ie: Records Enquiry, CPIC Audit, etc.)
Central Region – Peterborough County Detachment		CPIC, Records Enquiry
E-mail Address (ie: john.smith@jus.gov.on.ca)		Telephone Number and Ext
Michael.Jack@ontario.ca		705-742-0401
Requested By		
Sgt. R. FLINDALL		

By signing below you are acknowledging that you have read and agreed to adhere to the terms and conditions as set out in the Inquiry Services Memorandum of Agreement between the Ministry of Transportation and The Ontario Provincial Police. This document is located at :

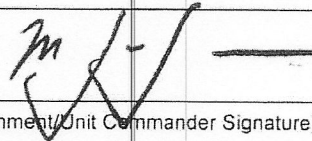
<http://oppweb.sgc.gov.on.ca/opp/projectprocurement/MTOISS.asp>

Signature of end-user



Authorized By: M.P. JOHNSTON, Inspector

(Detachment/Unit Commander Name)



(Detachment/Unit Commander Signature)



**Controlled Inventory Count
Weapons Control Vault**



**CIC - 2009
291 File Copy**

Printed on: Jan 30, 2009

Member : JACK, MICHAEL (ID # 12690)
Home Location: 1100 : PETERBOROUGH COUNTY
Duty Location: 1100 : PETERBOROUGH COUNTY

Serial #	Inventory Item	Assignment	Location	Magazines
0213	ASP 26"	JACK, MICHAEL (12690)	JACK, MICHAEL (12690)	
F3B149240	DEF TECH/MK3	JACK, MICHAEL (12690)	JACK, MICHAEL (12690)	
757889	PEERLESS/700 (REGULAR)	JACK, MICHAEL (12690)	JACK, MICHAEL (12690)	
AD22098	SIG SAUER P229 (40)	JACK, MICHAEL (12690)	JACK, MICHAEL (12690)	3
14404657	TAIT ORCA 5021	JACK, MICHAEL (12690)	JACK, MICHAEL (12690)	

All Discrepancies are Bolded and underlined indicating what type of discrepancy has occurred.

The information provided on this form is a complete and accurate record of all OPP use of force equipment in my possession or control.

- * The information provided on this form has been obtained through a physical verification by me, and this information is a complete and accurate record of all O.P.P. use of force equipment in my possession or control.
- * I do not have any other OPP-issued use of force equipment.
- * I understand that I am accountable and responsible for OPP use of force equipment issued to me.
- * I understand that I am prohibited from giving, trading or exchanging use of force equipment with another member but, in exigent circumstances, I understand that I am not prohibited from temporarily lending use of force equipment to another qualified member.
- * I certify that I am qualified to possess and use OPP use of force equipment.
- * I have read and I understand all statutory provisions and OPP policy related to the use of force.
- * I am aware and I understand that knowingly making or signing a false statement in a record or omitting to make any necessary entry in a record are offences under the Police Services Act, R.S.O..

Member's Signature

Michael Jack

Badge # 12690

Date 30-JAN-09

I have personally viewed all equipment listed on this report and I certify that the information provided is accurate and complete.

Supervisor's Signature

Rouffalo

Badge # 9740

Date 30 JAN 09



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 30 Jan 09

Member Jack , Michael	Badge # 12690
Supervisor Campbell, Ron	Badge # 6385

CRITERIA	SUB CATEGORIES
Job Knowledge & Skills <input type="checkbox"/>	Attitude Towards Learning <input type="checkbox"/>
Problem Solving <input checked="" type="checkbox"/>	
Communication Skills <input type="checkbox"/>	Oral Communication
Leadership Skills <input type="checkbox"/>	Initiative/Independence
Interpersonal Attributes <input type="checkbox"/>	Interpersonal Relations
Personal Impact <input type="checkbox"/>	Demeanour
Other <input checked="" type="checkbox"/>	Judgement

RATING

Does Not Meet Requirements

NARRATIVE (Incident # Optional)

SP09020239

Background:

PC M. JACK attempted to make a U-turn on Lindsay Rd in an attempt to turn around and stop a speeding motorist. PC M. JACK misread his U-turn, resulting in the cruiser nosing into the south ditch. PC J. GILLIAM was accompanying PC M. JACK. A passing motorist stopped to render assistance to the officers by offering to pull their cruiser out of the ditch. The motorist used his own personal rope to tie up to the rear axle of the cruiser which was still up on the shoulder of the road. PC JACK and PC GILLIAM got back into the cruiser and the passing motorist began to pull the cruiser. Instead of pulling the cruiser straight out of the ditch, the nose of the cruiser swung to the right, further down into the ditch. The cruiser began being pulled sideways through the ditch and struck a metal cautionary road sign in the ditch. PC JACK and PC GILLIAM were unable to get out of the cruiser to tell the towing driver to stop.

Part C - Investigator Findings

PC JACK's driving inexperience as a police officer resulted in him initially nosing his cruiser into the ditch. The cruiser was partially into the snowbank and partially on the shoulder of the roadway and had sustained no damage. PC JACK's and PC GILLIAM's decision to accept the offer of the passing motorist versus calling a tow truck, resulted ultimately in the damage to the cruiser. This was poor

CONTRAVENTIONS DELIVREES EN VERTU DE LA PARTIE 1 DE LA LIP

BIEN	OFFENCE DATE / INFRACTION	DEFENDANT / DEFENDEUR	SEC.
6	31 JANV 04	[REDACTED]	128
7	"	[REDACTED]	"
8	"	[REDACTED]	"
9	"	[REDACTED]	"
10	"	[REDACTED]	"
11	"	[REDACTED]	"
12	"	[REDACTED]	"
13	"	[REDACTED]	"
14	"	[REDACTED]	"
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1	04 FEB 04	[REDACTED]	106(9)(b)
2	09 FEB 04	[REDACTED]	106(2)
3	14 FEB 04	[REDACTED]	106(2)
4	19 FEB 04	[REDACTED]	106(2)
5	24 FEB 04	[REDACTED]	106(2)
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8	11 MAR 04	[REDACTED]	106(2)
9	16 MAR 04	[REDACTED]	106(2)
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11	26 MAR 04	[REDACTED]	106(2)
12	31 MAR 04	[REDACTED]	106(2)
13	05 APR 04	[REDACTED]	106(2)
14	10 APR 04	[REDACTED]	106(2)
15	15 APR 04	[REDACTED]	106(2)
16	20 APR 04	[REDACTED]	106(2)
17	25 APR 04	[REDACTED]	106(2)
18	30 APR 04	[REDACTED]	106(2)
19	05 MAY 04	[REDACTED]	106(2)
20	10 MAY 04	[REDACTED]	106(2)
21	15 MAY 04	[REDACTED]	106(2)
22	20 MAY 04	[REDACTED]	106(2)
23	25 MAY 04	[REDACTED]	106(2)
24	30 MAY 04	[REDACTED]	106(2)
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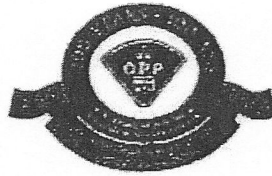
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47	21 SEP 09	[REDACTED]	128
48	26 SEP 09	[REDACTED]	128
49	01 OCT 09	[REDACTED]	128
50	06 OCT 09	[REDACTED]	128
51	11 OCT 09	[REDACTED]	128
52	16 OCT 09	[REDACTED]	128
53	21 OCT 09	[REDACTED]	128
54	26 OCT 09	[REDACTED]	128
55	31 OCT 09	[REDACTED]	128
56	05 NOV 09	[REDACTED]	128
57	10 NOV 09	[REDACTED]	128
58	15 NOV 09	[REDACTED]	128
59	20 NOV 09	[REDACTED]	128
60	25 NOV 09	[REDACTED]	128
61	30 NOV 09	[REDACTED]	128
62	05 DEC 09	[REDACTED]	128
63	10 DEC 09	[REDACTED]	128
64	15 DEC 09	[REDACTED]	128
65	20 DEC 09	[REDACTED]	128
66	25 DEC 09	[REDACTED]	128
67	30 DEC 09	[REDACTED]	128
68	04 JAN 10	[REDACTED]	128
69	09 JAN 10	[REDACTED]	128
70	14 JAN 10	[REDACTED]	128
71	19 JAN 10	[REDACTED]	128
72	24 JAN 10	[REDACTED]	128
73	29 JAN 10	[REDACTED]	128
74	03 FEB 10	[REDACTED]	128
75	08 FEB 10	[REDACTED]	128
76	13 FEB 10	[REDACTED]	128
77	18 FEB 10	[REDACTED]	128
78	23 FEB 10	[REDACTED]	128
79	28 FEB 10	[REDACTED]	128
80	05 MAR 10	[REDACTED]	128
81	10 MAR 10	[REDACTED]	128
82	15 MAR 10	[REDACTED]	128
83	20 MAR 10	[REDACTED]	128
84	25 MAR 10	[REDACTED]	128
85	30 MAR 10	[REDACTED]	128
86	04 APR 10	[REDACTED]	128
87	09 APR 10	[REDACTED]	128
88	14 APR 10	[REDACTED]	128
89	19 APR 10	[REDACTED]	128
90	24 APR 10	[REDACTED]	128
91	29 APR 10	[REDACTED]	128
92	04 MAY 10	[REDACTED]	128
93	09 MAY 10	[REDACTED]	128
94	14 MAY 10	[REDACTED]	128
95	19 MAY 10	[REDACTED]	128
96	24 MAY 10	[REDACTED]	128
97	29 MAY 10	[REDACTED]	128
98	03 JUN 10	[REDACTED]	128
99	08 JUN 10	[REDACTED]	128
100	13 JUN 10	[REDACTED]	128

DATE COMPLETED / DATE A LAQUELLE LA FORMULE EST REMPLIE
 SIGNATURE / SIGNATURE
 SIGNATURE OF NCO / SIGNATURE DU SOUS-OFFICIER
 PERSONS CHARGED MUST BE GIVEN THE FOLLOWING THREE ITEMS:
 LES TROIS PIECES SUIVANTES AUX PERSONNES INCULPEES:
 1. NOTICE ON FORM 6 - SUMMONS
 2. INFRACTION ON FORM 6 - ASSIGMENT
 3. PAYMENT NOTICE (WHICH MATCHES THE OFFENCE NOTICE)
 4. ENVELOPE (WHICH CORRESPOND TO A LAIS D'INFRACTION)
 5. ENVELOPE (WHICH CORRESPOND A LAIS D'INFRACTION)

CONTRAVENTIONS DELIVREES EN VERTU DE LA PARTIE 1 DE LA LIP

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Central Region Headquarters
Région du Centre

777 Memorial Ave.
Orillia ON L3V 7V3

777, ave Memorial
Orillia ON L3V 7V3

Tel: (705) 329-7400

Fax: (705) 329-7407

File Reference: 260

December 15, 2009

MEMORANDUM TO:

**CHIEF SUPERINTENDENT MIKE ARMSTRONG
REGIONAL COMMANDER
CENTRAL REGION**

Re: Resignation from the Ontario Provincial Police

I wish to inform you that I am resigning from the Ontario Provincial Police effective today's date.

I had been posted to Peterborough County Detachment, Central Region.

If you require further information, I can be contacted at (705) 740-5765.

A handwritten signature in black ink, appearing to read "MJ", is written above the typed name.

Michael Jack
Probationary Constable
Badge #12690

A second handwritten signature in black ink, appearing to read "MJ", is written below the typed name.



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 15 August 2009

Member JACK, Michael	Badge # 12690
Supervisor FLINDALL, Robert	Badge # 9740

CRITERIA	SUB CATEGORIES
Job Knowledge & Skills <input type="checkbox"/>	Attitude Towards Learning <input type="checkbox"/>
Problem Solving <input type="checkbox"/>	
Communication Skills <input type="checkbox"/>	//////////
Leadership Skills <input type="checkbox"/>	//////////
Interpersonal Attributes <input type="checkbox"/>	//////////
Personal Impact <input type="checkbox"/>	//////////
Other <input checked="" type="checkbox"/>	Police Vehicle Operations

RATING
Does Not Meet Requirements

NARRATIVE (Incident # Optional)
RM09096931

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

Analysis of Michael JACK's Caseload 2009

Month	Reporting Officer		Assisting Officer
	# of Reportable	# of Non-reportable	Assists
January	2	2	2
February	7	4	2
March	7	14	5
April	14	21	1
May	23	16	2
June	26	24	2
July	18	26	3
August	6	33	1
September	8	9	4
October	12	17	3
November	11	14	6
December	1	1	1

Totals 135 181 32

Total Occ's 348

Probationary # 2 Caseload 2009

Month	Reporting Officer		Assisting Officer
	# of Reportable	# of Non-reportable	Assists
January	16	20	9
February	9	11	3
March	13	18	1
April	17	22	3
May	15	22	2
June	21	23	7
July	21	31	6
August	16	24	5
September	16	18	6
October	26	21	11
November	14	15	5
December	8	23	5

Totals 192 248 63

Total Occ's 503