

[REDACTED]

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**From:** Nie, Richard (JUS)  
**Sent:** November-19-09 8:06 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE:  
**Attachments:** coach09.doc

Hi Colleen - I have attached the report as you requested. Just in case you find it confusing, I have documented everything in this report - including comments made to me by him in relation to his PSB case in the event that I am a witness. It is not as formal a document as I prepared for PC Chase as I do not have all the information that took place prior to him coming to me in month nine. This will just be used as a guideline if that document is required again.

He did write a response to the evaluation but you will have to get that from Ron - I did not see it as it was attached after being handed directly to Sgt. Butorac.

Hope this helps,

Rich

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

**From:** Kohen, Colleen (JUS)  
**Sent:** November 19, 2009 6:53 PM  
**To:** Nie, Richard (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Subject:**

Hi rich

Wondering if you can send me a copy of that report you mentioned on the conf call last week

I have a conf call with legal on monday and feel this will assist

Also if Prob Jack does provide any written comments please send to me as I feel the 10 month review will be in the mail by the time we have submit the BN

Tx

Colleen

13JUN09

- at marine safety day – observed PC Jack in uniform talking with female member of police committee – he then approached me for a piece of paper as he was either given her his number or getting her phone number – I teased him about not being able to find a girl the traditional way off duty that he needed to abuse the power of his uniform to obtain a phone number and he just laughed at me

08AUG09

- shortly after this he worked a few overtime shifts on our platoon when I was OIC – told me when he came to work that he was tired because he found it hard to switch between days and nights – asked him if he was telling me he couldn't work – told him he may as well go home if he is physically ready – said he was fine – later in the day I found out that he had doubled up with PC Pitts without asking saying he was too tired to drive – he was spoken to by PC Pitts about this

09SEP09

- started at 0500hrs – notified by night shift Sgt. of pending threats call – asked him to gather info – he took one call for a stolen vehicle – asked him about threats call, said PCC said there were three calls and they had to go – told him to call back and get all three and we would prioritize – he called back and got all three - at 0542hrs still hadn't called comp. – tried to get me to leave call as not our zone
- at threats call the complainant [REDACTED] got upset with PC Jack and asked him to take off his sunglasses instead of hiding behind them – he would not at first – he was unable to resolve to gather the information – I stepped in and tried to calm situation but complainant said he would only talk to me and not Jack – ended with complainant asking us to leave
- explained to PC Jack that the hard/tough approach doesn't always work with every type of person – we have to change our approach with each call

10SEP09

- 0530hrs working on crown brief for impaired case – had POA charges to add and one for no insurance – asked PC Jack if he had ever searched for MTO certified documents for a suspended driver – said he had – asked if he ever did a vehicle record search – said no – showed him where form was and attempt to fill in blanks and I would check



- At 0645hrs go to check – I pointed out two errors and he told me that he followed example that PC McNab had showed him at 0100 hrs some morning
- Questioned him why he told me no if he had already done one – told him that one of his issues was answer shopping and I would not tolerate it – told him this was his warning and not to do it again, I will not accept lying and blaming other officers for mistakes – he apologized and said he must have been mistaken by the form
- Advised while entering call for stolen vehicle that he needed assistance searching the address – it was [REDACTED] – he told me he had never been shown how to search for this – told him that in 8 months on the job I didn't believe him that he wouldn't know this, I said it was a day one teaching thing – explained in all the times that he had done reportable calls he had to have been shown this – he brought up an impaired occurrence (etherington) that had County Road 18 entered incorrectly – said that PC D'Amico had showed him that – then changed and said that it was his mistake and he had been shown properly – told me that he was embarrassed and was not trying to be untruthful
- Advised PC Jack that he needs to be more aggressive/confident with his driving – he drives under the speed limit regularly, slows down and often stop at green lights, slows down completely when asked a question while driving – I keep reminding him to keep speed up
- MVC call on Blairton Road with Huffman – immediately once he locates the driver he walks in and tells the man there will be no charges, he just needs to fill out the traffic report – I knew the suspect and upon checking his record it's discovered he is suspended four times over – PC Jack said that yesterday I told him to be softer on the approach with people – he realized his mistake but I reiterated that he has to adapt to each call
- He questioned me as to how to start off his notebook – said he was never taught – told him I didn't believe him because he would have been taught that on his first day – said that PC Filman never showed him, said he learned from PC Rusaw – again told him not to blame others, told him that I would look at how he does it and confirm it was okay, but I was not showing him my way so that he could later on use it against me – talked to him again about how he commits people to answers so that he can blame them if someone else tells him differently – told him I was not playing his games and he smiled and said he was sorry – it was clear to me that he knew what he was doing and that I had figured it out
- Appeared very stressed today with deciding what tasks to do and when – explained the need to prioritize and not just sit around the office all day doing paperwork – need to have a balance

15SEP09

- didn't offer to back up his zone partner on a 911 call – admitted he heard the call but didn't think he needed to go – blamed it on past calls he saw

on his shift where officers went alone to 911 calls – explained to him how each call his different, can't make a standard set of rules

- PC Jack asks me last name of recruit that I coached named AI
- stand-by keep the peace – he was unable to speak with the complainant or the homeowner so we attended the residence anyways – no one was present so he contacted dispatch and advised them to send the complainant to get her belongings – told him to stop and explained that it was not logical at all to have someone take belongings without the other half present – told him we could not do it that way – said he understood now why it could be an issue – again tried to excuse his decision based on a previous call and what he had seen – we discussed how the details were different
- 2130hrs – told him he needs to be more proactive – spending too much time in the office on paperwork, also that he needs to improve on his driving, again told him to stop blaming others for his mistakes – told him mistakes are understandable but to stop blaming everyone else

18SEP09

- at start of shift were sent to PD MVC - enroute were asked to attend MVC scene with zone partner who had impaired driver – he told PCC that we already had a call but would attend the impaired accident – I then made arrangements for other officers to cover the original call we had, PC Jack had no idea what everyone else was doing because he wasn't listening to the calls – I explained that one officer was doing a stand by call for us and now another was doing an MVC
- approximately 10 minutes from the MVC we were sent to a sudden death and he decided to re-route from the MVC but asked for another officer to take that call – I explained to him how if he was listening he would have known that there was no one else available – also that since we were closer to the MVC, we would stop quickly, get the drivers information and tell him the officer would call him later – he said he thought sudden death was more important – I agreed but explained he needed to be able to deal with both calls quickly knowing that EMS were already ahead of us to the sudden death as the call came from them
- at the sudden death, he was unable to gather basic information right at beginning from the park owner to relay to the Sgt who was on his way – showed him what was required for a quick update – the park owner had no idea what PC Jack was asking until I stepped in to clarify – it was his first sudden death call though
- when attending hospital he was having difficulty deciding where to park in an empty lot – very nervous/indecisive, couldn't use common sense to park near emergency - said it was because he had never been there before but agreed patients are always taken to emergency at hospitals
- when leaving hospital a kid on a bike with no lights and no helmet drove right onto road in front of us behind our zone partner who had just passed



- it was dark so the kid couldn't see we were police – PC Jack braked hard and then continued on – we finished our conversation about the call and then I asked why he didn't stop the bike – I asked him if he knew the two offences and he did, but when I asked why no stop he said he wasn't thinking like a police officer mind set – told him he was working the full 12 hours and that he needs to be able to multitask – just because we're talking doesn't mean we can't stop to deal with an offence – confirmed that this now did not mean to stop every kid on a bike with no helmet or light, this was specific because he rode out in front of us – addressed multitasking skills again
- when back at office I told him to contact a fraud complainant that had called earlier in the night - as it was now 2330hrs or so, I told him to either explain that we would call back the next night at 1800hrs, or he could have an officer call her in the morning – I told him to take two minutes and quickly deal with it so we could work on the sudden death report, as he was already on overtime from his driving assessment – he spent over 20 minutes on the phone taking all the details of the call – told him that was not what I had instructed him – said he was not able to get her off the phone and I told him that he is the officer and can dictate how the call goes – be more assertive
  - while driving to the sudden death call, he missed a turn because he relies solely on his GPS unit to get him to calls – I force him to read the map but he still inputs the address and watches the screen, often missing turns and having to circle back
  - prior to writing sudden death report he said it won't be good because he is tired and exhausted – told him not to make excuses again because we have all been in the same situation and no one else says anything – especially new recruits

19SEP09

- Baker Street fraud call – the complainant was trying to tell him that we were no longer required and he didn't listen and just took a full report – he spent 45 minutes on a call that could have been 5 minutes – time management addressed
- Upon leaving, he observed a male pedestrian who he thought was drunk, in his words, because he was walking with a drink in his hand (Tim Hortons' coffee) – he drove past the male and rolled down my window which I stopped him and told him to get out to approach the male – he left the car completely blocking the northbound lane of traffic with no emergency lights activated – traffic was not busy but those that came had to go into oncoming lane to go by - his approach with the male was very interrogative and the man asked if he was doing something wrong by walking with his coffee (he was obviously concerned about why he was stopped) – spoke with PC Jack about vehicle position, lights, tactics, etc. then asked why he didn't make a notebook entry – told me that he was still



going to but we were talking – told him that wasn't true as we were 15 minutes down the road – he said that PC Crowder had told him that he didn't need to make his notes at the time of the call and that other times PC Filman was three hours behind in his notes – I asked him what his normal procedure was and he just again talked about the other officers – I sternly told him to stop playing games and to answer the question – When you stop someone for speeding, do you make your notes right away or drive down the road 15 minutes and then stop to do your notes. He got mad and wouldn't answer so I pushed again for a response and he said he was thinking – he then said that he does each method 50% of the time – I told him this was a simple exercise to show him when he should make his notes – he said he didn't want to lie to me and I told him once again he was trying to set things up to blame someone else and he nodded in agreement

- Shortly after we stopped a speeder – he told me he didn't know how to fill in the township or where to sign the ticket – I told him to stop playing games with me, that after 8 months on the job he knew the answers – told him to look on his map for the township if he didn't know, and I told him to sign the tickets the way he always had – he said that he had been showed two different ways – I told him that I knew he wanted me to tell him how he should do it just so he could blame someone else if it was different than what I taught – he chuckled at me when I said this – it was very clear that he knows the games he is playing and I assured him I would point this out every time it happens

20SEP09

- he asked me how to do a traffic report and provide the information to those involved – I told him to do what he was taught by PC Filman – again we discussed how it is completely inappropriate for him to set me up for a new answer to something he already knows and then blame another officer when it is different and he agreed – we discussed how there are several methods to provide traffic report information

23SEP09

- PC Jack was served with an internal complaint about associating with undesirable people – he asked what he should do and I told him to call the association but I didn't want to know details
- Throughout the night he continued to bring up how he was not associated with those bad guys from the gym – he asked me if I remembered going to the [REDACTED] the other night and that it was owned by a drug dealer – asked if I remembered him talking about that guy [REDACTED] who he said had gone to [REDACTED] I said that I remember telling him I had heard that the owner was into drugs and that I had stopped [REDACTED] for a twelve hour maybe five years ago – he said that he knew all those guys before he was

- police and hasn't talked to them for over five years – he said once he was police and found out they were bad he stopped going around them
- We attended a call a [REDACTED], the complainant, [REDACTED] immediately called PC Jack by his first name when we arrived and said "you don't remember me do you" - PC Jack said yes that it was from the gym and they discussed doing handstand push-ups – the complainant was very vague with his information about why he called and said "look Michael, you know all the history here so I don't need to get into it" – he then said that he knew that the conversation was being recorded – I stepped in and assured him that nothing was being recorded and the complainant said that PC Jack knew what he meant – I asked PC Jack was he was talking about and he looked very white and said nothing – I again told the complainant that nothing was being recorded – the brother of the complainant was arrested for prevent breach of peace after it was apparent to me that he would not calm down as he was drunk – I told PC Jack to arrest the male as I had had enough – at no time did he read RTC or Caution – when I brought it up 3.5 hours later he attempted to blame me saying that he was going to but I rushed him saying we needed to get back to the office quickly before the male damaged the cruiser – I explained that all he had to do was admit that he forgot but he kept trying to excuse it by blaming it on being rushed – I said if that was true he could have done it in the car on the way in or at any other time over the 3.5 hours – he said that he didn't do it there because he thought for safety the guy had to be in the car to read his rights because that is what he watched everyone do – again told him to just admit he forgot as that was better than to blame me for it – he just nodded his head but appeared angry
  - He left to purchase gas and came back with a name on a piece of paper – he asked me if I knew that a Russian guy owned the Pioneer gas station – I said I had heard that and he showed me the paper and asked me to pronounce the name – I asked why and he said that he was in line to pay and noticed his name on his diploma – he said it was a Canadian version of the Russian name and again asked me to attempt to pronounce it which I did – he then walked away – very odd

24SEP09

- stopped beside cruiser on shoulder in live lane of traffic – Highway 7 by Norwood – no emergency lights and traffic was coming up behind us
- upon entering EMS base in Norwood, PC Jack spoke with paramedic and had a short conversation which I was not present for all of it – when he left to go to washroom paramedic made symbol of a square and stated that "that guy can't think outside the box eh?" something he picked up on within a short time frame – also kept rolling his eyes at me listening to PC Jack attempt to clear a call with someone on the phone and get details
- discussed with him the fact I had heard twice about the recording device – denied it outright and had no explanation for call from last night – said it



was a mistake that the guy thought he knew him, confirmed he had never been to [REDACTED] and did not know any history as [REDACTED] had stated – told him it bothered me that I felt like the outsider not privy to details that he and [REDACTED] knew but weren't talking about – he said [REDACTED] was mistaken – I said I just was asking about what I heard and why he said it – PC Jack said he was probably just talking about police recording things in general and I said no, he was talking directly to you – again he denied knowing any history and had no explanation – told him if I ever found out he was recording me without my knowledge we were finished and he could find a new coach – told him the Sgt. was aware that I was talking to him about this – he became upset and said it was just another thing he was being threatened with – confirmed that I was not threatening him, just giving him facts as I saw them – he said he couldn't understand why I was asking things, told him I was just connecting the dots that were in front of me and I wanted an explanation

02OCT09

- attended crime scene near Burleigh Falls – PC Jack advised he had never done one before and needed direction – he was given a crime scene log from the prior officers that he was relieving and was told to fill in the blanks with the appropriate responses as it was straightforward – at one point he asked if licence plates should be written down and people that passed by – he was given direction as to what I thought was appropriate or not – he then got out and showed me a copy of a log that he had found with instructions on what to do – I told him this was another example of him setting me up to tell him something different than what he already knew to do
- teleconference with Kent Taylor and Staff Campbell discussing the need for remedial driving
- family dispute call – PC Jack got to the point where he had no idea what to do and told the complainant that he needed to have me explain what to do because I was more senior and had better knowledge – he tried to justify it by saying that I knew more about banking and mortgages which I explained had nothing to do with the complainants questions – the son of the complainants girlfriend attended and was irate- PC Jack appeared nervous and was very concerned by his words “oh no” when he saw the son punch his truck in the driveway - it was explained to PC Jack that I was not certain he felt confident to look after that situation had I not been there – it appeared it would have gone out of control quickly – he even needed direction at the beginning of the call to keep the involved parties separate

08OCT09



- near start of shift had to transport a prisoner to court – attended cell area with PC Jack, two other members of the shift were present as well – PC Jack had all dealings with guard and a female prisoner walking by without talking his gun off – began completing prisoner form for a release as opposed to a transfer – when he went to get our prisoner I pointed out his gun and he said he knew – I told him he didn't or he would have taken it off – also pointed out that he didn't search the accused - once at court he opened door and just let accused walk up to jail, did not do proper escort or take any control – when asked about this he confirmed he knew proper escort techniques but assessed the situation and felt the accused was compliant – told him never to defer from his training – said he didn't search because the male came from our cells, confirmed we had already talked about searching prisoners before – said that he missed the things in the cell because he said too many things were going on at once and he got confused

12OCT09

- when approaching a collision scene in Apsley, PC Jack was so excited that he parked on top of the evidence of the collision – only focussed on getting to the call, another officer was already there so he could have thought things through - talked about multitasking and how he needs to observe these things prior to destroying evidence
- while attending domestic call with unwanted male at residence, PC Jack chose to drive at less than speed limit, no lights or sirens – said that he felt getting to call minutes sooner would not help as the “headlock” and domestic were already over – explained to him about risks at domestics, etc
- asked PC Postma on air how fast he was travelling and how he didn't think he could catch up to him
- once at the domestic, he spoke with the victim and did not even check whether she had been assaulted or not – appeared unsure how to handle the information she was giving him
- when completing DVSR – he did it more like an interrogation than a victim report – when she was unsure of an answer he told her very firmly it was an important question and she needed to answer

13OCT09

- after leaving call on Indian Road, he approached a curve in the road and stopped completely – approaching vehicle wanted to turn across us but had no idea what PC Jack was doing
- traffic stop in Havelock – allowed car to pull in behind him then it turned into a parking lot – he stopped in live lane and put rear lights on – then let driver walk up to cruiser – discussed proper vehicle stops again – driver

also pointed out that PC Jack did not complete proper stop at railway crossing stop light – with same driver, PC Jack asked to run plate and was told to stand by – when he was told to go ahead he missed the call as he was making notes

16OCT09

- stopped several cars along Highway 28 north of County Road 4 – had to discuss again several times about proper and safe vehicle position during stops – each time I would correct one issue he would fix it but a new one would come up – having great difficulty in assessing where to stop and how to stop vehicle safely – too much to consider all at once in his words
- while doing RIDE, had truck approach with MAR09 val tag – saw him look at tag when approaching then asked no questions about it and told driver he could leave – I continued with questions and told driver to wait, resulted in 1072 driver

17OCT09

- at start of shift, PC Jack advised we had a traffic complaint to go to but it was ten minutes old and vehicle was tailgating and passing unsafely, he then said he had to do log-on sheet because dispatch didn't have one – we headed to shift briefing and he appeared very stressed and informed OIC Postma that log-on was not done – he was advised to leave it for now and it would be sorted out by Postma as we needed to figure out zones as 4 people were off – PC Jack just sat there and stared at table appearing frustrated – when briefing was over he told me we had another traffic complaint and it was threats, someone gave another person the finger – I asked if there was a plate and description and he confirmed there was so I said we had better go – he got upset saying that he had to do the log-on and raised his voice at me – I told him to relax that it was not a big deal, he could just ask someone else to do the log-on sheet – within 30 seconds Postma walked back in and asked PC Jack to do the log-on before we left if we had the time and told him three times what to log people on as including himself– PC Jack became obviously frustrated and started muttering things under his breath about being asked to do two things at once – he finished the log-on and walked out – I then took a call from PCC and the dispatcher said the log-on was all messed up – people were logged on as different zones and numbers as what she had been told by Postma verbally – I corrected the errors and spoke with PC Jack – he again became quite angry advising that he heard Postma's instructions but no one can be expected to handle three things at once – I explained that a log-on sheet and two traffic complaints were minor tasks, and that he wasn't doing them at the same time, he just needed to prioritize them – he said it was impossible and that he couldn't be expected to start assessing and formulating a plan for one thing and then have to switch to



another – I told him to take a breather and start over – he said he had no idea what to do and that everything he did was wrong – we sorted out what he had heard with the traffic complaints – I then called back to dispatch to confirm and there were more details that he had left out – explained this is why I have seen he has difficulties listening, hearing, etc because he only gave partial information to me. I explained to him that if he can't handle more than one thing at a time than to tell me and I will make sure we just do one thing until he can handle more

- call for rollover with three suspicious youths on Burnham line – as he approached the scene obvious skid marks were observed in fresh gravel – he didn't slow down and drove right past the car in the ditch and the kids standing on the road – second officer on scene questioned why we drove past scene – when deciding where and how to turn around, he drove into a large pothole where the ground had washed out, inches away from rolling us into the creek at the side of the road
- when dealing with the youths, he just stood there and watched PC Clark – was unable to determine that he could assist by separating the youths as they were being evasive with Clark – he only did so when he observed me take one youth out of the group
- at threats call in Norwood with HBD male, he began questioning to assess whether threats existed or not – he was prepared to take complainant to residence without confirming the type of situation he was heading into – he knew the complainant was scared to go home because his girlfriend had told him the suspect was there – I clarified the details and then explained how we could take the complainant home to his private apartment, no threats were actually made, and we did not have to speak with the suspect because he was most likely passed out drunk (from prior info from PC Stimson)
- call on Old Norwood Road – we had to drive intoxicated male party to his residence – PC Jack was planning to drop him off at the end of his driveway and let him walk to his house - then he said he would be polite and drive him to the door – then admitted to me that he did not intend on making sure the drunk guy was looked after by his parent

21OCT09

- PC Jack attended MVC call alone on County Road 2 (he had started early and did not inform dayshift Sgt. that he was not to ride alone – he arrived at 2 car mvc at 1711hrs – not blocking lanes – called his coach officer at 1910hrs to advise he was complete – said delay was getting tow truck as he allowed involved party to call for tow for the victim instead of confirming himself – traffic report was not completed in this time frame as well – explained how this could have been done faster
- Discussed the lack of notes with him for call – no indication of damage, no diagram, no summary, no weather/road conditions – advised he had some of the details on the traffic report and it would be on his ticket – then



advised he determined that it was not an important call so he didn't feel the need to waste time on very thorough notes

22OCT09

- while having conversation on a teaching point, PC Jack observed vehicle he wanted to stop on Dummer-Asphodel road – told me to stop talking to him as he could not concentrate on both things at the same time
- PC Jack stopped five vehicles in the first half of the shift and gave out three warnings for speeding – two of the three were warnings because he said they were nice people, the third was because they looked poor and could not have afforded the ticket – the one speeder he did charge was a hockey scout driving a nice vehicle – told him not to discriminate about how people looked as a gauge on whether to give a ticket or not – said it was his discretion to make these choices – advised him that his choice better be because he was not confident with the speed of the vehicle rather than “she was nice” or “they looked poor”

26OCT09

- abandoned m/v on 115 – PC Jack stopped cruiser in front of vehicle on a curve as he couldn't decide whether he should stop or not – finally made choice to stop and cut across in front of the vehicle then repositioned behind as better position for safety and tactics
- traffic stop on County Road 1 – 80km/h zone – stopped cruiser in live lane – said he was doing this for an offset – agreed he was not trained this on highway stops – caused long line of traffic stopped behind cruiser - while approaching the vehicle he appeared nervous, touching various radio buttons and light bar, then rolled down window completely – said he was unsure why he rolled down the window – all took place while approaching vehicle and trying to turn around
- vehicle stop on County Road 29 – felt vehicle was unsafe as indicator light on drivers side was missing at front – turned around and stopped vehicle – expired insurance, and driver had full plate of hot food on passenger side floor – appeared he placed it down upon stop – PC Jack missed hearing a radio call to his unit during the stop – appeared stressed by what to do with individual – advised it was clear he had no insurance and was going to write part III summons – explained to him that slip was only expired and to maybe clarify with driver – subsequent call to insurance company revealed valid policy in effect – no concern was given to the plate of food that was obviously going to be eaten
- PC Jack attended Chemong RV for follow-up to theft occurrence RM09125442 – on July 13 he received a call about vandalism to a pop machine with the money being stolen – complainant called for information only and PC Jack took report but did not attend call – on August 18 he gets voicemail from cousin of original complainant advising there was a

theft of his belongings from the same time – between August 18 and October 7 PC Jack plays phone tag with the complainant as he is a truck driver and PC Jack had vacation – on October 13 the complainant faxes a statement with a list of stolen items – PC Jack's first thought was that there was an insurance scam going on – he was asked why he never attended the incident location given the situation – how can you solve a theft without attending the call – his reason was that the original call was for information only, and the second call he could never get a hold of the complainant – he was made to attend the call on October 26 and spoke with the original complainant – the point of entry onto the property was located and the complainant advised that the grass was packed down like a trail at the time of the theft – the coin changer from the pop machine was still located in the back of the property – it was explained that the call could have been completed some three months ago had he just attended the call

27OCT09

- missed radio call while talking to person at collision scene
- call was on radio where night shift was looking for a stolen vehicle – PC Folz advised he had two people under arrest at Airport Road by train tracks – advised PC Jack of information and he said he heard – did not appear to be in any type of hurry to assist his coworkers – PC Pitts confirmed he was leaving at the same time – had to repeat location to PC Jack three times prior to even leaving the parking lot – encouraged him to move faster so we could help our partners and all it did was slow him down – he appeared very confused and could not deal with the lack of information on the call – wanted more details than just “go here to help the officers”
- dispatched to deer on road on County Road 4 – PC Jack advised there was no point in attending as roads department had already been advised – convinced him we needed to attend and found dead deer in the middle on the westbound lane – PC Jack removed the deer himself - discussed the need to attend as things may unfold differently than thought – can't count on others to always do our job
- collision with vehicles in an apartment building parking lot – PC Jack advised he would be charging the driver with Careless driving – he let at fault driver leave scene to attend court and kept her I.D. – after discussion explained problem with careless driving charge and the need to now return I.D. that could have been returned at the time
- disabled vehicle in turning lane on Highway 7 at 7<sup>th</sup> line Asphodel – two cars were facing each other attempting boost – PC Jack realized something was wrong but continued to drive right past the involved people – then had to return to his original position to be the safest – could not piece everything together when first approaching the scene – caused more concern as driving past problem at 5km/h



- drove past Good Life fitness club and PC Jack said "that's the gym where they say I hung out with the criminals"

30OCT09

- advised that he was told to stay on OT on Tuesday night to take a prisoner to Kingston with PC Foster

31OCT09

- spoke with Sgt. Butorac about evaluations – he advised that PC Jack volunteered to go on prisoner run on Tuesday – said he was "jumping out of his skin to go" – found it interesting given that he told me that he was told to go

01NOV09

- PC Foster advised me that during the trip to pick up the prisoner with PC Jack that they each took a turn driving – he described PC Jack as "he is the worst driver that I have ever driven with"
- 0512hrs – dispatched to family dispute call where the caller has almost had their finger bitten off during an altercation – PC Jack described it as a high priority call when we were getting ready to go – he gets in cruiser and starts to look for location on map – County Road 2 – told him he knows where it is so we should be already driving as he has been on the road several times – PC Pitts also advised him to drive down Bensfort Road which he knows where that is as well – we proceed down the ramp onto the highway and he proceeds to drive approximately 75km/h – just prior to the first exit PC Pitts drives past us lights and sirens activated – PC Jack then proceeds to accelerate very quickly and appeared flustered as he tried to activate the equipment – we were travelling down the off ramp at approximately 120km/h as he was trying to catch up to PC Pitts and I cautioned him to dump speed as it was a 90 degree turn – the tires made a loud squealing sound as they tried to maintain traction and we slid into the oncoming lane (no traffic) – the entire way to the call he attempted to catch up to PC Pitts – several times saying "oh God, and oh my God" as he could see that he was falling behind or losing sight of PC Pitts – the entire way I cautioned him about driving within his own abilities and not playing catch up to another officer – asked him why he would drive under the speed limit if it was such a high priority call in his mind – he said that he wanted to let PC Pitts go past on purpose so he could follow him to the call – I told him that was not true as he would have explained that to PC Pitts when he was beside us at the office, or on the radio at the very least – told me he couldn't think about it now as there was too much going on – as we approached the house you could see PC Pitts cruiser in the driveway and he drove right past the house and number – he would have



completely missed it had I not yelled at him to stop – again appeared extremely flustered and overwhelmed

05NOV09

- PC Jack was coming back from driver training in Lindsay – in an unmarked cruiser in civilian clothes, no gun – he had asked Sgt. Butorac what vehicle to take and was told to use the unmarked – PC Jack failed to tell the Sergeant that he already had a conversation with me and the staff sergeant who told him to go in uniform in a marked cruiser if nothing else available – on the way back he did a rolling marker check on an expired plate – the dispatcher asked if he was stopping the vehicle and he said no that he was not in uniform – he then advised the vehicle was weaving and asked for another unit nearby – PLPS and PC Foster began making their way – he updated that the vehicle went into Sobey's parking lot, then looped around and came back out, then went to another parking lot – Foster and a city officer attended, PC Jack pointed out the car and then left – he did not tell them who the driver was – discussion was had between Jack and sergeant and coach – he set himself up to fail – shouldn't be calling in plates when in cruiser with no uniform – should have stopped car in lot if he thought it was a drunk – risk of doing so with no uniform – should have stayed to identify driver
- PC Jack staying late to work on case from earlier in week – was interviewing suspect – covered off two possible outcomes given the information he provided in the case – told him no matter what to not lay breach charge for keep the peace alone – get call at home from day shift that crown attorney freaked out over brief and gave it back to PC Paradis/D'amico – they laid 8 criminal charges – PC Jack was asked why he laid the one charge I told him not to as the court would freak out – said he didn't remember me telling him not to though he remembered everything else about my instructions that day – told him I was really upset and pissed off – explained how lack of information once again led to incorrect advice and a huge problem as a result
- Reviewed statements with him – questioned why he never explained to me that victim had her head bashed on floor 4-5 times, or that she saw the accused drink alcohol – explained that these basic points would have led to different advice being given
- Explained to him that he no longer will switch shifts to not work with me – I will have to hold his hand through each occurrence in order to ensure things are done as asked – said that I tried to give him some latitude as he has 10 months on but now I can't

09NOV09

- PC Jack arrested male party for 253 while working with another officer
- Brought accused into cells though never advised me he was working on things – went to check on him and assisted with paperwork – told me he was going to release YO on PTA – asked when parent was coming and said they had left a message – reminded him of notice to parent and fact that he needed to release the kid to an adult – kid asked to lie down in cells, PC Jack asked my permission to do so – couldn't decide for himself – then let the accused go into cells with jacket, belt and shoes on with laces – stopped the kid and then muttered something about searching him already and asked him if he put anything in his pockets since he was searched – I then pointed out he could not be in the cells with his jacket, shoes, and belt – later confirmed that he had his notes complete, and all release documents were done – said he needed to stay as he told the mother he would be here when she arrived – told him there was no need for him to stay that dayshift could release – he then asked to stay for a learning experience and I told him no as he had done a release before – told him it was just an excuse to delay things so he could stay around – made him go to dayshift and ask for someone to release – as I was leaving he came to me and said we had missed a G2 charge – told him not to bother as the over 80 was good enough – he said PC McNab told him he had to lay it as well – said I wasn't telling him what to do but he could tell PC McNab thanks for the suggestion but all the paperwork was done – spoke with McNab the next night and he advised he only told Jack about the possible charge if he wanted it, not that he had to lay it

10NOV09

- attended family dispute call – son on probation for domestic assault had gotten into fight with his grandpa, then came to the family residence and was arguing with father and brothers – PC Jack spoke with involved parties – he removed father from kitchen (like a suspect) and then spoke with him in living room – after he was done he sat for a minute and then asked the mans permission to speak with me – the man appeared very confused as to why he would ask this – at no point did he ask about the status of the grandpa and if he was injured – upon going outside to discuss he advised he was going to arrest the male for breach of probation for keep the peace – told him I couldn't understand how he just was reprimanded for doing this yesterday as a result of his charge last Friday – how could he be doing this again with the same charge – asked him if he didn't learn something – said he needed to think for a moment – told him it was obvious he was uncertain what to do with the occurrence – had to tell him his options – he had also told the father that they could have a no alcohol condition placed on their son – told him he needed to correct this because he was telling them the wrong things – he denied saying it that way but just prior to leaving the father asked how they could



get the condition added that Jack had talked about – explained to him that information was incorrect and we apologized

13NOV09

- during traffic stop on Highway 28, PC Jack stood in front of suspect vehicle making notes – discussed again how this was unsafe and that although they were seniors we had discussed proper safety concerns before
- during one vehicle stop he wanted to give an Alcotest – placed male in rear of cruiser without checking pockets – when he was asked to turn on the interior light to see the male he started pushing all the emergency equipment and shut off the lights while on the side of the road – took three attempts for him to get the correct light as he was so flustered – did not notice he had turned off emergency lights
- another point during the night we had a vehicle approach us in our lane – we were in left turn lane and vehicle was in our lane – PC Jack appeared very nervous, he recognized the car was in our lane but just moved over and let it go by – it was like he knew he wanted to do something but couldn't decide what to do – I told him to turn around immediately and stop the vehicle – when he did I noticed the car turned into a driveway – I pointed this out to him and he made a turn directly towards the ditch, about 150ft short of the driveway – when our tires touched the gravel shoulder he swore and drove up the shoulder until the driveway – this was all on Highway 7 – told him I would drive for a bit until he regrouped and got himself back together
- while driving down Birchview Road (60km/h zone) he was travelling at 90km/h – I pointed this out and he said it was a straight, clear stretch so it was okay – discussed how he drives below the speed limit on patrol and to calls but this time was 30km/h over the limit
- told by PC Read that PC Jack had approached him and told him he had heard a rumour that he had more than one coach officer while I was coaching him – Read said he told him that I was his only coach the entire time
- I called PC Jack on his way home from work and asked him about who told him the rumours – said that he had “overheard this in one of his ears in passing in the constable room” – said he went to Read to confirm the rumours – told him I wanted to know who had said the rumour because I was going to deal with them too – he said he didn't feel comfortable telling me because he didn't want to get someone else in trouble – asked him what business of his he thought it was to ask Read this information – said he thought he was being honest by going to the source to confirm the rumours – he told me he would tell me in person on Friday who he had heard the rumour from

13NOV09

- when walking into work met PC Duignan in parking lot – he told me that PC Jack had approached him and was all scared and upset that I had confronted him on who was spreading rumours and that he didn't know what to tell me – said he told PC Jack to tell me the truth – PC Duignan said that he felt sorry for PC Jack and was just trying to give him some helpful advice – said that he had asked PC Jack for a ride home one day and they talked in the car – said that he told PC Jack that he heard he was having some struggles and that he should talk to PC Read because he thought he had some difficulties as well – PC Duignan said he was only trying to help and he hoped I wasn't taken things any further – told him I appreciated him telling me what he did

14NOV09

- had discussion with PC Jack about why he approached PC Read asking questions about his probation period - wondered why he had not approached me about it the night before when he said he would – he began to say that he thought I already knew because PC Duignan had talked to me – he stopped what he was saying before he mentioned Duignan's name – I asked him if he wanted me to finish his sentence and I put Duignan's name in and he appeared very nervous – told him that I had spoke with Duignan who told me that they were in a car together and had a private one-on-one conversation about things – asked why he told me he had overheard things in the constables room in one of his ears instead of telling me the truth – said he knew that Duignan was in "lots of shit" and he didn't want to get him in trouble – asked him to explain why he would lie to his coach, the one person trying to save his job, and side with the person who in his words was in shit – said that he was just trying to be honest by going to the source – he said that Duignan was the only person that provides him with emotional support and that's what he needs – told him I was sick and tired of playing games and could not stand it when I am being lied to – said that he thought he was being honest and was not trying to play games – told me I was making a mountain out of a molehill – said this was not the case when someone lies to me – he admitted he lied because I put him on the spot and didn't give him time to think of a response – then he said when he talked to Duignan that he suggested to tell me that he had just overheard things in passing and not to say where he had heard things from – asked him if I needed to give him notice next time I wanted to confront him with an issue and give him time to prepare an essay for me as a response - later he said "you say you are sick and tired of me – well I am sick and tired of being accused of playing mind games" – told him that was exactly what I was talking about – he was twisting my words to make me look bad – explained I never said I was sick and tired of him, just that I was sick and tired of the games and he agreed he knew what I meant – then he went on to say that people in their own



countries are subconsciously biased towards people from other countries – said that we like to protect our own home and land from visitors – said when he first came to America that he hated Americans because they treated him poorly – said that as he stayed here longer he grew to like people but others did not like his accent and behaviours – said that we all are like that in our own countries – told him that I was upset that he could even suggest that about me and that if I ever heard that come up again I would lose my mind – said that I would not tolerate him accusing my of being biased towards him or his accent – said that he didn't mean me specifically just people in general – told him that I had been down this road before (briefly explained PC Chase) and said that neither I or my family needed this – gave him a brief account of the racism allegations that were suggested and how PC Chase told me that other officers were telling him to lie about me to save his job – PC Jack said he didn't mean to put me and my family in this position – told him again he was twisting my words – confirmed he understood that it was the other officers, not the recruit that had caused the problem – told him that I was the one trying to help save his job and it was very odd that he would lie to me – started to suggest that he had a sleeping disorder and that's why he talked to PC Read about his medical issues – told him again that PC Read's situation was none of his business and he should not have asked about it

19NOV09

- two hour meeting with Sgt. Butorac, myself, and PC Jack - PC Jack explained that he feels that when he is with me there is an axe above his head the entire time. He said it is a love-hate relationship - he loves my teaching but hates how intimidating it is to be in the car with me. He said that what I am seeing is not representative of how he would perform if he was alone. He said that he feels so much pressure to do things right with me that he screws up all the time. He then went on to explain the psychology of this and how when I point out the mistakes that he is making that everything is always negative. He said he does not have 100% trust in me for my motives - he said he feels that maybe I am documenting everything to cover my ass in case he is fired and there is a lawsuit that happens. He said that there were things written about him in the evaluation that were not true. When asked what motivation I had to lie he just nodded his head when I stated I had no reason to lie. He said that his biggest problem is me as I am watching over his every move - He was assured by both of us that we only had his interests at hand in attempting to help him pass. He confirmed he knew that but could not change how he felt. He was asked if he felt that if he was with someone else could he perform better. He advised that there was no point as a new person would have to learn all about him and it would be like starting over. He said if I was his coach from the start that he would not be in this position -

he feels I expect too much from him and I said only what is expected from a recruit at their 11th month. He feels he would be at standard had I been coaching him from the start and that's why he is behind - The Sergeant explained to him that he has no choice but to work in this situation - that he is being watched by his coach. He acknowledged this but still felt he would be fine if by himself and not under pressure. It was re-iterated that stress and pressure were parts of the job and he needed to be able to perform under these situations as well. He commented how he forwards emails and work to his house so he can work on them without distraction, that there is always too much going on around him at the office and pressure to be out on the road. I told him this was exactly one of the points we were making - he has to be able to work effectively even with all the distractions

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[REDACTED]

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**From:** Campbell, Ron (JUS)  
**Sent:** November-20-09 9:45 AM  
**To:** Kohen, Colleen (JUS); Nie, Richard (JUS)  
**Subject:** RE:

I sent the whole thing...I see his rebuttal the last page only disputes one incident where he states he did not get out of the car and approach a vehicle only his coach did... Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Friday, November 20, 2009 8:51 AM  
**To:** Campbell, Ron (JUS); Nie, Richard (JUS)  
**Subject:** RE:

Good Morning

Ron

Can you send me the last couple of pages of the PCS66P that have all the comments on it. I don't need the entire PCS66P as I have that.

My fax is 905 681 2893 or you can scan it to me.. If you have one

Colleen

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

**From:** Campbell, Ron (JUS)  
**Sent:** November 20, 2009 8:45 AM  
**To:** Kohen, Colleen (JUS); Nie, Richard (JUS)  
**Subject:** RE:

Colleen did Rich send this as I do not have it.. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Thursday, November 19, 2009 6:53 PM  
**To:** Nie, Richard (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Subject:**

Hi rich

Wondering if you can send me a copy of that report you mentioned on the conf call last week

I have a conf call with legal on monday and feel this will assist

Also if Prob Jack does provide any written comments please send to me as I feel the 10 month review will be in the mail by the time we have submit the BN

Tx

Colleen



**From:** Bell, Cathy (JUS)  
**Sent:** December-04-09 8:48 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Bn Prob Jack

Briefing note has arrived here. I will ensure she sees today.  
cb

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

**From:** Kohen, Colleen (JUS)  
**Sent:** December 3, 2009 4:32 PM  
**To:** Bell, Cathy (JUS)  
**Subject:** Bn Prob Jack

I could not get a hold of Brenda  
Did it arrive ?

Colleen

[REDACTED]

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**From:** Campbell, Ron (JUS)  
**Sent:** September-08-09 12:01 PM  
**To:** McNeely, Dave (JUS)  
**Cc:** Jack, Michael (JUS); Postma, Jason (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

Dave the 18th is fine. Mike you will need to start at 1000hrs this date so you can drive to Kingston for the assesment. The black plain car will be made available. Sgt McNeely will forward to you and your Acting Sgt Jason Postma the directions and confirmation of the 18 Sep 09. I beleive the driving assesment will begin at 1330hrs. Ron

Jason you will need to ammend the schedule. Ron

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

**From:** McNeely, Dave (JUS)  
**Sent:** Friday, September 04, 2009 3:46 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** FW: Driving Assessment.....Thursday 10 Sept 2009 - Kingston  
**Importance:** High

Ron - sorry about this - HSD tasked us (me) with a financial project for our units - it will take all of next week to complete. The next date you guys had was Friday 18th - let me know if that is still good.

Dave

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**From:** Lungstrass, Chris (JUS)  
**Sent:** September 4, 2009 1:20 PM  
**To:** Campbell, Ron (JUS); McNeely, Dave (JUS); Postma, Jason (JUS); Nie, Richard (JUS)  
**Cc:** Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston  
**Importance:** High

Ron,

My apologies for having to do this, but we need to postpone this for a week or so please. Sgt McNeely wears many hats around here and we've had a bit of a crisis arise today that will require his full attention next week. We will gladly complete this, but the week of the 14th would be much better.

Chris Lungstrass  
Insp. 6110  
Manager, E.R. Traffic & Marine  
613-284-4500 (O)  
613-295-5401 (C)

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**From:** Campbell, Ron (JUS)  
**Sent:** September 2, 2009 4:35 PM  
**To:** McNeely, Dave (JUS); Postma, Jason (JUS); Nie, Richard (JUS)  
**Cc:** Lungstrass, Chris (JUS); Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

Thanks Dave, I have cc the coach and A/Sgt so they can have him there. Ron

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

**From:** McNeely, Dave (JUS)  
**Sent:** Wednesday, September 02, 2009 3:58 PM  
**To:** Campbell, Ron (JUS)



**Cc:** Lungstrass, Chris (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

Ron

Looks like the 10th it is - my cell is 613-217-7294 - I like to meet at Tim Hortons - brand new one - 401 hwy to Hwy 15 off ramp - (East end of Kingston) turn right on Hwy 15 at lights (exit) ramp - left at the next set of lights on Hwy 15 - Tim's is visible from the road. I will meet your officer there - if he arrives earlier he can call my cell and I will meet him sooner. The assessment will be completed w/o sun glasses on. Plain clothes. Can you advise officers name, badge and DOB.

I will drive the route the day before to make sure there are no issues.

Any questions just call - 503-4561

Dave

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**From:** Campbell, Ron (JUS)  
**Sent:** August 28, 2009 1:55 PM  
**To:** McNeely, Dave (JUS)  
**Cc:** Kohen, Colleen (JUS); Johnston, Mike P. (JUS); Flindall, Robert (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS)  
**Subject:** Driving Test

Dave I only gave his first day back as I thought the sooner the better. Here are some more dates.

Mike is on days 10 Sep 09 as well and then on nights for two weeks. I propose that either on a day shift he be scheduled for 1:15 pm start time or the first night shift when he is on nights so he can work a modified shift. So weekdays it could be 14, 18, 23 Sept. Each is a first night shift or he works days 28, 29 Sept and days 2nd and 3rd and 7th of Oct. He has court on the 8th of Oct which would put this day out. Should you need dates further along let me know. Tks Ron.

Ron, I drove my route and with some minor changes I can complete an assessment. If you give me some more dates - I can check and see if the car we use is available and set up something that works for you guys. We use a malibu - unmarked - has extra brakes / gas on the passenger side. We try to avoid the busy times on the route (rush hours) - so morning drives done at about 9:15 / 9:30 ( avoid lunch hour ) or in the afternoon start about 1:15 / 1:30 (finish before 4:00 pm) Your officer would have to drive to Kingston - meet me at a local Tims - complete some paper work - leave his car in a parking lot ( plain car best) - previously a coach officer drove the candidate down as all they had was marked unit. Must be in plain clothes - do not want police identifiers...affects other traffic / times when other traffic gets "ticked" off at the assessment drivers...challenging course route. The whole drive / assesment takes approximately 2 hours to complete once we start. Dave 503-4561

[REDACTED]

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**From:** McNeely, Dave (JUS)  
**Sent:** September-09-09 9:31 AM  
**To:** Campbell, Ron (JUS); Postma, Jason (JUS); Jack, Michael (JUS); Butorac, Peter (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS); McNeely, Dave (JUS)  
**Cc:** Lungstrass, Chris (JUS); Taylor, Kent (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

Hello everyone,

Have Mike drive to Kingston - 401 to Hwy 15 - plain clothes / plain car - go south on hwy 15 to Tim Hortons - have lunch - call me on cell 613-217-7294 once he is done and I will meet him at Tims. ( if you want to eat elsewhere there are numerous restaurants if you get off at Division Street - south - Pizza hut / Swiss Chalet / East Sides / Harveys etc)

I will still meet you at hwy 15 Tims. Idea is to be comfortable for the assessment. No sun glasses for the drive. It should take 1.5 to 2 hrs. We can start any time after 1230 - by the time we get driving the lunch crowd should be gone.

We will complete paper work at the parking lot - move your car down to the base - arrange to leave it there. Then we will take the car we use - Malibu - and drive to the start of the assessment course.... Gets you used to the vehicle / way we give directions etc....

If there is anything else call me or email

Dave  
503-4561

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**From:** Campbell, Ron (JUS)  
**Sent:** September 8, 2009 12:01 PM  
**To:** McNeely, Dave (JUS)  
**Cc:** Jack, Michael (JUS); Postma, Jason (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

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**Cc:** Lungstrass, Chris (JUS); Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

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**To:** Campbell, Ron (JUS)  
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**Subject:** RE: Driving Assessment.....Thursday 10 Sept 2009 - Kingston

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Dave

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**From:** Campbell, Ron (JUS)  
**Sent:** August 28, 2009 1:55 PM  
**To:** McNeely, Dave (JUS)  
**Cc:** Kohen, Colleen (JUS); Johnston, Mike P. (JUS); Flindall, Robert (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS)  
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[REDACTED]

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**From:** Taylor, Kent (JUS)  
**Sent:** September-29-09 2:39 PM  
**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS)  
**Cc:** McNeely, Dave (JUS)  
**Subject:** RE: Driving assessment - Michael Jack - requires remedial driving.

S/Sgt's Kohen and Campbell

I just hung up from a fairly lengthy phone call with Dave McNeely regarding PC Jack. I believe that it will require a considerable investment in time to get him up to speed in regard to his driving. I am acquainted with PC Jack from his recruit training and other performance issues at detachment. To be honest, I am somewhat puzzled in this case. I am wondering if there are issues that may have been identified in his psychological assessment that may shed some light on his driving behaviour also? Is this information possibly available to me?

If, pending further discussion with both of you, we decide to invest the time in his driving, I will likely take the file over from Sgt McNeely.

Colleen, would you please give me a call at your convenience. I will then call Staff Campbell to discuss the matter further.

Kent

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

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

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**From:** Kohen, Colleen (JUS)  
**Sent:** September 29, 2009 2:20 PM  
**To:** Taylor, Kent (JUS); Campbell, Ron (JUS)  
**Subject:** FW: Driving assessment - Michael Jack - requires remedial driving.  
**Importance:** High

Kent

This will need to be expedited as he is in month 9

Can you please advise

Colleen

---

**From:** Campbell, Ron (JUS)  
**Sent:** September 29, 2009 12:57 PM  
**To:** Butorac, Peter (JUS); Nie, Richard (JUS); Postma, Jason (JUS)  
**Cc:** Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)  
**Subject:** FW: Driving assessment - Michael Jack - requires remedial driving.  
**Importance:** High

We will need to make Mike available for this.

In my conversation with Dave McNeely he feels he is correctable... and he nor the public are in danger. Ron

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

**From:** McNeely, Dave (JUS)  
**Sent:** Tuesday, September 29, 2009 11:21 AM  
**To:** Campbell, Ron (JUS)

**Cc:** Taylor, Kent (JUS); Lungstrass, Chris (JUS)  
**Subject:** Driving assessment - Michael Jack - requires remedial driving.  
**Importance:** High

Hello Ron / Kent

I completed the assessment for Michael and received feedback from the company that assesses the results.

I recommend remedial driving for Michael.

I will do up a more formal report by Friday of this week. We should also debrief the driving assessment once you get the written report.

I am not sure how Kent wants to do the remedial it may involve some time.

Thanks

Dave



[REDACTED]

---

**From:** Lee, Dave E. (JUS)  
**Sent:** October-05-09 4:18 PM  
**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Postma, Jason (JUS); Salter, Peter (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Subject:** RE: DRIVING MEMO - Michael Jack

Everyone:

I am on vacation starting 07Oct. S/Sgt Peter Salter is sitting in for me.

Pete: are you available for a meeting tomorrow?

Insp. D. Lee  
Regional Manager  
Staff Development and Training  
OPP Central Region  
705-329-7418

---

**From:** Kohen, Colleen (JUS)  
**Sent:** October 5, 2009 3:18 PM  
**To:** Campbell, Ron (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Postma, Jason (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Subject:** RE: DRIVING MEMO - Michael Jack

Ron

I think it would be a good idea to have a conf call with you folks in Det, Dave and myself. The next PCS66P and WIP is due on the 08 Oct.

It would help to have a draft version of both .

What date works for you folks ?

Colleen

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

---

**From:** Campbell, Ron (JUS)  
**Sent:** October 5, 2009 2:11 PM  
**To:** Taylor, Kent (JUS); Kohen, Colleen (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Postma, Jason (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
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-----Original Message-----

**From:** McNeely, Dave (JUS)  
**Sent:** Monday, October 05, 2009 10:50 AM  
**To:** Campbell, Ron (JUS); Taylor, Kent (JUS)  
**Cc:** Lungstrass, Chris (JUS)  
**Subject:** FW: DRIVING MEMO - Michael Jack

Staff Sgt Ron Campbell / Sgt Kent Taylor

Here is the report on Probationary CST Michael Jack. As discussed Sgt Kent Taylor will do some remedial driving with Cst Jack. If you require any additional information please give me a call.

Dave  
503-4561  
613-284-4561

<< File: D. McNeely M. Jack Driving Memo.pdf >>



[REDACTED]

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**Sent:** October-05-09 3:18 PM  
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**From:** Campbell, Ron (JUS)  
**Sent:** October-05-09 4:58 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: DRIVING MEMO - Michael Jack

I hope so but they are off on rest days and don't return to work until Wed. Rich seem to indicate he has lots of documentation. The common theme here is Mike continues to not be accountable for his own actions. Perhaps Thursday would be the best day for a phone conference. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Monday, October 05, 2009 4:56 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Re: DRIVING MEMO - Michael Jack

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Will we have a draft verison of pcs66/wip by that date ?

With rich and the sgt on nights will he be able to join ?

Colleen

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**Cc:** Johnston, Mike P. (JUS)  
**Sent:** Mon Oct 05 16:41:26 2009  
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Pete: are you available for a meeting tomorrow?

Insp. D. Lee  
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**Cc:** Lungstrass, Chris (JUS)  
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<< File: D. McNeely M. Jack Driving Memo.pdf >>

[REDACTED]

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[REDACTED]

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**From:** Campbell, Ron (JUS)  
**Sent:** October-05-09 5:01 PM  
**To:** Kohen, Colleen (JUS); Nie, Richard (JUS); Butorac, Peter (JUS)  
**Subject:** RE: DRIVING MEMO - Michael Jack

Peter, Please ensure Rich has time Wed morning to complete this and get it to Colleen. Jason would be a good candidate for Mike to go out with if Rich is going to be in the office. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Monday, October 05, 2009 5:00 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Re: DRIVING MEMO - Michael Jack

I am good thursday at 0900 but really need the draft version to review to see what is there

Let me know which day/time is good

---

**From:** Campbell, Ron (JUS)  
**To:** Kohen, Colleen (JUS)  
**Sent:** Mon Oct 05 16:58:19 2009  
**Subject:** RE: DRIVING MEMO - Michael Jack

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<< File: D. McNeely M. Jack Driving Memo.pdf >>



**From:** Campbell, Ron (JUS)  
**Sent:** August-28-09 3:02 PM  
**To:** McNeely, Dave (JUS)  
**Cc:** Kohen, Colleen (JUS); Lee, Dave E. (JUS); Postma, Jason (JUS); Johnston, Mike P. (JUS)  
**Subject:** RE: Driving Test

Dave: Lets get it done on the 10th of Sept so it is completed and we have an assesment sooner than later, Mike will be assigned a plain car to attend a location provided by you. Since he is working day shift he can do the 115pm time frame it gives him time on either end of shift. I think it is 2 hrs from Peterborough to Kingston is it not? Tks Ron

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

**From:** McNeely, Dave (JUS)  
**Sent:** Friday, August 28, 2009 2:19 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** RE: Driving Test

Ron,

I can work with the following dates - I work Mon - Fridays - Monday is busy day at Region / like to check route day before to make sure it is entact.

-10 Sept 09 - Wednesday  
-18 Sept 09 - Friday  
-02 Oct 09 - Friday  
-07 Oct 09 - Wednesday

Dave

---

**From:** Campbell, Ron (JUS)  
**Sent:** August 28, 2009 1:55 PM  
**To:** McNeely, Dave (JUS)  
**Cc:** Kohen, Colleen (JUS); Johnston, Mike P. (JUS); Flindall, Robert (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS)  
**Subject:** Driving Test

Dave I only gave his first day back as I thought the sooner the better. Here are some more dates.

Mike is on days 10 Sep 09 as well and then on nights for two weeks. I propose that either on a day shift he be scheduled for 1:15 pm start time or the first night shift when he is on nights so he can work a modified shift So weekdays it could be 14, 18, 23 Sept. Each is a first night shift or he works days 28, 29 Sept and days 2nd and 3rd and 7th of Oct. He has court on the 8th of Oct which would put this day out. Should you need dates further along let me know. Tks Ron.

Ron, I drove my route and with some minor changes I can complete an assessment. If you give me some more dates - I can check and see if the car we use is available and set up something that works for you guys. We use a malibu - unmarked - has extra brakes / gas on the passenger side. We try to avoid the busy times on the route (rush hours) - so morning drives done at about 9:15 / 9:30 ( avoid lunch hour ) or in the afternoon start about 1:15 / 1:30 (finish before 4:00 pm) Your officer would have to drive to Kingston - meet me at a local Tims - complete some paper work -

leave his car in a parking lot ( plain car best) - previously a coach officer drove the candidate down as all they had was marked unit. Must be in plain clothes - do not want police identifiers...affects other traffic / times when other traffic gets "ticked" off at the assessment drivers...challenging course route. The whole drive / assesement takes approximately 2 hours to complete once we start. Dave 503-4561



[REDACTED]

---

**From:** Kohen, Colleen (JUS)  
**Sent:** September-14-09 11:41 AM  
**To:** Flindall, Robert (JUS); Campbell, Ron (JUS)  
**Cc:** Filman, Shaun (JUS)  
**Subject:** RE: JACK WIP masterc.doc

Good Morning

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

Also on the PCS66P.. It should read month 8

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

Colleen

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

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

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

Ron and Colleen,

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

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

[REDACTED]

---

**From:** Bowles, David H. (JUS)  
**Sent:** January-07-11 5:02 PM  
**To:** Anderson, Brent (JUS); Kohen, Colleen (JUS)  
**Cc:** Tod, John (JUS); Reynolds, Michael (JUS)  
**Subject:** Re: Michael Jack

The only material that Colleen won't have is from the post-dismissal involvement at his 01Apr10 POA trial.

I have the transcript from the trial, but not for the Aug '10 decision date where he was acquitted.

Fyi  
Dave

Sent using BlackBerry

---

**From:** Anderson, Brent (JUS)  
**To:** Kohen, Colleen (JUS); Bowles, David H. (JUS)  
**Cc:** Tod, John (JUS)  
**Sent:** Fri Jan 07 16:26:43 2011  
**Subject:** Fw: Michael Jack

Hello Colleen: do you have information referred to below. This took place prior to Dave and my arrival.  
Thanks  
Brent

---

**From:** Reynolds, Michael (JUS)  
**To:** Bowles, David H. (JUS); Anderson, Brent (JUS)  
**Sent:** Fri Jan 07 16:22:02 2011  
**Subject:** Re: Michael Jack

Brent and Dave,

S/Sgt. Colleen Kohen should be able to assist with the majority of information required as she was provided all documentation to complete a briefing note routed through the Career Development Bureau, OPPA and Deputy Commissioner at the time.

Mike

-----  
Sent from my Blackberry Wireless Device

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**From:** Bowles, David H. (JUS)  
**To:** Anderson, Brent (JUS)  
**Cc:** Smith, Gerry A. (JUS); Reynolds, Michael (JUS); Flindall, Robert (JUS); Payne, Jennifer (JUS); Butorac, Peter (JUS)  
**Sent:** Fri Jan 07 16:07:56 2011  
**Subject:** Michael Jack



All -

I received a call from Pat Gray, Risk Management. Legal Services has received a Human Rights complaint (race ancestry, place of origin, ethnic origin etc) from Michael Jack, formerly P/C #12690 of Peterborough County Detachment. Pat needed a brief background on Jack so I provided her with what I knew, none of which I was a direct witness to.

She will need all documentation, PCS066's, e-mails etc from coaches, supervisors, co-workers etc that had involvement with him.

There is also a photograph of Jack with 3 undesirables that PSB has??

Pat is imposing a really short timeline. They only have 35 days to respond.

Just a heads up.

Dave

**S/Sgt David H. Bowles, #7082**  
**Detachment Manager**  
**Peterborough County Detachment**  
**Bus (705) 742-0401**  
**Fax (705) 742-9247**

[REDACTED]

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**From:** Jack, Michael (JUS)  
**Sent:** December-13-09 10:05 PM  
**To:** Kohen, Colleen (JUS)  
**Cc:** German, Karen (JUS); br8.president@oppassociation.org; mjack\_31@hotmail.com  
**Subject:** Re: Notice of Proposed Release from Employment for Michael Jack

Hello S/Sgt. Kohen,

On Sunday, December 13, 2009 at 19:00 hours I got served a memorandum re: Notice of Proposed Release from Employment in which I was advised of the opportunity to either 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.

In the notice I am requested to advise you in writing by 09:00 hours on December 14, 2009, as to which option, if any, I wish to exercise.

At approximately 20:45 hours I spoke with the President of the 8<sup>th</sup> Branch of Ontario Provincial Police Association, D/Cst. Karen German, on the phone and advised her of the Notice and the deadline for making the choice as to which option I wish to exercise.

D/Cst. German advised me she would be consulting with the OPPA first thing on Monday morning and get back to me.

Due to the fact that I was served the Notice on the weekend and requested to advise you on a very short notice (14 hours) as to which option I wish to exercise, as per D/Cst. German instruction, I am requesting an extension to the notification.

While I personally would prefer to meet with Chief Superintendent Armstrong at Central Headquarters and have a representative of the OPPA present at the meeting, my final choice will be made after I have been advised by D/Cst. German sometime on December 14<sup>th</sup>, 2009. I will be in touch with you as soon as I hear from D/Cst. German. Could you please advise me of the fastest way I can reach you?

I will not have access to my justice email account on Monday, December 14, 2009. However, I can be reached at my personal email account [mjack\\_31@hotmail.com](mailto:mjack_31@hotmail.com) or on my cell 705-740-5765.

Thank you

Michael Jack



[REDACTED]

---

**From:** Kohen, Colleen (JUS)  
**Sent:** September-24-09 9:10 AM  
**To:** Johnston, Mike P. (JUS); Stevenson, Hugh (JUS)  
**Subject:** RE: Old occurrence involving PC JACK

Good Morning

I don't know if you have an opportunity to read the occurrence report . Is this something Region wants me to explore ? This was 4 years ago and we don't even know if the security company that employed Prob Jack did any documentation and if so ... how would this assist us in his new role ? . He was acting in his previous employment and is not an accused .. in saying that, I agree he did not make the right choice back then but should that influence us now in his new role ?

Unless I am missing something ... Let me know

Colleen

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

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**From:** Johnston, Mike P. (JUS)  
**Sent:** September 23, 2009 8:55 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Old occurrence involving PC JACK

Colleen

I have updated Supt Stevenson on this recent information on P/C Jack.

Mike

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**From:** Kohen, Colleen (JUS)  
**Sent:** September 23, 2009 8:39 AM  
**To:** Johnston, Mike P. (JUS); Campbell, Ron (JUS); Lee, Dave E. (JUS)  
**Subject:** Re: Old occurrence involving PC JACK

I will do some inquiring in h r

I would like to know how the sgt found this info ?

Colleen

**From:** Johnston, Mike P. (JUS)  
**To:** Campbell, Ron (JUS)  
**Cc:** Kohen, Colleen (JUS)  
**Sent:** Wed Sep 23 08:37:23 2009  
**Subject:** FW: Old occurrence involving PC JACK

Ron/ Colleen - Confidential

FYI

Mike

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**From:** Flindall, Robert (JUS)  
**Sent:** September 22, 2009 9:18 PM  
**To:** Johnston, Mike P. (JUS)  
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Inspector,

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Regards,

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



[REDACTED]

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[REDACTED]

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**From:** Johnston, Mike P. (JUS)  
**Sent:** September-23-09 8:52 AM  
**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: Old occurrence involving PC JACK

He references one of his platoon members querying a bad guy, and this incident came up. I am assuming the involved member brought it to his attention. Do you want me to look into further???

---

**From:** Kohen, Colleen (JUS)  
**Sent:** September 23, 2009 8:39 AM  
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Tel : (705) 742-0401  
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[REDACTED]

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**From:** Johnston, Mike P. (JUS)  
**Sent:** September-24-09 9:40 AM  
**To:** Kohen, Colleen (JUS); Stevenson, Hugh (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Subject:** RE: Old occurrence involving PC JACK

Colleen

The information was forwarded to Region for their knowledge. I was clear that information was "dated". My position was that with the present issues we are experiencing presently with this officer, this information should be passed on.

I agree with your assessment below.

Mike

---

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**Fax : (705) 742-9247**



[REDACTED]

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**From:** Kohen, Colleen (JUS)  
**Sent:** December-14-09 12:09 PM  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Hi

I have received a message from him and he is working with Branch 8 and they advised me that they are consulting with OPPA in Barrie.

There was an indication that he does want to meet with C/Supt Armstrong. But he wants to wait to hear back from Branch 8 and Barrie before he hits the send button

Lets connect via 10 -21 today .. Maybe this afternoon

Colleen

---

**From:** Reynolds, Michael (JUS)  
**Sent:** December 14, 2009 11:46 AM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Hello Colleen.

Evaluation sent by fax to Dave.

Question: did Jack advise what his wishes are for tomorrow?

Mike

---

**From:** Kohen, Colleen (JUS)  
**Sent:** December 14, 2009 10:20 AM  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Cc:** Nie, Richard (JUS)  
**Subject:** RE: PC Jack

Good Morning

Mike

Could you please get a copy of this last PCS66P to Dave so C/Supt Armstrong has all the documentation.

Dave

Here is the letter in C/Supt Armstrong will use if termination is required. This letter requires Central Region letter head placed on it.

OPPA is aware of notice being served on Prob Jack. I am just waiting for them to call me back this morning as Jim is in a meeting.

Colleen

<< File: Release from Employment Jack 2009 .doc >>

---

**From:** Nie, Richard (JUS)  
**Sent:** December 14, 2009 5:26 AM  
**To:** Kohen, Colleen (JUS); Reynolds, Michael (JUS)  
**Subject:** PC Jack

Colleen

I have completed PC Jack's 11mth evaluation and it has been signed off by PC Jack, myself, and Sgt. Butorac. I'm sorry I didn't have a chance to send it to you first this time but given he received his termination letter last night I felt it was okay to get it done anyways.

Let me know if you need anything else from me

Thanks again

Rich.

A/Insp Reynolds - the original is sitting on your desk and I marked where your signatures are required.



[REDACTED]

---

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**Sent:** December-14-09 10:20 AM  
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**Cc:** Nie, Richard (JUS)  
**Subject:** RE: PC Jack

Good Morning

Mike

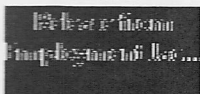
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Let me know if you need anything else from me

Thanks again

Rich.

A/Insp Reynolds - the original is sitting on your desk and I marked where your signatures are required.

December 15, 2009

**MEMORANDUM TO:**

Probationary Constable Michael Jack  
Peterborough County Detachment  
Central Region

**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.

Chief Superintendent M. Armstrong  
Regional Commander

cc S/Sgt C.S. Kohen Career Development Bureau



[REDACTED]

---

**From:** Campbell, Ron (JUS)  
**Sent:** August-28-09 1:41 PM  
**To:** Kohen, Colleen (JUS); Tuominen, Darryl (JUS)  
**Cc:** Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Darryl Since this will take place next week and the 4 people from each shift will be available I would like to move ahead so we have the WIP in place upon Cst Jack's return on the 9th of Sept.. If he is not available we could brief him on what was completed. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Friday, August 28, 2009 1:31 PM  
**To:** Tuominen, Darryl (JUS); Campbell, Ron (JUS)  
**Cc:** Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Darryl

If you speak with one of the ladies in Central Region.. Region will have a conf number that can be used and we all dial into particular number ... I would give everyone HR number... but it will be in use.

We need to move forward on Monday at 1400 hours to address the performance of this Prob as both shifts will be available at that time

Let us know how you make out re the number

Colleen

---

**From:** Tuominen, Darryl (JUS)  
**Sent:** August 28, 2009 1:18 PM  
**To:** Campbell, Ron (JUS); Kohen, Colleen (JUS)  
**Cc:** Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Ron,

Insp Lee will not be back until this coming Monday and I'm about to attend another meeting at 1330 for him. Can this wait until Insp Lee is back next week?

Darryl

---

**From:** Lee, Dave E. (JUS)  
**Sent:** August 28, 2009 1:14 PM  
**To:** Tuominen, Darryl (JUS)  
**Subject:** FW: PC Jack

---

**From:** Campbell, Ron (JUS)  
**Sent:** Friday, August 28, 2009 1:13:42 PM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack  
**Auto forwarded by a Rule**

Inspector Lee: I am not sure if this creates a logistics problem with phones but would you like to be part of the telephone meeting concerning Mike Jack? Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Friday, August 28, 2009 11:40 AM  
**To:** Campbell, Ron (JUS)  
**Subject:** RE: PC Jack

Ron

I was just thinking... yes even on Friday.. Did you want to extend the invitation to Dave Lee ?

Colleen

---

**From:** Campbell, Ron (JUS)  
**Sent:** August 27, 2009 3:31 PM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Subject:** FW: PC Jack

S/Sgt Kohen

I have spoken to you in the past concerning Neal Read and would ask that I be able to approach you for assistance again concerning another recruit we have in Peterborough. His name is Michael Jack and I think you may be familiar with him.

Mike was having some difficulties and it was my opinion from review of his first 6 evaluations and information that came to light on the 7th was he was not receiving the help he needed and Mike needs some more one on one tutoring.

Added to this were his Supervisors comments at the beginning of the whole scenario that I think added to Mike's stress and were not warranted at the time. With these comments that "his job was in jeopardy" and that "he would be documenting everything he did" it appeared to me that the Supervisor was not being objective and Mike's work environment may be poisoned.

In addition when he needs a good look and some direction his present coach is going off on parental leave. Not wanting it to escalate and to give Mike a fresh look he has been switched from platoons and coach officers. His old platoon has been tasked to work on a work improvement plan and meet with this new coach and supervisor. As such I have a request to have the two shifts meet and discuss with you the plans that will be put in place. Since one shift is working days and the other nights if possible could we do this later in the afternoon say 2pm if you are available? Please let me know.

S/Sgt Ron Campbell

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

**From:** Postma, Jason (JUS)  
**Sent:** Thursday, August 27, 2009 4:59 AM  
**To:** Campbell, Ron (JUS)  
**Cc:** Nie, Richard (JUS)  
**Subject:** FW: PC Jack

Staff,

Could we set up a meeting to address Point #1 with Colleen on Monday or Tuesday? I know it may be difficult to get everyone together on this, and absent Colleen, it would be helpful to have atleast you and/or the Inspector present when we meet with Rob & Shawn. Rich and I will be working days then. Rob & Shawn are working nights this weekend and I understand they will attend any meeting on this issue for our dayshift. Hopefully we can have a game plan in place for P/C Jack's arrival.

Let me know. Thanks,  
J.



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**From:** Nie, Richard (JUS)  
**Sent:** August 27, 2009 4:43 AM  
**To:** Postma, Jason (JUS)  
**Subject:** PC Jack

Jason - I was just thinking over a few things in regards to the transfer of PC Jack to our shift and have a few request/suggestions that I feel are needed to do this right.

1. Meeting between us, Sgt. Flindall, PC Filman, Inspector Johnston, Staff Campbell, and HR rep (Staff Kohen) to go over all documentation/evaluations done to date and what improvement plans are already in place. We need a starting point to go from so that PC Jack knows what our expectations are of what he already knows and what he needs to work on. I think it is best to have everyone mentioned present so that we all can see and hear what has been done so far - perhaps next Monday or Tuesday dayshift would be a good chance?
2. Once we have a starting point, then we, Insp, and both Staff Sgt.s sit down with PC Jack to discuss the plan with him and where he stands. Rumours that I have heard are that he has refused to sign some evaluations and has called the OPPA for advice. If this is true, then I want it documented with him and HR and our detachment command staff present so that we all are in agreement.
3. I assume that the 2% coach officer pay gets transferred to me starting Aug. 30 when he comes to shift?

I am not trying to be difficult here, just prudent. All of the rumours going around are that PC Jack calls the OPPA, human resources, or whoever else the minute he doesn't like what is happening. I want it made clear to him (which I will do) that I am not about to waste my time on someone that doesn't want to learn or accept constructive criticism. I want to give him a fair chance, but he needs to do the same for us.

Let me know,

Rich.

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**Sent:** Friday, August 28, 2009 11:40 AM  
**To:** Campbell, Ron (JUS)  
**Subject:** RE: PC Jack

Ron

I was just thinking... yes even on Friday.. Did you want to extend the invitation to Dave Lee ?

Colleen

---

**From:** Campbell, Ron (JUS)  
**Sent:** August 27, 2009 3:31 PM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Subject:** FW: PC Jack

S/Sgt Kohen

I have spoken to you in the past concerning Neal Read and would ask that I be able to approach you for assistance again concerning another recruit we have in Peterborough. His name is Michael Jack and I think you may be familiar with him.

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S/Sgt Ron Campbell

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

**From:** Postma, Jason (JUS)  
**Sent:** Thursday, August 27, 2009 4:59 AM  
**To:** Campbell, Ron (JUS)  
**Cc:** Nie, Richard (JUS)  
**Subject:** FW: PC Jack

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Let me know,

Rich.

**From:** Campbell, Ron (JUS)  
**Sent:** August-27-09 4:19 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: PC Jack

I can ask the current Sgt to send them as when I got them they were in paper form. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Thursday, August 27, 2009 4:08 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** RE: PC Jack

You sure can.. 505 4030.

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

Colleen

---

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

could we call you about 2pm on Monday??

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

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

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

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

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

Colleen

C.S.Kohen  
Staffing Officer  
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905 681-2511 (office)  
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Let me know,

Rich.



[REDACTED]

---

**From:** Campbell, Ron (JUS)  
**Sent:** August-27-09 3:59 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: PC Jack

Yes last week I forwarded the one for August. Ron

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Let me know,

Rich.



[REDACTED]

---

**From:** Kohen, Colleen (JUS)  
**Sent:** November-30-09 3:30 PM  
**To:** Flindall, Robert (JUS)  
**Cc:** Nie, Richard (JUS)  
**Subject:** RE: PC JACK Chronology

Hi Rob and Rich.

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

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

Colleen

---

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

Hello Colleen,

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

<< File: PCJACK\_Chronology.doc >>

Best regards,

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

[REDACTED]

---

**From:** Reynolds, Michael (JUS)  
**Sent:** December-14-09 2:39 PM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Hi guys,

Back from my PSB meeting...I am at 501-4610.

Mike

---

**From:** Kohen, Colleen (JUS)  
**Sent:** December 14, 2009 12:09 PM  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Hi

I have received a message from him and he is working with Branch 8 and they advised me that they are consulting with OPPA in Barrie.

There was an indication that he does want to meet with C/Supt Armstrong. But he wants to wait to hear back from Branch 8 and Barrie before he hits the send button

Lets connect via 10 -21 today .. Maybe this afternoon

Colleen

---

**From:** Reynolds, Michael (JUS)  
**Sent:** December 14, 2009 11:46 AM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PC Jack

Hello Colleen.

Evaluation sent by fax to Dave.

Question: did Jack advise what his wishes are for tomorrow?

Mike

---

**From:** Kohen, Colleen (JUS)  
**Sent:** December 14, 2009 10:20 AM  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Cc:** Nie, Richard (JUS)  
**Subject:** RE: PC Jack

Good Morning

Mike



Could you please get a copy of this last PCS66P to Dave so C/Supt Armstrong has all the documentation.

Dave

Here is the letter in C/Supt Armstrong will use if termination is required. This letter requires Central Region letter head placed on it.

OPPA is aware of notice being served on Prob Jack. I am just waiting for them to call me back this morning as Jim is in a meeting.

Colleen

<< File: Release from Employment Jack 2009 .doc >>

---

**From:** Nie, Richard (JUS)  
**Sent:** December 14, 2009 5:26 AM  
**To:** Kohen, Colleen (JUS); Reynolds, Michael (JUS)  
**Subject:** PC Jack

Colleen

I have completed PC Jack's 11mth evaluation and it has been signed off by PC Jack, myself, and Sgt. Butrac. I'm sorry I didn't have a chance to send it to you first this time but given he received his termination letter last night I felt it was okay to get it done anyways.

Let me know if you need anything else from me

Thanks again

Rich.

A/Insp Reynolds - the original is sitting on your desk and I marked where your signatures are required.

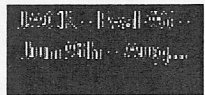
[REDACTED]

---

**From:** Flindall, Robert (JUS)  
**Sent:** August-31-09 7:40 AM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Subject:** RE: PCS066 for Mike Jack

Good morning S/Sgt. Kohen,

Please find attached a copy of PC JACK's last PCS66 which has identified all of his current issues. PC FILMAN completed all of the associated WIP's for this evaluation period and emailed them to me last night, however I can't seem to find his email. I'm not sure if he did a recall on the email and he's now gone home. We will both be in for the teleconference call this afternoon at 1400hrs and I will have him provide them at that time.



Best regards,

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

---

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

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

You sure can.. 505 4030.

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

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Ontario  
Provincial  
Police

File: 291

## PROBATIONARY CONSTABLE PERFORMANCE EVALUATION REPORT (PCS-066P)

<b>Probationary Constable Category (select one):</b>	<input checked="" type="checkbox"/> 4 <sup>th</sup> Class Constable, Probationary Status    Report Month:    6 <input type="checkbox"/> Experienced Officer    Report Month:    select month <input type="checkbox"/> Amalgamated Officer    Report Month:    select month
--	--

<b>Surname:</b> JACK		<b>Given Name:</b> Micheal	
<b>Badge:</b> 12690		<b>WIN:</b> 393080	
<b>Detachment/ Section:</b>	Peterborough County	<b>Region/Bureau</b>	Central
<b>Evaluator:</b>	CST FILMAN	<b>Badge:</b>	11212
<b>Evaluation Period:</b> (DD/MM/YY) <b>Start:</b> 09 June 2009		<b>End:</b> 09 August 2009	
<b>Probationary Period Start Date*</b> (DD/MM/YY) 09 Jan 09			
**4 <sup>th</sup> Class Constables begin their probation period on the date of their graduation from the Provincial Police Academy			
** Experienced Officers and Amalgamated Officers begin their probationary period on their start date with the OPP			

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

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

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

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



## PERFORMANCE ASSESSMENT

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

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

JOB KNOWLEDGE & SKILLS	RATING
<p><b>ATTITUDE TOWARDS LEARNING</b></p> <p>Able to re-evaluate personal opinions, judgments and assumptions based on new information and experiences; able to learn from mistakes and accept disappointments as well as successes.</p> <p>Specific example: PC JACK has an obvious desire to learn and takes his own initiative to do so. However, having said this, his ability to take advice or constructive criticism or direction from experienced officers is sometimes met with "I know". This has led to some question about his attitude from these officers.</p> <p>SP09148553 - As the result of a traffic complaint about a possible impaired driver PC JACK located and stopped the vehicle. He appropriately issued a roadside demand and when the subject failed the roadside he arrested the driver and issued the Demand for the intoxilyzer. PC JACK however, did not issue the rights to counsel and caution to the accused until he was back at the detachment after I questioned him about this time. PC JACK acknowledged the mistake and immediately corrected the issue.</p>	<p><b>Meets Requirements</b></p>
<p><b>PROVINCIAL STATUTES</b></p> <p>Able to identify, articulate and process applicable elements in Provincial Statutes.</p> <p>Specific example: SP09175350 - Mental Health Act.</p> <p>On the 3<sup>rd</sup> August 2009 PC JACK attended this call with PC CROWDER (who was the back-up officer). The complainant was reporting that people living upstairs had equipment that made her head buzz. PC JACK obtained details from the female. He didn't appear to know what to do. Once outside the residence he asked PC CROWDER how he would have handled the call. PC CROWDER asked PC JACK how he would handle it and what his authorities are under the mental health act. PC JACK stated he would take her to the hospital for an evaluation. PC JACK did not know his apprehension authorities under the mental health act.</p> <p>From 10<sup>th</sup> June 2009 to 09 August 2009 PC JACK has issued the following Provincial Offences notices:</p> <p>HTA : 21 , CAIA : 2</p>	<p><b>Does Not Meet Requirements</b></p>

<p><b>FEDERAL STATUTES</b></p> <p>Able to identify, articulate and process applicable elements in Federal Statutes.</p> <p>Specific example:  SPO9148553 - As the result of a traffic complaint about a possible impaired driver PC JACK located and stopped the vehicle. He appropriately issued a roadside demand and when the subject failed the roadside he arrested the driver and issued the Demand for the intoxilyzer. PC JACK however, did not issue the rights to counsel and caution to the accused until he was back at the detachment after I questioned him about this time. PC JACK acknowledged the mistake and immediately corrected the issue.</p> <p>SPO9178964 - B&amp;E in progress  PC JACK and other Peterborough County members were dispatched to a call of a B&amp;E in progress at an old school in Youngs Point. Damage was done to the windows and once inside the building the alarm was tripped in 3 different locations by the suspects. 4 males arrested at scene shortly after by police. Canine and Ert called in to assist.  PC JACK was informed by SGT FLINDALL appropriate charges. Subsequent to this call PC JACK began asking around to officers on other shifts as to their opinion of what charges should be laid. PC JACK was of the opinion that it was not a break and enter, despite obtaining a confession from one of the accused. PC JACK again spoke with his Sgt who in turn reiterated the appropriate charges. Again, PC JACK turned to another officer to seek out their opinion on the matter. In both cases, PC JACK with held information from both officers as to the confession, which caused them to provide erroneous advice. PC JACK has been spoken to by his peers as to what constitutes a break and enter. 233-10 documentation on file.</p> <p>SPO9143413 &amp; SP09143389 - Suspicious Male turned Arson Suspect - PC JACK assisted in arrest of male on a stolen lawnmower in Peterborough OPP area. When taken back to scene of theft and accused's residence ,City of Kawartha Lakes OPP were there investigating an arson on the same street. Accused now became suspect in an Arson. At one point PC JACK was advised to watch the accused who was handcuffed in a cruiser while the other officers attended at a residence, when they returned to the police vehicle PC JACK was inside the vehicle speaking with the accused. PC JACK was questioned if he had read the accused a supplementary caution, which he hadn't and he wasn't aware he needed to. PC JACK was spoken to about supplementary caution and about speaking with the accused which could put the investigation in jeopardy as the crime unit were interested in interviewing/interrogating the suspect.</p>	<p>Does Not Meet Requirements</p>
<p><b>POLICE ORDERS/PROCEDURES/TECHNICAL SKILLS</b></p> <p>Able to identify, locate, articulate and demonstrate applicable elements of Police Orders pertaining to policy, procedure, and guidelines. Able to utilize CPIC, E-mail, RMS Systems.</p> <p>Specific example:  PC JACK has versed himself well in using the OPP systems. He has even taken it upon himself to get the proper training manuals and review them on his own personal time.</p>	<p>Meets Requirements</p>
<p><b>POLICE VEHICLE OPERATION</b></p> <p>Drives a motor vehicle in compliance with traffic laws in a safe and proficient manner. Employs appropriate pursuit and emergency driving strategies in compliance with policy. Able to multitask effectively.</p> <p>Specific example:  PC JACK has been patrolling day and night on his own. He has attended emergent calls for</p>	<p>Meets Requirements</p>



<p>service. At this time there has been no issues that I am aware of. He is arriving at his destinations in a safe and timely manner.</p>	
<p><b>TRAFFIC ENFORCEMENT</b></p> <p>Able to maintain a consistent level of proactive visible deterrence patrol in conjunction with enforcement and motorist contacts. Generates a level of productivity and enforcement quantity consistent with a conscientious effort balanced against the requirements of other duties. Takes ownership of Road Safety, participates in initiatives, ensures data integrity, seeks and identifies solutions to problems, and shares relevant information/ideas.</p> <p>Specific example: As listed in the Provincial Statutes section PC JACK issued 15 HTA PON's in Jun and 6 in July. It appeared that most of these charges stem from motor vehicle collisions that he was dispatched to. Three of the charges were in conjunction with from Impaired/over 80 investigation. It is recognized that this evaluation period falls over an extremely busy time at the Detachment. He is encouraged to keep up his proactive enforcement.</p> <p>Further, PC JACK issued 2 CAIA charges during this evaluation period.</p> <p>On one occasion PC JACK set up RIDE by himself which resulted in an impaired and over 80 charge. SPO9178258</p>	<p>Meets Requirements</p>

COMMUNICATION SKILLS	RATING
<p><b>ORAL</b></p> <p>Questions and interviews others appropriately to gain information. Communicates ideas and concepts clearly, effectively and in a professional manner.</p> <p>Specific example: PC JACK continues to receive detailed statements from witnesses, victims and accused persons. The statements are positive and adequate for court purposes. I have found that PC JACK is cautious and detailed when conducting his interviews SP09148533.</p>	<p>Meets Requirements</p>
<p><b>WRITTEN</b></p> <p>Expresses self clearly and concisely in writing. Documents information accurately in a timely manner and includes all necessary information that is required for reports utilizing electronic forms such as RMS.</p> <p>Specific example: During this evaluation period PC JACK has responded to approximately, 94 calls for service. He has had many reportable occurrences.</p> <p>PC JACK'S reports are articulate, and detailed. They are not confusing to the reader and provide a lot of detail about the particular investigation. SP09146471 refers as an example.</p> <p>RE: Timely manner: On 13<sup>th</sup> July 2009 PC JACK was spoken to by PC PAYNE, who was assisting him with paperwork, regarding 2 investigations that were approximately 1 month old in which he had still not entered an initial report on Niche. SP09087157 -FRAUD (from 26 Apr 09) and</p>	<p>Meets Requirements</p>

<p>SPO9124113 Fraud (from 10 June 09)  PC JACK was advised he had written a report on a word file and save it to his drive. PC JACK had worked on the report from home while on rest days. PC JACK was advised that reports need to be entered in a more timely manner, especially for more serious calls for service so others have access and can understand the progress of the case should they require it. PC JACK was advised to use Supplementary reports for follow-up.</p>	
<p><b>LISTENING SKILLS</b></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 is fully capable of receiving proper information and attending to the facts. To date his statements have been very detailed.</p> <p>PC JACK attended to an assault SP09146471, although charges weren't laid in the matter the statement taken was proper and had the relevant facts in issue required if it were to be used in court.</p> <p>SP09087157 -FRAUD - PC JACK requested assistance with a Fraud investigation from PC PAYNE. PC PAYNE provided PC JACK with some advice/direction with putting the brief together for an arrest warrant. PC PAYNE had made it clear to PC JACK not to transcribe the witness video statement verbatim as it was not required and was time consuming. Further PC PAYNE instructed PC JACK to put at the top of the witness summary " The following is a synopsis of a video statement taken from (person ) and is not to be taken as verbatim". PC JACK failed to listen to PC PAYNE'S direction and spent 3 hours transcribing the video statement verbatim. He viewed the statement 3 times which took a couple of hours to get it correct. PC JACK failed to listen to instructions provided and follow the direction.</p> <p>SP09164458 - Criminal Harrassment --- On the 23<sup>rd</sup> of July 2009, PC JACK was involved in a Criminal Harassment investigation. PC JACK was provided instruction by his Sergeant on how to complete the task, including instruction to not complete a video statement transcription. PC JACK was expected to complete the crown brief on overtime, with the end result of having the accused in custody or the brief complete for an arrest warrant the following day. PC JACK disregarded the direction given to his Sergeant and only completed a video transcription and General Occurrence report. 233-10 documentation on file.</p>	<p>Does Not Meet Requirements</p>
<p><b>NON-VERBAL</b></p> <p>Uses appropriate body language, gestures, and demeanor; is aware of their effect on others.</p> <p>Specific example:  PC JACK is aware of how his appearance and demeanour can effect his interaction with complainants and accused parties. He uses appropriate interview stance techniques with these individuals.</p>	<p>Meets Requirements</p>
<p><b>RADIO COMMUNICATIONS</b></p> <p>Uses appropriate and respectful language when utilizing the communications system, communicates effectively, uses 10 codes.</p> <p>Specific example:  PC JACK is now patrolling on his own. His communication skills are improving. PC JACK is conscious of his thick accent and makes an effort to speak clearly and consisely.</p> <p>SP09152940 --SP09158516 - On the 17<sup>th</sup> July 2009 PC JACK attended at a camp to follow-up on a call that occurred during his rest days and had already been investigated by another</p>	<p>Does Not Meet Requirements</p>



<p>officer. PC JACK did not notify the PCC or his zone partner nor anyone else on shift where he was. It was only when he was dispatched to another call for service (SP09158516) that he advised he was busy conducting follow-up. It was discovered this wasn't even one of his investigations and PC JACK was advised to attend at the outstanding call for service. On the 18<sup>th</sup> July 2009 PC JACK was spoken to about the importance of notifying the PCC of his 10-20 when he gets out of his vehicle especially for 10-78 reasons.</p>	
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COMMUNITY FOCUS	RATING
<p><b>COMMUNITY FOCUS</b></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 attends both Community Policing Offices in his zone on a daily basis to complete paperwork and follow up related matters. In doing so, PC JACK routinely makes himself available to the public. This approach will certainly assist him in the future as he gains the communities trust.</p>	<p>Meets Requirements</p>
<p><b>VALUING DIVERSITY</b></p> <p>Works effectively with a wide cross-section of the community representing diverse backgrounds, cultures and socio-economic circumstances.</p> <p>Specific example: PC JACK has no issues working within a diverse community in which Peterborough County Detachment polices.</p>	<p>Meets Requirements</p>

PROBLEM SOLVING SKILLS	RATING
<p><b>DECISIVE INSIGHT</b></p> <p>Uses knowledge and training to effectively problem solve situations and make the best decision at the most appropriate time.</p> <p>Specific example: SP09148553 - Impaired Driver - On July 6<sup>th</sup> 2009, PC JACK received a traffic complaint in which the caller was reporting a possible impaired driver. Based on the information provided by the complainant, PC JACK knew that he was out of position to look for the impaired driver. PC JACK was able to determine the best course of action to put him in the best position to intercept the possible impaired. As a result of actions, PC JACK was ultimately able to locate the suspect vehicle and impaired charges were laid as a result.</p>	<p>Meets Requirements</p>
<p><b>ANALYTICAL THINKING</b></p> <p>Demonstrates logical cause and effect thinking; systematically identifies basic patterns or connections between situations, persons or events; identifies key elements in complex situations.</p> <p>Specific example: SP09087157 - Fraud - PC JACK has been involved in a lengthy credit card fraud investigation in which a credit card was used to obtain merchandise on two occasions from a home hardware store north of Peterborough. A credit card fraud is not typically an investigation a probationary would tackle and one not as involved as this matter. As a result of PC JACK's investigation, he has been able to determine that the suspect in his investigation has been involved in other criminal activity elsewhere in the province. PC JACK prepared documentation for these jurisdictions and has provided them with information concerning these frauds. PC JACK has completed a crown brief package in this matter and a warrant has</p>	<p>Meets Requirements</p>

<p>been sought for the suspect's arrest.</p>	
<p><b>RESOLUTION</b></p> <p>Selects the most effective problem-solving strategy and (when appropriate) implements this strategy involving the community.</p> <p>Specific example:          SP09133110 - PC JACK attended at a stand-by and keep the peace. PC JACK has attended at these types of calls in the past. This is a 2 person call and part of issues stemming from this call are due to the fact he did not request a second unit to attend to assist. While on scene at the incident , one of the parties involved contacted the PCC and requested another officer attend as things were not progressing. Once second officer attended and the matter was quickly resolved. PC JACK expained that he was unaware of the act that legislated over trailer parks and that was the main problem. PC JACK was given advice should this happen again in the future.</p>	<p>Does Not Meet Requirements</p>
<p><b>FOLLOW-UP ORIENTATION</b></p> <p>Conducts appropriate follow-up as required to complete a thorough investigation.</p> <p>Specific example:          SP09087157 - PC JACK was assigned this call on the 26<sup>th</sup> April 2009. On the 18th July 2009 CST PAYNE was assisting PC JACK with putting an arrest warrant/brief package together. PC JACK had finally added the GOR. PC PAYNE advised PC JACK to complete a synopsis of the video statement, print out new CR for the accused, photocopy his notes and other documents and when complete he can go to an ESO to put brief together and still be in his zone. On the 19<sup>th</sup> July CST PAYNE assisted PC JACK with putting the brief together. PC JACK commented that this call should be a crime unit call because he doesn't have the time for the follow-up and requires more time to work on it. After reviewing the one and only statement, it was discovered that PC JACK hadn't obtained the name or details of the female cashier who processed the transaction with the accused at the business. This person is a key witnesses in the investigation and her details and statement should have been obtained much earlier in the investigation. PC JACK was instructed to obtain her details and a statement for the investigation and brief. On the 19<sup>th</sup> July 2009 PC JACK attended the business to enquire about the female cashier. He left the business again without obtaining basic contact details to contact her at home. He learned she would be working on one of his rest days and asked SGT FLINDALL if he could come in on overtime on a day off to meet with the girl when she was working. PC JACK was advised he can interview the female when he is working next.</p> <p>I have observed PC JACK call insurance companies regularly when provided with expired insurance slips by drivers. This is something some officers may not always do if the slip is fairly current.s</p>	<p>Does Not Meet Requirements</p>

LEADERSHIP ATTRIBUTES	RATING
<p><b>INITIATIVE</b></p> <p>Tries to make a positive difference, improve outcomes and effectively manage problems.</p> <p>Specific example:            During this evaluation period, PC JACK has made a concerted effort in attempting to arrest an impaired driver. During one of his RIDE stop checks he initiated, he was</p>	<p>Meets Requirements</p>



<p>successful in locating and arresting an impaired driver. He is encouraged to continue these proactive traffic initiatives and to include his shift mates in meeting these goals.</p>	
<p><b>PERSONAL ACCOUNTABILITY</b></p> <p>Takes responsibility for one's own actions and consequences and willingly deals with any identified performance deficiencies.</p> <p>Specific example:  SP09164458 - Criminal Harassment - 233-10 documentation on file as indicated in other sections of PCS066.</p> <p>PC JACK has difficulty accepting responsibility for his actions where these actions have either been deemed inappropriate or deficient. In this above noted incident, PC JACK has not taken responsibility for not following the directions of his Sergeant.</p> <p>In the future, PC JACK is expected to take responsibility for his own actions, learn from his mistakes and apply this to his future investigations so that these deficiencies don't happen again.</p>	<p>Does Not Meet Requirements</p>
<p><b>PLANNING &amp; ORGANIZING</b></p> <p>Sets priorities, co-ordinates and schedules each task in a logical manner while exercising time management skills.</p> <p>Specific example:  PC JACK is a very organized person. He usually comes to work with a pre-written task list</p> <p>However, it is viewed that PC JACK cannot multitask. He has difficulty prioritizing what needs to be done on his list.</p> <p>SP09164458 - Criminal Harassment - PC JACK was giving a list of specific instructions for dealing with this call by SGT FLINDALL. They were to have night shift make attempts to locate and arrest suspect; do up brief for this case and submit before going home. Brief to include; synopsis, photocopies of witness statements; summary of victim video statement; show cause hearing report. If not arrested then brief can be submitted for warrant. PC JACK entered a GOR which was not required that evening. He transcribed the video statement which was not required (after leaving the detachment and attending Staples Business Depot and purchasing headphones - to listen to the statement) . PC JACK did not complete and submit a bail /warrant brief as he was directed to do by SGT FLINDALL . He requested CST BROCKLEY complete his brief synopsis for him. This reflects his poor time management skills, working on items he wasn't told to do and weren't required at the time</p> <p>On the 17<sup>th</sup> July 2009 PC JACK was following up on an investigation that he wasn't asked to assist with, while he had his own investigations that required follow-up. PC JACK's notebook for this date refers to his follow-up relating to SP09152940. His task list at the time had a 2 frauds, a theft call, and a neighbour dispute that S/SGT CAMPBELL was requesting he follow-up on.</p>	<p>Does Not Meet Requirements</p>
<p><b>FLEXIBILITY</b></p> <p>Adapts to a variety of changing situations, individuals and groups.</p> <p>Specific example:  PC JACK has made himself available on numerous occasions to assist other officers in the Detachment by working their shifts. He has also worked many overtime details without complaint.</p>	<p>Meets Requirements</p>

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INTERPERSONAL ATTRIBUTES	RATING
<p><b>INTEGRITY</b></p> <p>Demonstrates courage of convictions and ethical standards as set out in The Promise of the OPP. Protects the rights of all persons (inclusive of victims, accused persons and marginalized persons) consistent with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.</p> <p>Specific example: PC JACK has never been seen to show bias towards victims or accused and has always demonstrated an ethos in keeping with the Promise of the OPP, Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.</p>	<p>Meets Requirements</p>
<p><b>RESPECTFUL RELATIONS</b></p> <p>Exercises the skill and willingness to react sensitively; to be empathic, compassionate and sincere. Recognizes the positive contributions of others; demonstrates trust in others by acknowledging their strengths, skills and expertise.</p> <p>Specific example: SP09178964 - B&amp;E - Youngs Point - PC JACK and his shiftmates were called to a B&amp; E in progress at an old school in Youngs Point. PC JACK was given direction from his supervisor SGT FLINDALL and PC D'AMICO regarding applicable charges in the case. A couple of days later he spoke to another officer at detachment about the case omitting pertinent details and asking how he could get the charges changed because he felt they were the wrong charges. He did not trust that his supervisor or senior member on shift were directing him properly when in fact they were. PC JACK again spoke with SGT FLINDALL who in turn reiterated what the appropriate charges were. Disregarding this information again, PC JACK again went to another officer, omitting pertinent details. In both cases, both officers came to learn all of the details and vocalized their concern with PC JACK at how he was using them in an attempt to get the charges changed.</p>	<p>Does Not Meet Requirements</p>
<p><b>SELF-CONFIDENCE</b></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: During this evaluation period, PC JACK has been involved in numerous situations which has required either disciplinary action or instruction on how to complete tasks properly. It has been found that PC JACK does not take criticism well and will avoid that person for a period of time.</p>	<p>Does Not Meet Requirements</p>
<p><b>TEAM WORK</b></p> <p>Works effectively with others towards a common purpose while putting the group's goals ahead of personal achievement.</p>	<p>Meets Requirements</p>



<p><b>Specific example:</b>  PC M. JACK is a quiet individual that has had some difficulties assimilating into the platoon team environment. Although he'll readily assist officers, he typically has to be asked to do so. As outlined in "Initiative" above, PC JACK will readily set up RIDE spot checks, but he will do so alone. He is encouraged to involve his peers in meeting objectives like RIDE.</p>	
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PERSONAL IMPACT	RATING
<p><b>SELF-AWARENESS</b></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>SP09152940 - Racial Graffiti on a vehicle at Camp MOSHAVA (Jewish Camp). This call was reported on 11<sup>th</sup> July 2009, PC JACK's scheduled day off and was investigated by another member at the detachment. The investigating officer did not request for anyone to follow-up and simply requested patrols as time permits. On the 17<sup>th</sup> July 2009 PC JACK attended at Camp MOSAVA after reading about the occurrence. He informed PC PAYNE that he was "irritated" about the call because of his background and thought he would go up and offer his assistance. PC PAYNE commended PC JACK on taking initiative, however he was advised by PC PAYNE that in the future he should speak with the investigating officer before he steps in on a call that has already been dealt with. This is because issues could arise if PC JACK gave contradictory advice to the complainant/victim. Further, it was suggested that because he was "irritated" and it obviously personally affected him, he should have stayed away from the call. He should asked first if he could be of any assistance if he had any expertise to offer. PC PAYNE informed PC JACK that depending on what happened he could put the investigation in jeopardy.</p> <p>I have yet to observe a circumstance where PC JACK has shown a bias or jumped to a conclusion about anyone or anything. PC JACK will attack an issue head on, he is frank in his manners and doesn't appear to make judgement ahead of time.</p>	<p>Meets Requirements</p>
<p><b>DEPORTMENT</b></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:</p> <p>PC JACK remains professional. To date I am unaware of any instance that PC JACK has been faced with a confrontational person.</p>	<p>Meets Requirements</p>
<p><b>APPEARANCE</b></p> <p>Projects a positive and professional image; maintains uniform and equipment.</p> <p>Specific example:</p> <p>PC JACK is always early for his scheduled shift. PC JACK continues to attend work with his uniform neat and clean and properly maintained.</p>	<p>Meets Requirements</p>

## COMMENTS AND SIGNATURES

### Evaluation Meeting

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

Employee's Comments:

Employee's Signature:

Date:

Coach Officer Comments:

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

Date:

Accountable Supervisor's Comments (Mandatory):

PC JACK had been progressing positively during his early evaluations, but it is apparent from this current evaluation that he requires continued direct supervision. PC JACK has been spoken to about the deficiencies noted in this evaluation and a series of Work Improvement plans are being created to best assist PC JACK in successfully completing his probationary period.

Accountable Supervisor:

Accountable Supervisor's Signature:

Date: 20 August 2009

### Detachment Commander

Comments (Mandatory):

Detachment Commander:

Detachment Commander's Signature:

Date:

#### **Instructions:**

At the conclusion of each evaluation period:

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



**Regional Commander (or designate)**

Comments (Mandatory)

Regional Commander (or designate):

Regional Commander's (or designate)  
Signature:

Date:

**Instructions:**

At the conclusion of the evaluation period:

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

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

[REDACTED]

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**From:** Flindall, Robert (JUS)  
**Sent:** September-11-09 9:19 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

10-4 thanks! I'm on it.

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

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

**From:** Kohen, Colleen (JUS)  
**Sent:** September 11, 2009 9:17 AM  
**To:** Flindall, Robert (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

Rob

One (1) WIP is all that is required with the 10 Deos Not meet requirments

Colleen

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

**From:** Flindall, Robert (JUS)  
**Sent:** September 11, 2009 9:02 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

Shaun has sent me the updated PCS66 already. I have to review it yet to see how he made out. We had left the original PCS066 with S/Sgt. Campbell for disclosure over the last 2 days when PC JACK was working, however, as there were issues with it, it was not disclosed. It will be disclosed on Monday when PC JACK is back in on shift.

As well, while I have you, there were 10 does not meets requirements on his last evaluation. Does this require 10 separate WIP's or one WIP covering them all? Shaun has done up 10 separate ones, so before those are sent in as well, I might as well get them fixed up before forwarding on.

Talk to you soon,

Robert Flindall  
Sgt. 9740  
Peterborough County OPP  
VNET 508-4120



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

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

From: Kohen, Colleen (JUS)  
Sent: September 11, 2009 8:58 AM  
To: Flindall, Robert (JUS); Campbell, Ron (JUS)  
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
Subject: RE: PCS66\_JACK8.doc

Thanks Rob

Once completed can you please send me the final version of PCS66P and WIP via e mail for review as I want to set up a conf call with new sgt and coach

I am assuming this is being disclosed to member today ?

Colleen

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

From: Flindall, Robert (JUS)  
Sent: September 11, 2009 8:01 AM  
To: Kohen, Colleen (JUS); Campbell, Ron (JUS)  
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
Subject: RE: PCS66\_JACK8.doc

Thanks Colleen,

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

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

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

From: Kohen, Colleen (JUS)  
Sent: September 9, 2009 1:39 PM  
To: Campbell, Ron (JUS); Flindall, Robert (JUS)  
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
Subject: RE: PCS66\_JACK8.doc

Good Afternoon

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

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

TX

Colleen

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

From: Campbell, Ron (JUS)

Sent: September 9, 2009 9:09 AM

To: Flindall, Robert (JUS)

Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)

Subject: FW: PCS66\_JACK8.doc

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

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

From: Flindall, Robert (JUS)

Sent: Tuesday, September 08, 2009 4:09 PM

To: Campbell, Ron (JUS)

Subject: PCS66\_JACK8.doc

Ron,

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

Rob



[REDACTED]

---

**From:** Kohen, Colleen (JUS)  
**Sent:** September-11-09 9:17 AM  
**To:** Flindall, Robert (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

Rob

One (1) WIP is all that is required with the 10 Deos Not meet requirments

Colleen

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

**From:** Flindall, Robert (JUS)  
**Sent:** September 11, 2009 9:02 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

Shaun has sent me the updated PCS66 already. I have to review it yet to see how he made out. We had left the original PCS066 with S/Sgt. Campbell for disclosure over the last 2 days when PC JACK was working, however, as there were issues with it, it was not disclosed. It will be disclosed on Monday when PC JACK is back in on shift.

As well, while I have you, there were 10 does not meets requirements on his last evaluation. Does this require 10 separate WIP's or one WIP covering them all? Shaun has done up 10 separate ones, so before those are sent in as well, I might as well get them fixed up before forwarding on.

Talk to you soon,

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

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

**From:** Kohen, Colleen (JUS)  
**Sent:** September 11, 2009 8:58 AM  
**To:** Flindall, Robert (JUS); Campbell, Ron (JUS)  
**Cc:** Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

Thanks Rob

Once completed can you please send me the final version of PCS66P and WIP via e mail for review as I want to set up a conf call with new sgt and coach

I am assuming this is being disclosed to member today ?

Colleen

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Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
Subject: RE: PCS66\_JACK8.doc

Thanks Colleen,

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Robert Flindall  
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Sent: September 9, 2009 1:39 PM  
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Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
Subject: RE: PCS66\_JACK8.doc

Good Afternoon

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

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[REDACTED]

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Rob



[REDACTED]

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To: Campbell, Ron (JUS)  
Subject: PCS66\_JACK8.doc

Ron,

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Rob



[REDACTED]

---

**From:** Campbell, Ron (JUS)  
**Sent:** September-09-09 2:02 PM  
**To:** Kohen, Colleen (JUS); Flindall, Robert (JUS)  
**Cc:** Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

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

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Wednesday, September 09, 2009 1:39 PM  
**To:** Campbell, Ron (JUS); Flindall, Robert (JUS)  
**Cc:** Johnston, Mike P. (JUS); Lee, Dave E. (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

Good Afternoon

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TX

Colleen

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**Sent:** September 9, 2009 9:09 AM  
**To:** Flindall, Robert (JUS)  
**Cc:** Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)  
**Subject:** FW: PCS66\_JACK8.doc

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**Sent:** Tuesday, September 08, 2009 4:09 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** PCS66\_JACK8.doc

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Rob



[REDACTED]

---

**From:** Campbell, Ron (JUS)  
**Sent:** September-11-09 5:02 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: PCS66\_JACK8.doc

No I think he is waiting for your critic. Mike Jack is in on Monday anyway I think he is off until then.  
Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Friday, September 11, 2009 5:01 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Re: PCS66\_JACK8.doc

Thanks

Will review on monday. Rob was doing the WIP so will wait for that

Has it beed disclosed ?

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

**From:** Campbell, Ron (JUS)  
**To:** Johnston, Mike P. (JUS); Kohen, Colleen (JUS); Flindall, Robert (JUS); Nie, Richard (JUS); Postma, Jason (JUS); Butorac, Peter (JUS)  
**Sent:** Fri Sep 11 16:41:50 2009  
**Subject:** FW: PCS66\_JACK8.doc

Colleen: Mike Johnston added the comments under detachment commander. Here is the revised version. Ron

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

**From:** Flindall, Robert (JUS)  
**Sent:** Friday, September 11, 2009 1:32 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** PCS66\_JACK8.doc

Ron,

I think we're good to go on this copy. Colleen is looking to read this today as well when complete.

Rob  
<<PCS66\_JACK8.doc>>

[REDACTED]

---

**From:** Lee, Dave E. (JUS)  
**Sent:** December-14-09 6:35 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack

Colleen:

I will ensure you are notified.

Dave

Insp. D. Lee  
Manager Staff Development and Training  
OPP Central Region  
705-329-7418

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

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Mon Dec 14 17:26:47 2009  
**Subject:** Fw: Prob Jack

Fyi

Mike

If you can confirm with Prob Jack the following

Does he need a ride  
To attend meeting in civ attire

Dave

Can you please have someone confirm the out come of this meeting and ensure that either I get copy of his termination letter or if he resigns letter.

Thanks

Colleen

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

**From:** Kohen, Colleen (JUS)  
**To:** 'jstiles@oppa.ca' <jstiles@oppa.ca>



Sent: Mon Dec 14 17:03:41 2009  
Subject: Re: Prob Jack

Great thanks

I will use this as the confirmation

Colleen

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

From: Jim Stiles <jstiles@oppa.ca>  
To: Kohen, Colleen (JUS)  
Sent: Mon Dec 14 17:00:30 2009  
Subject: Re: Prob Jack

Hi Colleen - nothing new from my end. Looks like 8 Branch President Karen German and Exec Officer Marty McNamara will be going up to Orillia for the meeting.

Jim

--

Jim Stiles  
Executive Officer  
OPP Association  
Email - [JStiles@oppa.ca](mailto:JStiles@oppa.ca)  
Toll Free 1-800-461-4282  
Phone 1-705-738-6161  
Fax 1-705-721-4867

> From: "Kohen, Colleen (JUS)" <Colleen.Kohen@ontario.ca>  
> Date: Mon, 14 Dec 2009 16:25:24 -0500  
> To: Jim Stiles <jstiles@oppa.ca>  
> Subject: Prob Jack  
>  
> Hi Jim  
>  
>  
> Any update re meeting tomorrow ?  
> I have not heard anything  
>  
> Colleen

[REDACTED]

---

**From:** Reynolds, Michael (JUS)  
**Sent:** December-14-09 6:10 PM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** Re: Prob Jack

Hello Colleen,

PC Jack was contacted and arrangements have been made for A/S/Sgt. Gerry Smith to take him. PC Jack has been advised re: dress (business attire).

Mike

A/Inspector Mike Reynolds  
A/Detachment Commander  
Peterborough County Detachment  
Bus: 705-742-0401  
Cell: 705-928-6774

-----  
Sent from my Blackberry Wireless Device

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