

**From:** Thomas, Sandy (JUS)  
**Sent:** December-07-09 6:40 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Prob Jack

10-4

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

**From:** Kohen, Colleen (JUS)  
**Sent:** December 7, 2009 6:37 PM  
**To:** Thomas, Sandy (JUS)  
**Subject:** Prob Jack

Hi Sandy

Jim Stiles has been briefed re Prob Jack As per process, I advised him that when I get notified BN has been approved and when we serve Prob Jack his letter re his meeting with Regional Commander I will notify him

He is aware we are looking at 15 Dec for this meeting which will be a Central Region HQ

Fyi

Colleen

**From:** Lee, Dave E. (JUS)  
**Sent:** December-04-09 1:52 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Prob Jack

Colleen:

C/Supt Armstrong is available to speak with Prob. Cst. Jack on 15Dec09 at 1330 hrs.

Please advise if this is agreeable.

Dave

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

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

**From:** Kohen, Colleen (JUS)  
**Sent:** December 4, 2009 8:52 AM  
**To:** Lee, Dave E. (JUS)  
**Subject:** Prob Jack

Dave

I can't find mike on my bb address book

When you flip back can you cc him and I will add him(sorry mike)

BN has been approved by CDB and is now in Prov Commander office then will go to Deputy Lewis

I need some dates that Prob Jack can come see C/Supt armstrong

Let's look dec 11 , 14 or 15. Does that work and if so .. Give me a time keeping in mind he has to travel down

Colleen

[REDACTED]

---

**From:** Lee, Dave E. (JUS)  
**Sent:** December-04-09 9:05 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack

Great.

FYI, I've asked the Chief for his availability on those dates.

Dave

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

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

**From:** Kohen, Colleen (JUS)  
**To:** Lee, Dave E. (JUS)  
**Cc:** Reynolds, Michael (JUS)  
**Sent:** Fri Dec 04 08:59:57 2009  
**Subject:** Re: Prob Jack

I will on monday as I am off today

Colleen

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

**From:** Lee, Dave E. (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Reynolds, Michael (JUS)  
**Sent:** Fri Dec 04 08:59:10 2009  
**Subject:** Re: Prob Jack

Colleen:

Can you send me the briefing note and I'll give the Chief the package.

Dave

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

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

From: Kohen, Colleen (JUS)  
To: Lee, Dave E. (JUS)  
Sent: Fri Dec 04 08:52:28 2009  
Subject: Prob Jack

Dave

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BN has been approved by CDB and is now in Prov Commander office then will go to Deputy Lewis

I need some dates that Prob Jack can come see C/Supt armstrong

Let's look dec 11 , 14 or 15. Does that work and if so .. Give me a time keeping in mind he has to travel down

Colleen

[REDACTED]

**From:** Thomas, Sandy (JUS)  
**Sent:** December-01-09 7:36 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack

Great - thanks

Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

----- Original Message -----  
From: Kohen, Colleen (JUS)  
To: Thomas, Sandy (JUS)  
Sent: Tue Dec 01 19:34:07 2009  
Subject: Re: Prob Jack

On the last 3 pcs66p anywhere from 17 to 13 to 12 does not meet requirements Coach is one of the best ones I have worked with Main issues such as deceive insight, fed stats, driving, communications, analytical thinking ... I could go on

----- Original Message -----  
From: Thomas, Sandy (JUS)  
To: Kohen, Colleen (JUS)  
Sent: Tue Dec 01 19:30:23 2009  
Subject: Re: Prob Jack

What are the main issues with him?

Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

----- Original Message -----  
From: Kohen, Colleen (JUS)  
To: Thomas, Sandy (JUS)  
Sent: Tue Dec 01 19:20:01 2009  
Subject: Prob Jack

Hi Forgot to mention

I am submitted a huge BN re Prob Jack for approval to release from employment tomorrow to Renee via you then our command and then deputy Lewis

I briefly spoke to Jim S today on this matter but will do my full notifications to OPPA re this on Thursday

Will keep you in the loop and yes he was aware of some concerns that have been raised

I also will be dropping a copy of this to central region as they will need to review before the member meets with C/Supt Armstrong.. Hugh S is fully aware of what is going on

Colleen

Great - thanks

Sandy Thomas  
Sent from my BlackBerry Wireless Handheld

----- Original Message -----  
From: Kohen, Colleen (JUS)  
To: Thomas, Sandy (JUS)  
Sent: Tue Dec 01 18:34:07 2009  
Subject: Re: Prob Jack

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Sent: Tue Dec 01 18:20:01 2009  
Subject: Prob Jack

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[REDACTED]

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**From:** Nie, Richard (JUS)  
**Sent:** November-25-09 8:52 AM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Subject:** RE: Prob Jack  
**Attachments:** chronology of Chase.doc

Hi Colleen, I only have a few more things to add, however I just meant whether you wanted it in the format that I had done for PC Chase. It is a much more formal document than the one I sent you for PC Jack. My plan was to use what I have as the basis to prepare the formal document. I have attached PC Chase's for a reminder of how detailed it was. If you don't need this, then I will leave it the way it is right now.

take care,

Rich.

---

**From:** Kohen, Colleen (JUS)  
**Sent:** November 24, 2009 5:39 PM  
**To:** Nie, Richard (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Subject:** Re: Prob Jack

Hi rich

Ron was going to add some points to yours on his meetings etc

If you have more to add then please do so .. Give to ron who will add his stuff then it comes to me

Colleen

---

**From:** Nie, Richard (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Campbell, Ron (JUS)  
**Sent:** Tue Nov 24 17:17:37 2009  
**Subject:** RE: Prob Jack

Hi Colleen - am I correct in assuming that you require the same type of chronology as was written for PC Chase, not just the point form version I forwarded to you already?

---

**From:** Kohen, Colleen (JUS)  
**Sent:** November 24, 2009 10:30 AM  
**To:** Thomas, Sandy (JUS); Hannes, Renee (JUS); Stevenson, Hugh (JUS); Campbell, Ron (JUS)  
**Cc:** Nie, Richard (JUS); Butorac, Peter (JUS); Lee, Dave E. (JUS)  
**Subject:** Prob Jack

Good Morning

I had the opportunity yesterday to speak with Chris Donszelmann from Legal Branch yesterday. We have reviewed the provided performance reviews and work improvement plans that have been provided by Detachment on Prob Jack in Peterborough County.

Legal opinion is to proceed with your proposed direction of releasing Prob Jack as per our normal dismissal process.

I will be completing with the assistance of Detachment a BN which will be submitted via my Bureau ( CDB) then it will go to Prov Commander Alleyne and Deputy Lewis. I will ensure that Region obtains a copy of this BN.

I require from Detachment the final copy of the chronological events to be included in this BN.

Once the BN has been given to the Provincial Commanders for review and approval, I will be in the mean time working with Detachment and Region to ensure that the letter is given to Prob Jack which will outline that we are proposing his release from employment and that he will have an opportunity to meet with C/Supt Armstrong and if he choose may have OPPA present at this meeting.

This letter will not be served until the approval has been received.

I will also be in contact with the OPPA to give them the heads up of this direction.

Ron

Can you please advise me when you think the chronological of events will be completed ?

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:** November-24-09 10:33 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Prob Jack

Colleen I spent about 2 hrs adding dates and times to the chronology the other day only to go for lunch and not being able to find my saved copy... I have to head to Orillia today but hope to have it done tomorrow.. Sorry for the delay I have been out to meetings... Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Tuesday, November 24, 2009 10:30 AM  
**To:** Thomas, Sandy (JUS); Hannes, Renee (JUS); Stevenson, Hugh (JUS); Campbell, Ron (JUS)  
**Cc:** Nie, Richard (JUS); Butorac, Peter (JUS); Lee, Dave E. (JUS)  
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[REDACTED]

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**From:** Thomas, Sandy (JUS)  
**Sent:** November-24-09 10:33 AM  
**To:** Kohen, Colleen (JUS); Hannes, Renee (JUS)  
**Subject:** Re: Prob Jack

Thanks for the update Colleen

Good work!!

Sandy  
Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

---

**From:** Kohen, Colleen (JUS)  
**To:** Thomas, Sandy (JUS); Hannes, Renee (JUS); Stevenson, Hugh (JUS); Campbell, Ron (JUS)  
**Cc:** Nie, Richard (JUS); Butorac, Peter (JUS); Lee, Dave E. (JUS)  
**Sent:** Tue Nov 24 10:29:44 2009  
**Subject:** Prob Jack

Good Morning

I had the opportunity yesterday to speak with Chris Donszelmann from Legal Branch yesterday. We have reviewed the provided performance reviews and work improvement plans that have been provided by Detachment on Prob Jack in Peterborough County.

Legal opinion is to proceed with your proposed direction of releasing Prob Jack as per our normal dismissal process.

I will be completing with the assistance of Detachment a BN which will be submitted via my Bureau ( CDB) then it will go to Prov Commander Alleyne and Deputy Lewis. I will ensure that Region obtains a copy of this BN.

I require from Detachment the final copy of the chronological events to be included in this BN.

Once the BN has been given to the Provincial Commanders for review and approval, I will be in the mean time working with Detachment and Region to ensure that the letter is given to Prob Jack which will outline that we are proposing his release from employment and that he will have an opportunity to meet with C/Supt Armstrong and if he choose may have OPPA present at this meeting.

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Staffing Officer  
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From: Thomas, Sandy (US)  
Sent: November-24-09 10:33 AM  
To: Kohen, Colleen (US); Hannes, Renee (US)  
Subject: Re: Prob Jack

Thanks for the update Colleen

Good work

Sandy  
Sandy Thomas  
Sent from my BlackBerry Wireless Handheld

From: Kohen, Colleen (US)  
To: Thomas, Sandy (US); Hannes, Renee (US); Stevenson, Hugh (US); Campbell, Ron (US)  
Cc: Nie, Richard (US); Guttorf, Peter (US); Lee, Dave E. (US)  
Sent: Tue Nov 24 10:32:44 2009  
Subject: Prob Jack

Good Morning

I had the opportunity yesterday to speak with Chris O'Connell from Legal Branch yesterday. We have reviewed the provided performance reviews and work improvement plans that have been provided by Detachment on Prob Jack in Peter's previous letter.

Legal Branch is to proceed with your proposed direction of releasing Prob Jack as per our normal dismissal process.

I will be completing with the assistance of Detachment a BN which will be submitted via my Bureau (CDB) then it will go to Prov Commander Alleyne and Deputy Lewis. I will ensure that Region obtains a copy of this BN.

I require from Detachment the final copy of the chronological events to be included in this BN.

Once the BN has been given to the Provocal Commander for review and approval, I will be in the mean time working with Detachment and Region to ensure that the letter is given to Prob Jack which will outline that we are proposing his release from employment and that he will have an opportunity to meet with CIGDP Armstrong and if he choose may have OPA present at this meeting.

This letter will not be served until the approval has been received.

I will also be in contact with the OPA to give them the heads up of this direction.

Ron

Can you please advise me when you think the chronological of events will be completed?

Colleen



**From:** Nie, Richard (JUS)  
**Sent:** November-18-09 7:17 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Prob Jack

Colleen - we just went to have the meeting and PC Jack advised that although he received the evaluation on Sunday night he did not have time on his days off to read it at all. He will be given time alone here in the next few minutes to read through it alone in a private office as you suggested.

Updates to follow

Rich.

-----Original Message-----  
**From:** Kohen, Colleen (JUS)  
**Sent:** November 18, 2009 7:05 PM  
**To:** Nie, Richard (JUS)  
**Subject:** Re: Prob Jack

You are so on top of things

Thanks

Colleen

----- Original Message -----  
**From:** Nie, Richard (JUS)  
**To:** Kohen, Colleen (JUS)  
**Sent:** Wed Nov 18 19:04:10 2009  
**Subject:** RE: Prob Jack

Hi Colleen - the Sgt. And I will be sitting down with him in the next few minutes and I will update you afterwards. We just finished shift briefing.

Rich.

-----Original Message-----  
**From:** Kohen, Colleen (JUS)  
**Sent:** November 18, 2009 7:00 PM  
**To:** Postma, Jason (JUS); Campbell, Ron (JUS)  
**Cc:** Butorac, Peter (JUS); Nie, Richard (JUS)  
**Subject:** Re: Prob Jack

Thanks Jason

Has anyone sat down with him to go over it ? And did he write any comments

Colleen

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

From: Postma, Jason (JUS)  
To: Campbell, Ron (JUS); Kohen, Colleen (JUS)  
Cc: Butorac, Peter (JUS); Nie, Richard (JUS)  
Sent: Wed Nov 18 18:51:51 2009  
Subject: RE: Prob Jack

To all -

I served P/C Jack a copy of his evaluation in a sealed envelope Monday, November 16th, at 0540 hrs.

J. Postma.

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

From: Campbell, Ron (JUS)  
Sent: November 18, 2009 4:46 PM  
To: Kohen, Colleen (JUS)  
Cc: Postma, Jason (JUS); Butorac, Peter (JUS)  
Subject: RE: Prob Jack

Colleen I have left Jason a message. I spoke to Rich Nie and he nor Peter were in on Sunday night. Jason was to serve this on Mike Jack... He will reply via email for this. I know of no comments.. Ron

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

From: Kohen, Colleen (JUS)  
Sent: Tuesday, November 17, 2009 7:21 PM  
To: Campbell, Ron (JUS)  
Subject: Prob Jack

Hi Ron

Sorry, I can't remember did the 10 month review get disclosed to Prob Jack and if so do we have any comments from him ?

I am attempting to arrange my call to legal for thur or friday. Just waiting to hear back from her

Colleen

[REDACTED]

---

**From:** Postma, Jason (JUS)  
**Sent:** November-18-09 7:14 PM  
**To:** Campbell, Ron (JUS); Kohen, Colleen (JUS)  
**Cc:** Butorac, Peter (JUS); Nie, Richard (JUS)  
**Subject:** RE: Prob Jack

At the time of serving - no. I had told him it was for him to read by the next set of shifts. He was too busy finishing up at the end of shift to read it then and only said thanks.

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

**From:** Campbell, Ron (JUS)  
**Sent:** November 18, 2009 7:06 PM  
**To:** Postma, Jason (JUS); Kohen, Colleen (JUS)  
**Cc:** Butorac, Peter (JUS); Nie, Richard (JUS)  
**Subject:** Re: Prob Jack

Thanks any comments from Mike?

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

**From:** Postma, Jason (JUS)  
**To:** Campbell, Ron (JUS); Kohen, Colleen (JUS)  
**Cc:** Butorac, Peter (JUS); Nie, Richard (JUS)  
**Sent:** Wed Nov 18 18:51:51 2009  
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Colleen

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From: Campbell, Ron (US)  
Sent: November 18, 2009 7:08 PM  
To: Postma, Jason (US); Kohen, Colleen (US)  
Cc: Butovac, Peter (US); Nie, Richard (US)  
Subject: RE: Prob Jack

Thanks any comments from Mike?

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From: Postma, Jason (US)  
To: Campbell, Ron (US); Kohen, Colleen (US)  
Cc: Butovac, Peter (US); Nie, Richard (US)  
Sent: Wed Nov 18 18:51:51 2009  
Subject: RE: Prob Jack

To all -

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J. Postma.

-----Original Message-----  
From: Campbell, Ron (US)  
Sent: November 18, 2009 4:48 PM  
To: Kohen, Colleen (US)  
Cc: Postma, Jason (US); Butovac, Peter (US)  
Subject: RE: Prob Jack

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[REDACTED]

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**From:** Kohen, Colleen (JUS)  
**Sent:** Tuesday, November 17, 2009 7:21 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Prob Jack

Hi Ron

Sorry, I can't remember did the 10 month review get disclosed to Prob Jack and if so do we have any comments from him ?

I am attempting to arrange my call to legal for thur or friday. Just waiting to hear back from her

Colleen

[REDACTED]

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**From:** Campbell, Ron (JUS)  
**Sent:** November-18-09 4:46 PM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Postma, Jason (JUS); Butorac, Peter (JUS)  
**Subject:** RE: Prob Jack

Colleen I have left Jason a message. I spoke to Rich Nie and he nor Peter were in on Sunday night. Jason was to serve this on Mike Jack... He will reply via email for this. I know of no comments.. Ron

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


**From:** Kohen, Colleen (JUS)  
**Sent:** Tuesday, November 17, 2009 7:21 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Prob Jack

Hi Ron

Sorry, I can't remember did the 10 month review get disclosed to Prob Jack and if so do we have any comments from him ?

I am attempting to arrange my call to legal for thur or friday. Just waiting to hear back from her

Colleen



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**From:** Campbell, Ron (JUS)  
**Sent:** November-18-09 8:02 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack

I have placed it in Sgt Butorac's tray. I am out of the office this morning and when I get back I will make some calls find out and send you an email update. Ron

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

**From:** Kohen, Colleen (JUS)  
**To:** Campbell, Ron (JUS)  
**Sent:** Tue Nov 17 19:20:38 2009  
**Subject:** Prob Jack

Hi Ron

Sorry, I can't remember did the 10 month review get disclosed to Prob Jack and if so do we have any comments from him ?

I am attempting to arrange my call to legal for thur or friday. Just waiting to hear back from her

Colleen

**From:** Thomas, Sandy (JUS)  
**Sent:** November-12-09 7:08 PM  
**To:** Kohen, Colleen (JUS); Hannes, Renee (JUS)  
**Subject:** Re: Prob Jack

thanks for the update

Support

Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

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

**From:** Kohen, Colleen (JUS)  
**To:** Hannes, Renee (JUS); Thomas, Sandy (JUS)  
**Sent:** Thu Nov 12 19:05:42 2009  
**Subject:** Prob Jack

Good evening

I have just finished a conf call with Det members and Region re Prob Jack who has not been recommended for permanent status in his 10 month pcs66p

Renee .. I had sent Sandy and Margaret and message last month outline ( giving them the heads up) that things were not improving for this member in month 9 Month 10 review was due yesterday and upon reviewing this member PCS66P he still has 12 Does not meet requirements(out of 28)

Region (Hugh stevenson) position is to release I support this recommendation from my experience. ( I have been working with Det members ( coach, Sgt and det commander ) since month 5 of this members Prob period.)

My normal course of action is

I will consult with legal

After that has been completed I work with Det/region to submit a BN via CDB and then upstairs for approval of both Prov Commander and Deputy Lewis.

Once that is done and approved. I work with region on the required letters that must be served and I also connect oppa to provide them the heads up

This all falls into place once we get approval from the Deputy Office

I will be consulting with Chris D

When i am back in the office

Next week

Colleen



From: Thomas, Sandy (US)  
Sent: November 12, 2008 7:08 PM  
To: Kohen, Colleen (US); Hannes, Renee (US)  
Subject: Re: Prop Jack

thanks for the update

Support

Sandy Thomas  
Sent from my BlackBerry Wireless Handheld

----- Original Message -----  
From: Kohen, Colleen (US)  
To: Hannes, Renee (US); Thomas, Sandy (US)  
Sent: Thu Nov 12 16:08:42 2008  
Subject: Prop Jack

Good evening

I have just finished a conf call with Det members and Region re Prop Jack who has not been recommended for permanent status in his 10 month probationary period. I had sent Sandy and Margaret and message last month outline ( giving them the heads up) that things were not improving for this member in month 9 Month 10 review was due yesterday and upon reviewing this member PCS&P he still has 12 Does not meet requirements(out of 28) Region (Hugh Stevenson) position is to release I support this recommendation from my experience. I have been working with Det members ( coach, Sgt and det commander ) since month 5 of this members Prob period.

My normal course of action is I will consult with legal After that has been completed I work with Det/region to submit a BN via CDB and then upstairs for approval of both Det/region Commander and Deputy Lewis. Once that is done and approved, I work with region on the required letters that must be served and I also connect opps to provide them the heads up

This all falls into place once we get approval from the Deputy Office

I will be consulting with Chris D  
When I am back in the office  
Next week



**From:** Lee, Dave E. (JUS)  
**Sent:** November-10-09 3:02 PM  
**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS); Nie, Richard (JUS); Salter, Peter (JUS)  
**Cc:** Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)  
**Subject:** Re: Prob Jack

Please include S/Sgt Peter Salter in this if possible.

Dave

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

---

**From:** Kohen, Colleen (JUS)  
**To:** Campbell, Ron (JUS); Nie, Richard (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)  
**Sent:** Tue Nov 10 14:37:23 2009  
**Subject:** RE: Prob Jack

Ron

If we say 3 15 I can make it work. I will be on my cell

905 973 8877

Colleen

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**From:** Campbell, Ron (JUS)  
**Sent:** November 10, 2009 2:19 PM  
**To:** Kohen, Colleen (JUS); Nie, Richard (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)  
**Subject:** RE: Prob Jack

Colleen Nothing has been given to Cst Jack yet? Can we have this on Thursday??? say at 3PM it might work. I know next week would be better but if it can't occur this week can it still be disclosed to him and given to him tonight. I will add that I would not recommend him at this time.. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Tuesday, November 10, 2009 10:19 AM  
**To:** Campbell, Ron (JUS); Nie, Richard (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)  
**Subject:** RE: Prob Jack

Good Morning

Rich

Extremely well documented Performance review and WIP. Since you are on night shift here is my suggestions

If you can please ensure that you and Peter place in your comments on it and both advise that at this point you are not recommending him for permanent status.

Ron.

Can you please add that you are not recommending at this time in your comment section.

Kent:

Is there a copy of the driving assessment completed as of today and if so... this needs to be disclosed to Prob Jack with the PCS66P ?

I would give this PCS66P and WIP to Prob Jack and allow him to read it alone and give him to time to reflect what has been written. Then have a meeting with him to go over the entire review. Once that has been completed if Prob Jack wants to write comments then allow him to have that time to do so.

I agree with a conference call but with the above suggestions, and discloser has been given to Prob Jack and my schedule this week ....next week is much better for me

Dave

With you being on a course for the month .. Can someone from Region assist with the arranging of the conference call and can someone from Region be part of this call ?

Colleen

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

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**From:** Campbell, Ron (JUS)  
**Sent:** November 10, 2009 7:57 AM  
**To:** Kohen, Colleen (JUS); Nie, Richard (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)  
**Subject:** FW: Prob Jack

Rich: This was well done. I have appended my comments> I am available Thursday afternoon... or today provided we end by 3pm. Ron

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

**From:** Nie, Richard (JUS)  
**Sent:** Tuesday, November 10, 2009 2:34 AM  
**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)  
**Subject:** RE: Prob Jack

Colleen - I have attached the 10 month evaluation and work improvement plan. The only category that improved from last month was traffic enforcement which leaves us with 12 "does not meet requirements" categories. I will not be recommending him at this point and to be honest don't see anything changing here by the 12th month. We have flat-lined and I have already had 2 instances for month 11 which take us backwards.

At any rate, I am working nights for the next two weeks. Depending on when you want to have a conference call, I can probably start early some day or call in from home if that is possible. If you want it this afternoon (once I get up) then perhaps Ron or Rob could call me with the time, etc. The evaluation is due today so the sooner the better I guess.

Let me know

Rich

. << File: Recruit Prob Eval(jack#10).doc >> << File: Recruit Prob Eval (Jack work improve #10).doc >>

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**From:** Kohen, Colleen (JUS)  
**Sent:** October 30, 2009 3:31 PM  
**To:** Nie, Richard (JUS); Campbell, Ron (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS)  
**Subject:** Prob Jack

Good Afternoon

I wanted to touch base with everyone as month 10 PCS66P is due on Tuesday. I am sorry.. I cant remember Rich Sgt name so if you could please forward this message to him.

I was wondering if the PCS66P could be sent to us electronically and then we can set up a conf call. We talked about delaying any recommendation on this PCS66P

Which is good with I am sure everyone

\  
Look forward to hearing from you

TX

Colleen

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

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**To:** Campbell, Ron (JUS); Nie, Richard (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)  
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Which is good with I am sure everyone

\

Look forward to hearing from you

TX

Colleen

C. S. Kohen  
Staffing Officer  
Career Development Bureau  
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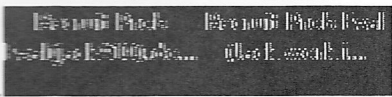
**From:** Nie, Richard (JUS)  
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**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)  
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TX

Colleen

C.S.Kohen  
Staffing Officer  
Career Development Bureau

905 681-2511 (office)  
505 4030 (VNET)  
905 973- 8877 (cell)



From: Mr. Richard (US)  
Sent: November 10-09 2:34 AM  
To: Karen Colleen (US); Campbell, Ron (US)  
Cc: Les, Dave E. (US); Barton, Doug (US); Butera, Peter (US); Hindall, Robert (US)  
Subject: RE: Prob Jack

Colleen - I have attached the 10 month evaluation and work improvement plan. The only category that improved from last month was traffic enforcement which leaves us with 12 "does not meet requirements" categories. I will not be recommending him at this point and to be honest don't see anything changing here by the 12th month. We have flat-lined and I have already had 2 instances for month 11 which take us backwards.

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Let me know

Rich



From: Karen Colleen (US)  
Sent: October 30, 2009 3:31 PM  
To: Mr. Richard (US); Campbell, Ron (US)  
Cc: Les, Dave E. (US); Barton, Doug (US)  
Subject: Prob Jack

Good Afternoon

I wanted to touch base with everyone as month 10 PCEBP is due on Tuesday. I'm sorry I can't remember Rich's name so if you could please forward the message to him.

I was wondering if the PCEBP could be sent to us electronically and then we can set up a conf call. We talked about delaying any recommendation on this PCEBP. Which is good with I am sure everyone. Look forward to hearing from you.

TX

Colleen

C. S. Kohn  
Staffing Officer  
Career Development Bureau



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:    10 <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> Michael	
<b>Badge:</b> 12690		<b>WIN:</b> 393080	
<b>Detachment/ Section:</b>	Peterborough County	<b>Region/Bureau</b>	Central East
<b>Evaluator:</b>	PC Richard Nie	<b>Badge:</b>	10517
<b>Evaluation Period:</b> (DD/MM/YY) <b>Start:</b> 09OCT09		<b>End:</b> 09NOV09	
<b>Probationary Period Start Date*</b> (DD/MM/YY) 09JAN09			
<small>**4<sup>th</sup> Class Constables begin their probation period on the date of their graduation from the Provincial Police Academy</small> <small>** Experienced Officers and Amalgamated Officers begin their probationary period on their start date with the OPP</small>			

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 continues to show a desire to learn and accepts new tasks. He still struggles with trying to put every situation into a mold or template that he can follow and then being disappointed when things don't go exactly as planned.</p> <p>On 16OCT09, PC Jack was completing a series of traffic stops on Highway 28. Discussions about vehicle position and safety took place after each stop. As one issue would be corrected a new one would come up. It appeared he was having great difficulty in assessing where to stop a vehicle and how to do so safely. PC Jack described it as "too much to consider all at once".</p>	<p><b>Does Not Meet 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: PC Jack continues to have an adequate understanding of the Provincial Statutes that he has been observed dealing with this month. On 21OCT09 he attended a collision and laid the appropriate charge given the circumstances - one vehicle turning in front of another.</p>	<p><b>Meets 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: PC Jack continues to appear to have a working knowledge of the offences that he has encountered this month. He still has difficulty converting that book knowledge into practice on the road. He is still very hesitant with making the choice on how to proceed with a course of action.</p> <p>On 17OCT09 PC Jack attended a vehicle rollover with three suspicious youths involved. Upon arriving at the scene, PC Jack approached the first officer on scene who was speaking</p>	<p><b>Does Not Meet Requirements</b></p>



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: 10 <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> Michael	
<b>Badge:</b> 12690		<b>WIN:</b> 393080	
<b>Detachment/Section:</b>	Peterborough County	<b>Region/Bureau</b>	Central East
<b>Evaluator:</b>	PC Richard Nie	<b>Badge:</b>	10517
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**4 <sup>th</sup> Class Constables begin their probation period on the date of their graduation from the Provincial Police Academy			
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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.

<p>with the three youths. At one point he approached the vehicle with the other officer while his coach spoke with a passenger alone. There was an obvious odour of burnt marijuana in the vehicle. At no time did PC Jack indicate that he had noticed the smell or decide to proceed with anything. After watching his coach separate one passenger, he then proceeded to do the same with the other. When his coach approached him to check on things, he advised that he had not had any discussions with the passengers in regards to drugs. After some questioning by his coach the drugs were discovered and dealt with appropriately.</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 continues to develop his system where he categorizes every email he receives into folders and has memory sticks full of reports and procedural examples.</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 still appears to be very nervous and lacks confidence while driving. He drives safely but causes concern with some of his habits.</p> <p>On 09OCT09 he attended a collision scene and was so excited upon his arrival that he parked the cruiser directly on top of the evidence at the scene. His only focus was getting to the scene although he knew another officer was already there. He was unable to process all of the events taking place at this minor scene to come to the appropriate solution when he arrived. When driving decisions are discussed his response is often "too many things happening at once, I couldn't concentrate".</p> <p>On 26OCT09 PC Jack conducted a traffic stop on County Road 1 which is an 80km/h highway. He stopped the cruiser partially into a live lane. He said he was doing this for an offset – when questioned he agreed he was not trained to do this on highway stops. While approaching the vehicle on the same stop, he appeared nervous and began touching various radio buttons and the 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.</p>	<p>Does Not Meet Requirements</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: PC Jack has made a concerted effort to improve in this category. He has taken the action plan and attempted to put it into full force - he takes the directed patrol board with him for his zone and covers off those areas. He approaches his coach at the start of each shift and asks if they can attend a community policing office immediately. The only downside here is that he has taken the direction as concrete instruction and wants to attend these offices the minute he</p>	<p>Meets Requirements</p>

<p>has work to do. He still needs to learn how to prioritize his tasks. For example, after a collision, it is okay to do some enforcement before immediately attending an office to complete the traffic report. During this month PC Jack wrote 12 HTA offence notices.</p>	
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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 still needs to improve in this area. He speaks professionally and in an appropriate manner however still needs to work on sorting through the information he is given to ask more detailed questions to get the answers he needs. His use of templates for questioning is still causing him to miss relevant points specific to each individual case. When dealing with fellow officers, for some reason he will omit information given to him when he is asking for help or direction from another.</p> <p>On 17OCT09 PC Jack attended a threats call. He began the initial investigation with the complainant and determined the male was scared to attend his residence because of the suspect. He questioned properly about the type of threat however did not take it the step further to assess the living arrangements at the house. After his coach clarified the information with the complainant, it was determined that everything was fine as they lived in an apartment building.</p>	<p>Does Not Meet 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: PC Jack still writes very detailed occurrence reports for the calls he attends. His note taking has been watched and is improving. A comment can still not be made on crown brief synopsis as no new ones were completed this month.</p>	<p>Meets Requirements</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 pays very close attention to people when he is listening to their responses and instructions. His difficulty is discussed under oral where he has trouble with putting the information together into something useful and repeating it to others.</p> <p>On 27OCT09 PC Jack attended a collision scene. He listened well to those involved and took proper statements to complete the investigation.</p>	<p>Meets 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:</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: The issues identified in this category are still present. PC Jack uses proper language and codes on the radio but things fall apart under pressure. He forgets at times to update the dispatcher with what he is doing and where he is going. He still has trouble with listening to the radio when he is distracted by a conversation or task.</p> <p>On 27OCT09 PC Jack was at a collision scene and missed hearing a call on the radio while he was talking to an involved driver. When questioned if he heard he call, he advised that he was busy talking to the driver so he didn't hear anything.</p>	<p>Does Not Meet Requirements</p>

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 has made a good effort at patrolling the villages and towns in his patrol area. He has shifted his focus from staying at the detachment to being out and visible in the community.</p>	<p>Meets Requirements</p>
<p><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:</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: This category has shown no improvement as well. The comments from last month still apply - unless the situation is identical to one that he has experienced before, PC Jack struggles with coming to a decision about what to do.</p> <p>On 12OCT09 PC Jack was attending a domestic dispute call to back up another officer. The female caller had advised there was an unwanted male at her residence, had been drinking.</p>	<p>Does Not Meet Requirements</p>

<p>and was refusing to leave. There was also information about someone being placed in a headlock. PC Jack chose to drive at less than speed limit, with no lights or sirens. He said that he felt getting to call minutes sooner would not help as the "headlock" and domestic were already over. It was discussed with him about the risks at domestics, etc and then he chose to use his emergency equipment. Once at the domestic, he spoke with the victim and did not even check whether she had been assaulted or not – he appeared unsure how to handle the information she was giving him.</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: PC Jack still struggles at piecing things together at his calls. He still is very methodical and systematic in his approach but has trouble sorting out the information.</p> <p>On 17OCT09 PC Jack assisted at a call with some intoxicated males. By the end of it, he had to drive one of the males 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. His coach officer explained the need to ensure there was someone home to look after the boy. PC Jack then admitted that he did not intend on making sure the intoxicated male was looked after by his parents.</p>	<p>Does Not Meet Requirements</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: PC Jack still has trouble determining what is the most appropriate solution to a problem he faces. He still either states that he does not know what to do and waits to be told, or he shows a lack of confidence in trusting that his decision is correct.</p> <p>On 17OCT09 at the start of the shift, PC Jack advised there was a traffic complaint to go to but it was ten minutes old - a vehicle was tailgating and passing unsafely. He then said he had to do a log-on sheet because dispatch didn't have one and had asked for one. He then headed to shift briefing and appeared very stressed. He informed OIC Postma that the log-on was not done – he was advised to leave it for now and it would be sorted out by Postma as 4 people were off. PC Jack just sat there and stared at the table appearing frustrated. When briefing was over he advised of another traffic complaint which involved threats - someone gave another person the finger. He was asked if there was a plate and description and he confirmed there was so it was suggested that they leave and look for the vehicle. He got upset saying that he had to do the log-on and raised his voice at his coach - he was told to relax as it was not a big deal, he could just ask someone else to do the log-on sheet. Within 30 seconds PC Postma walked back in and asked PC Jack to do the log-on before he left if he had the time and told him three times what to log people on as including himself. PC Jack became frustrated and started muttering things under his breath about being asked to do two things at once. He finished the log-on and walked outside. His coach 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 earlier. His coach 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 – his coach 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 – he was told to take a breather and start over. He said he had no idea what to do so he and his coach sorted out what he had heard with the traffic complaints. His coach then called back to dispatch to confirm and there were more details that he had left out. It was explained to him about why he has difficulties listening, hearing, etc because he only gave partial information to his coach. It was explained to him that if he can't handle more than one thing at a time than to tell his coach and he will make</p>	<p>Does Not Meet Requirements</p>

<p>and was refusing to leave. There was also information about someone being placed in a headlock. PC Jack chose to drive at less than speed limit, with no lights or sirens. He said that he felt getting to call minutes sooner would not help as the "headlock" and domestic were already over. It was discussed with him about the risks at domestics, etc and then he chose to use his emergency equipment. Once at the domestic, he spoke with the victim and did not even check whether she had been assaulted or not – he appeared unsure how to handle the information she was giving him.</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: PC Jack still struggles at piecing things together at his calls. He still is very methodical and systematic in his approach but has trouble sorting out the information.</p> <p>On 17OCT09 PC Jack assisted at a call with some intoxicated males. By the end of it, he had to drive one of the males 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. His coach officer explained the need to ensure there was someone home to look after the boy. PC Jack then admitted that he did not intend on making sure the intoxicated male was looked after by his parents.</p>	<p>Does Not Meet Requirements</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: PC Jack still has trouble determining what is the most appropriate solution to a problem he faces. He still either states that he does not know what to do and waits to be told, or he shows a lack of confidence in trusting that his decision is correct.</p> <p>On 17OCT09 at the start of the shift, PC Jack advised there was a traffic complaint to go to but it was ten minutes old - a vehicle was tailgating and passing unsafely. He then said he had to do a log-on sheet because dispatch didn't have one and had asked for one. He then headed to shift briefing and appeared very stressed. He informed OIC Postma that the log-on was not done – he was advised to leave it for now and it would be sorted out by Postma as 4 people were off. PC Jack just sat there and stared at the table appearing frustrated. When briefing was over he advised of another traffic complaint which involved threats - someone gave another person the finger. He was asked if there was a plate and description and he confirmed there was so it was suggested that they leave and look for the vehicle. He got upset saying that he had to do the log-on and raised his voice at his coach - he was told to relax as it was not a big deal, he could just ask someone else to do the log-on sheet. Within 30 seconds PC Postma walked back in and asked PC Jack to do the log-on before he left if he had the time and told him three times what to log people on as including himself. PC Jack became frustrated and started muttering things under his breath about being asked to do two things at once. He finished the log-on and walked outside. His coach 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 earlier. His coach 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 – his coach 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 – he was told to take a breather and start over. He said he had no idea what to do so he and his coach sorted out what he had heard with the traffic complaints. His coach then called back to dispatch to confirm and there were more details that he had left out. It was explained to him about why he has difficulties listening, hearing, etc because he only gave partial information to his coach. It was explained to him that if he can't handle more than one thing at a time than to tell his coach and he will make</p>	<p>Does Not Meet Requirements</p>

<p>sure that he is only given one thing to do until he can handle more</p>	
<p><b>FOLLOW-UP ORIENTATION</b></p> <p>Conducts appropriate follow-up as required to complete a thorough investigation.</p> <p>Specific example: PC Jack does well in this regard and attempts to complete his reports the instant that his call is complete. He always approaches his coach before each shift with a list of things he needs to do or is working on.</p>	<p>Meets Requirements</p>

LEADERSHIP ATTRIBUTES	RATING
<p><b>INITIATIVE</b></p> <p>Tries to make a positive difference, improve outcomes and effectively manage problems.</p> <p>Specific example: PC Jack is making his best effort to stay positive in his present situation. He still has a strong desire to learn and often comes to work on days off to complete tasks so he does not fall behind.</p>	<p>Meets Requirements</p>
<p><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: PC Jack willingly admits to having problem areas and understands the identified concerns. He has shifted somewhat in his approach in that instead of placing blame on another officer, he suggests his problems arise from the circumstances he is placed into. If a problem is detected or questioned, he will now say it is due to being forced to think when he is tired or not feeling well. If he has several things to do at once he will say that he can't be expected to do three things at once and that is why things fall apart.</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: The comments from last month still apply - when it comes to paperwork and follow-up, PC Jack is very organized and looks after his task list appropriately. In regards to calls for service, PC Jack has trouble prioritizing his calls - this is commented on under Flexibility and Resolution.</p>	<p>Meets Requirements</p>



<p><b>FLEXIBILITY</b></p> <p>Adapts to a variety of changing situations, individuals and groups.</p> <p>Specific example: PC Jack struggles the minute the situation becomes stressful. Given a template to follow, he does well at completing one task at a time. When asked to multitask, everything falls apart.</p> <p>On 27OCT09 there was a call on the radio where night shift was looking for a stolen vehicle – PC Folz advised he had two people under arrest at Airport Road by the train tracks – PC Jack was advised of the information and he told his coach he had heard. He did not appear to be in any type of hurry to assist his coworkers – PC Jack was told by his coach they would be attending and PC Pitts confirmed he was leaving at the same time. His coach had to repeat the location to PC Jack three times prior to even leaving the parking lot. He was encouraged to move faster so he could help his 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 – he wanted more details than just "go there to help the officers". As the pressure was increased, his stress increased, and everything just slowed down. Since he did not have a detailed set of facts to start off with, it caused PC Jack to become confused, frustrated, and upset over what to do with the call.</p>	<p>Does Not Meet 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:</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: PC Jack still has the first part of this category covered well. He is polite and cooperative and has the ability to be compassionate to those in need. He has made an effort to avoid answer shopping and deals almost exclusively with his coach unless instructed otherwise. He biggest challenge this month has been with information sharing. On two different occasions he got into situations involving Sergeants and his coach in which he did not give complete information to the Sergeant to make an informed decision.</p> <p>On 21OCT09 PC Jack started early and was working in the office. Near the end of the day a collision came in and the dayshift Sergeant asked PC Jack to attend as he was available. He neglected to inform the Sergeant that he was not to attend calls alone. When discovered by his coach and discussed with the Sergeant, a lack of trust developed again from the lack of full disclosure.</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: PC Jack still shows limited confidence with what he is doing both at calls and at the office. He is constantly encouraged to make a decision instead of relying on others to give him the answers. He has trouble with this though because he is afraid of making a mistake.</p> <p>In the example discussed under Resolution, PC Jack lost his composure and got to the point that he told his coach that he did not know what to do. Until he was told to relax and start the day over fresh, he was unable to begin anything as he was too overwhelmed with prioritizing his calls.</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>Specific example: PC Jack has not had any issues working with the members of his platoon. He remains very quiet and for the most part deals only with his coach officer.</p>	<p>Meets Requirements</p>

PERSONAL IMPACT	RATING
<p><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>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: Other than going quiet at times during instruction, PC Jack has not shown any instances where he has not been able to control his emotions with the public.</p>	<p>Meets Requirements</p>
<p><b>APPEARANCE</b></p> <p>Projects a positive and professional image; maintains uniform and equipment.</p> <p>Specific example: PC Jack always maintains his uniform and equipment in top condition.</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):

Accountable Supervisor:

Accountable Supervisor's Signature:

Date:

**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:
<p><b>Instructions:</b></p> <p>At the conclusion of the evaluation period:</p> <ul style="list-style-type: none"> <li>• Return a signed COPY of completed document to the member.</li> <li>• Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li> </ul>		

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

## PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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

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

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

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

Probationary Constable: Badge:	PC Michael JACK  12690	Accountable Supervisor: Badge:	Sgt. Peter Butorac  6901
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### DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT TO "MEET" WORK PERFORMANCE STANDARDS

- (1) Attitude Towards Learning - Able to re-evaluate personal opinions, judgements and assumptions based on new information and experiences; able to learn from mistakes and accept disappointments as well as successes.
- (2) Federal Statutes - Able to identify, articulate and process applicable elements in Federal Statutes
- (3) Police Vehicle Operation - Drives a motor vehicle in compliance with traffic laws in a safe and proficient manner. Employs appropriate pursuit and emergency driving strategies in compliance with policy. Able to multitask effectively.
- (4) Oral - Questions and interviews others appropriately to gain information. Communicates ideas and concepts clearly, effectively and in a professional manner.
- (5) Radio Communications - Uses appropriate and respectful language when utilizing the communications system, communicates effectively, uses 10 codes.
- (6) Decisive Insight - Uses knowledge and training to effectively problem solve situations and make the best decision at the most appropriate time.
- (7) Analytical Thinking - Demonstrates logical cause and effect thinking; systematically identifies basic patterns or connections between situations, person or events; identifies key elements in complex situations.
- (8) Resolution - Selects the most effective problem-solving strategy and (when appropriate) implements this strategy involving the community.
- (9) Personal Accountability - Takes responsibility for one's own actions and consequences and willingly deals with any identified performance deficiencies.
- (10) Flexibility - Adapts to a variety of changing situations, individuals and groups.
- (11) Respectful Relations - Exercises the skill and willingness to react sensitively; to be empathic, compassionate and sincere. Recognizes the positive contributions of others; demonstrates trust in others by acknowledging their strengths, skills and expertise.
- (12) Self-Confidence - Believes in one's abilities, understands one's own strengths and limitations; able to receive constructive criticism while maintaining professionalism.

Coach Officer's Comments:

Coach Officer's

Date:

# PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Signature:	
Probationary Constable's Comments:	
Probationary Constable's Signature:	Date:

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

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

**PROBATIONARY CONSTABLE  
WORK IMPROVEMENT PLAN**

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**Comments mandatory at all levels**

Accountable Supervisor's Comments:	
Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
Detachment Commander's Comments:	
Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

**RESULTS ACHIEVED**

*To be completed by Accountable Supervisor*

(1) Traffic Enforcement - PC Jack increased his totals this month to 12 HTA offence notices and has been utilizing the directed patrol boards when feasible.

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

Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:





[REDACTED]

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**From:** Nie, Richard (JUS)  
**Sent:** November-04-09 5:57 AM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Prob Jack

Hi Colleen - I will send it to you as soon as I get a chance - I think it is due next Monday- November 10 - thanks, Rich

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**From:** Kohen, Colleen (JUS)  
**Sent:** October 30, 2009 3:31 PM  
**To:** Nie, Richard (JUS); Campbell, Ron (JUS)  
**Cc:** Lee, Dave E. (JUS); Borton, Doug (JUS)  
**Subject:** Prob Jack

Good Afternoon

I wanted to touch base with everyone as month 10 PCS66P is due on Tuesday. I am sorry.. I cant remember Rich Sgt name so if you could please forward this message to him.

I was wondering if the PCS66P could be sent to us electronically and then we can set up a conf call. We talked about delaying any recommendation on this PCS66P  
Which is good with I am sure everyone

\  
Look forward to hearing from you

TX

Colleen

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

**From:** Thomas, Sandy (JUS)  
**Sent:** October-28-09 8:59 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack

Thanks Colleen

Margaret had not shared with me.

Let me know if you require anything.

Sandy  
Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

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**From:** Kohen, Colleen (JUS)  
**To:** Thomas, Sandy (JUS)  
**Sent:** Wed Oct 28 11:39:22 2009  
**Subject:** FW: Prob Jack

Hi

Was this forwarded to you ?

Colleen

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**From:** Kohen, Colleen (JUS)  
**Sent:** October 16, 2009 11:43 AM  
**To:** Pomeroy, Margaret (JUS)  
**Subject:** Prob Jack

Good Morning Margaret

Wanted to provide you a update on a Probationary Constable

- Prob Jack started his probation period on 09 Jan 2009
- Posted to Peterborough County Central Region
- Month 1 and 2 ( 09 Jan to 09 Mar ) which are combined performance reviews this member had 4 Does not meet requirements: Police Vehicle Operation, Radio Communication, Flexibility- The work improvement plan was not given to the member until 15 April by Detachment

- Month 3 (09 Mar to 9 Apr ) performance review this member had no Does Not Meet Requirements.
- Month 4 (09 Apr to 09 May ) performance review this member had no Does Not Meet Requirements.
- Month 5 ( 09 May to 09 Jun ) performance review this member had no Does Not Meet Requirements but his performance review was given to him on the 16 Aug which is 2 months after the fact.
- Month 6 and 7 combined performance review ( 09 Jun to 09 Aug ) this member had 10 Does Not Meet Requirements: Prov Statuses Federal Status, Listening Skills, Radio Communication, Resolution, Follow up, Personal Accountability, Planning and Organizing, Respectful Relations, Self Confidence. This performance review was given to him on the 20 Aug and he refused to sign it.
- Month 8 performance review ( 08 Aug to 08 Sept) this member had 17 Does Not Meet Requirements : Attitude Towards Learning, Prov Status, Police Vehicle Operations, Oral and Written Communication, Listening Skills, Radio Communication, Analytical Thinking, Resolution, Follow Up, Personal Accountability, Planning and Organizing, Respectful Relations, Self Confidence, Team Work, Self Awareness, Department. This performance review was given to Prob Jack on the 11 Sept. He refused to sign the performance review but later on the 25 Sept provided a statement
- I became involved with Detachment 27 August. Since that time we have had 3 conference calls with Detachment members and Region, we have changed his coach officer and platoon which is reflective of his month 9 performance review. Was able to assist in this member attending additional driving with Sgt McNeely.
- Month 9 performance review ( 09 Sept to 09 Oct) this member had 13 Does Not Meet Requirements: Attitude Towards Learning, Fed Status, Police Vehicle Operations, Traffic Enforcement, Oral Communication, Radio Communication, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, Respectful Relations, Self Confidence. This performance review was given to Prob Jack on the 13 Oct and Prob Jack did sign the performance review.
- Proposed direction for month 10 ( 09 Oct to 09 Nov ) is once coach officer has completed the performance review arrange another conference call with Detachment members and Region prior to disclosure.

Wanted to provide you heads up on this member and will keep you apprised

Colleen

C.S.Kohen  
Staffing Officer  
Career Development Bureau

905 681-2511 (office)  
505 4030 (VNET)  
905 973- 8877 (cell)

**From:** Kohen, Colleen (JUS)  
**Sent:** December-13-09 7:46 PM  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Cc:** Stevenson, Hugh (JUS); Thomas, Sandy (JUS)  
**Subject:** Re: Prob Jack Notice of release

Good evening Mike

Thanks for the up date and notifications

I will connect with you tomorrow if I can be of any additional assistance.

I contacted oppa on friday and will notify them now he has been served

Colleen

---

**From:** Reynolds, Michael (JUS)  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Cc:** Stevenson, Hugh (JUS)  
**Sent:** Sun Dec 13 19:25:59 2009  
**Subject:** RE: Prob Jack Notice of release

Hello Colleen,

On Sunday December 13th @ 19:00hrs, Constable Michael Jack was served Memorandum " Notice of Proposed Release from Employment from A/ Bureau Commander Mary Silverthorn and "Performance and Conduct Requirements of a Recruit Constable dated August 25, 2008".

This meeting was held with Sergeant Peter Butorac at the City of Kawartha Lakes Detachment. Constable Jack was offered EAP and the option to go home if he did not wish to continue on duty but with deduction of hours. Constable Jack was made aware that you wanted notification by tomorrow morning @ 09:00hrs in regards to which option he wanted to exercise.

Please note that Constable Jack was off sick both Friday and Saturday night and this was the first opportunity to serve him. The officer is on scheduled rest days on December 14th and 15th.

Regards,

A/Inspector Mike Reynolds  
A/Detachment Commander  
Peterborough County Detachment  
Bus: 705-742-0401  
Fax: 705-742-9247  
Cell: 705-928-6774  
E-mail [michael.reynolds@ontario.ca](mailto:michael.reynolds@ontario.ca)

---

**From:** Kohen, Colleen (JUS)  
**Sent:** December 9, 2009 2:14 PM  
**To:** Lee, Dave E. (JUS); Reynolds, Michael (JUS)  
**Subject:** FW: Prob Jack Notice of release  
**Importance:** High

Mike

I am still waiting to hear back from my BN from Deputy Lewis so please hold on to these until then

These are to be served on Michael meaning the proposed release letter and the perf and conduct letter he signed back in Aug. I hope to hear tomorrow

Dave

Please share these with C/Supt Armstrong... I will also be sending you another letter which is a termination letter just in case he does not resign. This needs to be placed on Central region letter head.

Stay tuned gentleman

---

Colleen

---

**From:** Van Dyk, Brenda (JUS)  
**Sent:** December 8, 2009 3:16 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Prob Jack Notice of release  
**Importance:** High

Hi Colleen,

Here is the attachments you originally forwarded and the scanned memo signed by Mary. Will hold original and copies until further direction from yourself.

Colleen

<< File: scan0002.bmp >> << File: scan0001.bmp >> << File: Notice of Proposed Release from Employment.pdf >>

**From:** Reynolds, Michael (JUS)  
**Sent:** December-13-09 7:26 PM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Cc:** Stevenson, Hugh (JUS)  
**Subject:** RE: Prob Jack Notice of release

Hello Colleen,

On Sunday December 13th @ 19:00hrs, Constable Michael Jack was served Memorandum " Notice of Proposed Release from Employment from A/ Bureau Commander Mary Silverthorn and "Performance and Conduct Requirements of a Recruit Constable dated August 25, 2008".

This meeting was held with Sergeant Peter Butorac at the City of Kawartha Lakes Detachment. Constable Jack was offered EAP and the option to go home if he did not wish to continue on duty but with deduction of hours. Constable Jack was made aware that you wanted notification by tomorrow morning @ 09:00hrs in regards to which option he wanted to exercise.

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Regards,

A/Inspector Mike Reynolds  
A/Detachment Commander  
Peterborough County Detachment  
Bus: 705-742-0401  
Fax: 705-742-9247  
Cell: 705-928-6774  
E-mail [michael.reynolds@ontario.ca](mailto:michael.reynolds@ontario.ca)

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**To:** Lee, Dave E. (JUS); Reynolds, Michael (JUS)  
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Colleen

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Regards,

A/Inspector Mike Reynolds  
A/Attachment Command  
Parrishburgh County Detachment  
Fax: 708-742-0401  
Fax: 708-742-0402  
Cell: 708-742-0714  
E-mail: michael.reynolds@parrishburgh.co

**From:** Kohen, Colleen (JUS)  
**Sent:** December 8, 2009 2:14 PM  
**To:** Lee, Dave E. (JUS); Reynolds, Michael (JUS)  
**Subject:** FW: Prob Jack Notice of release  
**Importance:** High

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Dave

Please share these with C/Supt Armstrong... I will also be sending you another letter which is a termination letter just in case he does not resign. This needs to be placed on Central region letter head

Stay tuned gentlemen



**From:** Reynolds, Michael (JUS)  
**Sent:** December-09-09 3:15 PM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** Re: Prob Jack Notice of release

Thanks Colleen,

Mike

-----  
Sent from my Blackberry Wireless Device

---

**From:** Kohen, Colleen (JUS)  
**To:** Lee, Dave E. (JUS); Reynolds, Michael (JUS)  
**Sent:** Wed Dec 09 14:13:31 2009  
**Subject:** FW: Prob Jack Notice of release

Mike

I am still waiting to hear back from my BN from Deputy Lewis so please hold on to these until then

These are to be served on Michael meaning the proposed release letter and the perf and conduct letter he signed back in Aug. I hope to hear tomorrow

Dave

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Stay tuned gentleman

Colleen

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**From:** Van Dyk, Brenda (JUS)  
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**To:** Kohen, Colleen (JUS)  
**Subject:** Prob Jack Notice of release  
**Importance:** High

Hi Colleen,

Here is the attachments you originally forwarded and the scanned memo signed by Mary. Will hold original and copies until further direction from yourself.

Colleen

<<scan0002.bmp>> <<scan0001.bmp>> <<Notice of Proposed Release from Employment.pdf>>

From: Reynolds, Michael (US)  
Sent: December 09 09 3 15 PM  
To: Kohan, Colleen (US); Lee, Dave E. (US)  
Subject: Re: Prob Jack Notice of release

Thanks Colleen,

Mike

Sent from my BlackBerry Wireless Device

From: Kohan, Colleen (US)  
To: Lee, Dave E. (US); Reynolds, Michael (US)  
Sent: Wed Dec 09 14:13:31 2009  
Subject: FW: Prob Jack Notice of release

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These are to be served on Michael meaning the proposed release letter and the prob and conduct letter he signed back in Aug. I hope to hear tomorrow

Dave

Please share these with Deputy Armstrong. I will also be sending you another letter which is a termination letter just in case he does not resign. This needs to be placed on Central region letter head

Stay tuned for further

Colleen

From: Van Dyke, Brenda (US)  
Sent: December 8, 2009 3:16 PM  
To: Kohan, Colleen (US)  
Subject: Prob Jack Notice of release  
Importance: High

Hi Colleen,

Here is the attachments you originally forwarded and the scanned memo signed by Mary. Will hold original and copies until further direction from yourself.

[REDACTED]

---

**From:** Reynolds, Michael (JUS)  
**Sent:** December-13-09 8:06 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack Notice of release

Thanks

Mike

-----  
Sent from my Blackberry Wireless Device

---

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Cc:** Stevenson, Hugh (JUS); Thomas, Sandy (JUS)  
**Sent:** Sun Dec 13 19:45:35 2009  
**Subject:** Re: Prob Jack Notice of release

Good evening Mike

Thanks for the up date and notifications

I will connect with you tomorrow if I can be of any additional assistance.

I contacted oppa on friday and will notify them now he has been served

Colleen

---

**From:** Reynolds, Michael (JUS)  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Cc:** Stevenson, Hugh (JUS)  
**Sent:** Sun Dec 13 19:25:59 2009  
**Subject:** RE: Prob Jack Notice of release

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This meeting was held with Sergeant Peter Butorac at the City of Kawartha Lakes Detachment. Constable Jack was offered EAP and the option to go home if he did not wish to continue on duty but with deduction of hours. Constable Jack was made aware that you wanted notification by tomorrow morning @ 09:00hrs in regards to which option he wanted to exercise.

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A/Inspector Mike Reynolds  
A/Detachment Commander  
Peterborough County Detachment  
Bus: 705-742-0401  
Fax: 705-742-9247  
Cell: 705-928-6774  
E-mail [michael.reynolds@ontario.ca](mailto:michael.reynolds@ontario.ca)

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**From:** Kohen, Colleen (JUS)  
**Sent:** December 9, 2009 2:14 PM  
**To:** Lee, Dave E. (JUS); Reynolds, Michael (JUS)  
**Subject:** FW: Prob Jack Notice of release  
**Importance:** High

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Dave

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Stay tuned gentleman

Colleen

---

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**Sent:** December 8, 2009 3:16 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Prob Jack Notice of release  
**Importance:** High

Hi Colleen,

Here is the attachments you originally forwarded and the scanned memo signed by Mary. Will hold original and copies until further direction from yourself.

Colleen

<< File: scan0002.bmp >> << File: scan0001.bmp >> << File: Notice of Proposed Release from Employment.pdf >>

----- 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

--

**From:** Thomas, Sandy (JUS)  
**Sent:** December-14-09 7:24 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Prob Jack

Excellent

Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

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

**From:** Kohen, Colleen (JUS)  
**To:** Thomas, Sandy (JUS)  
**Sent:** Mon Dec 14 19:20:13 2009  
**Subject:** Fw: Prob Jack

Hi Sandy

We are all set for the meeting tomorrow with Prob Jack and C/Supt Armstrong

Colleen

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

**From:** Reynolds, Michael (JUS)  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Sent:** Mon Dec 14 18:10:02 2009  
**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

----- 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

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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

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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:** Kohen, Colleen (JUS)  
**Sent:** December-13-09 7:47 PM  
**To:** 'jstiles@oppa.ca'  
**Subject:** Re: Proposal to Release Prob Const

Hi Jim

Wanted to advise you Prob Jack called in sick friday and sat night and has just been served his notice or release letter.

I will connect with you tomorrow on the phone but felt it was important you were aware he was served

Colleen

---

**From:** Jim Stiles  
**To:** Kohen, Colleen (JUS)  
**Sent:** Sat Dec 12 11:12:04 2009  
**Subject:** Re: Proposal to Release Prob Const  
Thanks Colleen. Talk to you next week.

Jim

Sent from my iPhone

On 2009-12-11, at 5:35 PM, "Kohen, Colleen (JUS)" <[Colleen.Kohen@ontario.ca](mailto:Colleen.Kohen@ontario.ca)> wrote:

Jim

We are attempting to get the letter served on Prob Jack this weekend

Once served I will advise you  
As his meeting is on the 15 which is tuesday

Colleen

---

**From:** Van Dyk, Brenda (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Hannes, Renee (JUS); Thomas, Sandy (JUS)  
**Sent:** Fri Dec 11 16:24:40 2009  
**Subject:** Proposal to Release Prob Const

Hi Colleen,

Proposal to Release Prob Const Jack BN received approved and forwarded to Renee Hannes.

Thx

Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau

From: Kohlen, Colleen (JUS)  
Sent: December-13-09 3:47 PM  
To: jallies@ops.ca  
Subject: Re: Proposal to Release Prob Const

Hi Jim

I will connect with you tomorrow on the phone but fell it was important you were aware the was served  
Wanted to advise you Prob Jack called in sick Friday and sat night and has just been served his notice of release letter

Colleen

From: Jim Stiles  
To: Kohlen, Colleen (JUS)  
Sent: Sat Dec 12 11:12:04 2009  
Subject: Re: Proposal to Release Prob Const  
Thanks Colleen. Talk to you next week.

Jim

Sent from my iPhone

On 2009-12-11 at 2:33 PM, "Kohlen, Colleen (JUS)" <Colleen.Kohlen@ontario.ca> wrote:

Jim

We are attempting to get the letter served on Prob Jack this weekend

Once served I will advise you  
As this meeting is on the 15 which is Tuesday

Colleen

From: Van Dyk, Brenda (JUS)  
To: Kohlen, Colleen (JUS)  
Cc: Hannes, Renee (JUS); Thomas, Sandy (JUS)  
Sent: Fri Dec 11 10:24:40 2009  
Subject: Proposal to Release Prob Const

Hi Colleen

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Trx

Brenda Van Dyk  
Assistant  
Office of the Bureau Commander  
Crime Development Bureau

[REDACTED]

---

**From:** Jim Stiles <JStiles@oppa.ca>  
**Sent:** December-12-09 11:12 AM  
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Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau  
Ontario Provincial Police  
(705) 329-6179  
(705) 329-6188 (fax)

[REDACTED]

---

**From:** Thomas, Sandy (JUS)  
**Sent:** December-11-09 7:42 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Proposal to Release Prob Const

Great job Colleen  
Thank you for keeping me in the loop

Sandy  
Sandy Thomas -----  
Sent from my BlackBerry Wireless Handheld

---

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 19:35:49 2009  
**Subject:** Re: Proposal to Release Prob Const

Hi Mike

Thanks for getting back to me

Yes. Serve him the letter that Mary Silverthone signed about the proposed Notice of release and the Perf and conduct letter that he signed knowing his expectations.

Can you please advise me when he is served. I have contacted OPPA that we have the green light to release but I also have to advise them that it has been served

I check my bb all the time .. Any questions let me know

Colleen

---

**From:** Reynolds, Michael (JUS)  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 19:30:37 2009  
**Subject:** Re: Proposal to Release Prob Const

Hello Colleen

The officer was suppose to work this weekend on nights.

Sgt. Butorac advises that PC Jacks called in sick tonight.

We will attempt service on Sunday night.

The documents provided to me earlier this week...is this what I serve the officer?

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

---

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 17:21:39 2009  
**Subject:** Fw: Proposal to Release Prob Const

Mike  
We need to get the letter served asap

Any chance on the weekend ?

---

**From:** Van Dyk, Brenda (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Hannes, Renee (JUS); Thomas, Sandy (JUS)  
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Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau  
Ontario Provincial Police  
(705) 329-6179  
(705) 329-6188 (fax)

[REDACTED]

---

**From:** Reynolds, Michael (JUS)  
**Sent:** December-11-09 7:38 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** Re: Proposal to Release Prob Const

No problem...will advise

Mike

-----  
Sent from my Blackberry Wireless Device

---

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 19:35:49 2009  
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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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Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau  
Ontario Provincial Police  
(705) 329-6179  
(705) 329-6188 (fax)

[REDACTED]

---

**From:** Kohen, Colleen (JUS)  
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**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Subject:** Re: Proposal to Release Prob Const

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**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 17:21:39 2009  
**Subject:** Fw: Proposal to Release Prob Const

Mike

We need to get the letter served asap



Any chance on the weekend ?

---

**From:** Van Dyk, Brenda (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Hannes, Renee (JUS); Thomas, Sandy (JUS)  
**Sent:** Fri Dec 11 16:24:40 2009  
**Subject:** Proposal to Release Prob Const

Hi Colleen,

Proposal to Release Prob Const Jack BN received approved and forwarded to Renee Hannes.

Thx

Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau  
Ontario Provincial Police  
(705) 329-6179  
(705) 329-6188 (fax)

---

From: Reynolds, Michael (JUS)  
To: Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
Sent: Fri Dec 11 19:30:37 2009  
Subject: Re: Proposal to Release Prob Const

Holla Colleen

The officer was supposed to work this weekend on nights  
Sgt. Butera advised that PC Jacks called in sick tonight  
We will attempt service on Sunday night

The documents provided to me earlier this week, is this what I serve the officer?

Mike

Attachment: Mike Reynolds  
Attachment: Commander  
Petersburgh County Detachment  
Bus: 705-745-0401  
Cell: 705-928-8774

Sent from my BlackBerry Wireless Device

---

From: Kohen, Colleen (JUS)  
To: Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
Sent: Fri Dec 11 17:21:39 2009  
Subject: Fw: Proposal to Release Prob Const

Mike

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[REDACTED]

**From:** Reynolds, Michael (JUS)  
**Sent:** December-11-09 7:31 PM  
**To:** Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
**Subject:** Re: Proposal to Release Prob Const

Hello Colleen

The officer was suppose to work this weekend on nights.

Sgt. Butorac advises that PC Jacks called in sick tonight.

We will attempt service on Sunday night.

The documents provided to me earlier this week...is this what I serve the officer?

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

---

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 17:21:39 2009  
**Subject:** Fw: Proposal to Release Prob Const

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**Sent:** Fri Dec 11 16:24:40 2009  
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Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander

Career Development Bureau  
Ontario Provincial Police  
(705) 829-6179  
(705) 829-6188 (fax)

From: Reynolds, Michael (JUS)  
Sent: December 11, 2009 1:31 PM  
To: Kohen, Colleen (JUS); Lee, Dave E. (JUS)  
Subject: RA Proposal to Release Prob Const

Hello Colleen

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Sgt. Bolonec advises that PC Jacka called in sick tonight.

We will attempt service on Sunday night.

The documents provided to me earlier this week, is this what I serve the officer?

Mike

Attachment: Mike Reynolds  
Attachment: Command  
Perth County Detachment  
Box: 705-742-0401  
Cell: 705-828-8774

Sent from my BlackBerry Wireless Device

From: Kohen, Colleen (JUS)  
To: Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
Sent: Fri Dec 11 12:31:39 2009  
Subject: re: Proposal to Release Prob Const

Mike

We need to get the letter served asap.

Any chance on the weekend?

From: Van Dyk, Brenda (JUS)  
To: Kohen, Colleen (JUS)  
Cc: Haines, Renee (JUS); Thomas, Sandy (JUS)  
Sent: Fri Dec 11 16:24:40 2009  
Subject: Proposal to Release Prob Const

Hi Colleen

Proposal to Release Prob Const Jack BN received approved and forwarded to Renee Haines.

Trx

Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander

[REDACTED]

---

**From:** Thomas, Sandy (JUS)  
**Sent:** December-11-09 5:28 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Proposal to Release Prob Const

10-4

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**From:** Kohen, Colleen (JUS)  
**Sent:** December 11, 2009 5:27 PM  
**To:** Thomas, Sandy (JUS)  
**Subject:** Fw: Proposal to Release Prob Const

Sandy

Hopefully we can get him served this weekend as his meeting is tuesday with C/Supt Armstrong

Will advise .. Oppa is aware( jim Stiles)

---

**From:** Kohen, Colleen (JUS)  
**To:** Reynolds, Michael (JUS); Lee, Dave E. (JUS)  
**Sent:** Fri Dec 11 17:21:39 2009  
**Subject:** Fw: Proposal to Release Prob Const

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Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau  
Ontario Provincial Police  
(705) 329-6179  
(705) 329-6188 (fax)

**From:** Jim Stiles <JStiles@oppa.ca>  
**Sent:** December-13-09 10:02 PM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Debbie McKenna  
**Subject:** Re: Proposal to Release Prob Const

Thanks Colleen - talk to you in the morning.

Jim

Sent from my iPhone

On 2009-12-13, at 7:47 PM, "Kohen, Colleen (JUS)" <[Colleen.Kohen@ontario.ca](mailto:Colleen.Kohen@ontario.ca)> wrote:

Hi Jim

Wanted to advise you Prob Jack called in sick friday and sat night and has just been served his notice or release letter.

I will connect with you tomorrow on the phone but felt it was important you were aware he was served

Colleen

---

**From:** Jim Stiles  
**To:** Kohen, Colleen (JUS)  
**Sent:** Sat Dec 12 11:12:04 2009  
**Subject:** Re: Proposal to Release Prob Const

Thanks Colleen. Talk to you next week.

Jim

Sent from my iPhone

On 2009-12-11, at 5:35 PM, "Kohen, Colleen (JUS)" <[Colleen.Kohen@ontario.ca](mailto:Colleen.Kohen@ontario.ca)> wrote:

Jim

We are attempting to get the letter served on Prob Jack this weekend

Once served I will advise you  
As his meeting is on the 15 which is tuesday

Colleen

---

**From:** Van Dyk, Brenda (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Hannes, Renee (JUS); Thomas, Sandy (JUS)

**Sent:** Fri Dec 11 16:24:40 2009  
**Subject:** Proposal to Release Prob Const

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Thx

Brenda Van Dyk  
Administrative Assistant  
Office of the Bureau Commander  
Career Development Bureau  
Ontario Provincial Police  
(705) 329-6179  
(705) 329-6188 (fax)

[REDACTED]

---

**From:** Kohen, Colleen (JUS)  
**Sent:** December-14-09 8:51 AM  
**To:** Jack, Michael (JUS)  
**Cc:** German, Karen (JUS); 'br8.president@oppassociation.org'; 'mjack\_31@hotmail.com'  
**Subject:** RE: Re: Notice of Proposed Release from Employment for Michael Jack

Good Morning

I can be reached at the Justice e mail address. [colleen.kohen@ontario.ca](mailto:colleen.kohen@ontario.ca) or can be reached on my cell 905 973 8877. If I don't answer the cell, please leave a messages as I have several meetings today.

Please be advised that I have been in contact with Jim Stiles of the OPPA if that assist you.

Colleen

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

---

**From:** Jack, Michael (JUS)  
**Sent:** December 13, 2009 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



**From:** German, Karen (JUS)  
**Sent:** December-14-09 10:09 AM  
**To:** Kohen, Colleen (JUS); Jack, Michael (JUS)  
**Cc:** 'br8.president@oppassociation.org'; 'mjack\_31@hotmail.com'; jstiles@oppa.ca  
**Subject:** RE: Re: Notice of Proposed Release from Employment for Michael Jack

S/Sgt KOHEN:

I will be speaking with Jim STILES today sometime after 12:00 as he is also in meetings this am.

I will make contact with you once I have spoken with him.

Thanks for your reply.

Karen

*Detective Constable Karen GERMAN  
Northumberland OPP Crime Unit  
Brighton Site  
1-613-475-1313 (office)  
1-905-375-7690 (cell)  
501-5642 (VNET)  
[karen.german@ontario.ca](mailto:karen.german@ontario.ca)*

---

**From:** Kohen, Colleen (JUS)  
**Sent:** December 14, 2009 8:51 AM  
**To:** Jack, Michael (JUS)  
**Cc:** German, Karen (JUS); 'br8.president@oppassociation.org'; 'mjack\_31@hotmail.com'  
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Good Morning

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Please be advised that I have been in contact with Jim Stiles of the OPPA if that assist you.

Colleen

C.S.Kohen  
Staffing Officer  
Career Development Bureau  
905 681-2511 (office)  
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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:** Thomas, Sandy (JUS)  
**Sent:** December-15-09 5:09 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Termination

This is good news

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

**From:** Kohen, Colleen (JUS)  
**Sent:** December 15, 2009 4:10 PM  
**To:** Thomas, Sandy (JUS)  
**Subject:** Fw: Termination

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

**From:** Kohen, Colleen (JUS)  
**To:** Lee, Dave E. (JUS)  
**Sent:** Tue Dec 15 16:08:49 2009  
**Subject:** Re: Termination

Dave

Can I get a copy of resignation letter faxed/scanned to me

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

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

Thanks

Colleen

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

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

Colleen:

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

I have his badge and warrant card in my possession.

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

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

Dave

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

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

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

Yes.. 505 4030

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

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

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

[REDACTED]

---

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Manager Staff Development and Training OPP Central Region  
705-329-7418

**From:** Lee, Dave E. (JUS)  
**Sent:** December-15-09 4:04 PM  
**To:** Kohen, Colleen (JUS)  
**Subject:** RE: Termination

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

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

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**To:** Lee, Dave E. (JUS)  
**Subject:** RE: Termination

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**Subject:** Termination

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

**From:** Thomas, Sandy (JUS)  
**Sent:** December-15-09 5:12 PM  
**To:** Kohen, Colleen (JUS); Hannes, Renee (JUS)  
**Subject:** RE: Termination

Colleen

Great work on this Prob Cst File. The advice and work you did with Det/Region on this file, no doubt lead to the resignation of this officer.

Sandy

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

**From:** Kohen, Colleen (JUS)  
**To:** Lee, Dave E. (JUS)  
**Sent:** Tue Dec 15 16:08:49 2009  
**Subject:** Re: Termination

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Manager Staff Development and Training OPP Central Region  
705-329-7418

[REDACTED]

---

**From:** Taylor, Kent (JUS)  
**Sent:** October-27-09 2:41 PM  
**To:** Nie, Richard (JUS)  
**Cc:** Campbell, Ron (JUS); Butorac, Peter (JUS); Kohen, Colleen (JUS); Jack, Michael (JUS)  
**Subject:** Remedial driver training for PC Michael Jack

Rich

On 22Oct09 I conducted some remedial driver training with Michael in Lindsay. We spent 1.5 hours together. Approximately 30 minutes of the time was spent discussing ways to reduce errors relating to distractions and inattention when driving. I also provided him with a printed list of tips to assist him with this.

The other hour was spent on the road conducting four different exercises to increase his eye lead and observation skills. These exercises are the building blocks upon which we will base future sessions.

We have tentatively booked a second session for Thursday, 05Nov09 @ 13:00 hrs. Again we will meet at Kawartha Lakes detachment. Please understand that I can be flexible on the time and date if it conflicts with your detachment scheduling requirements.

Thank you and please let me know if another date is better for you.

Kent

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

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

**From:** Nie, Richard (JUS)  
**Sent:** November-19-09 6:02 AM  
**To:** Kohen, Colleen (JUS)  
**Cc:** Campbell, Ron (JUS); Butorac, Peter (JUS)

Hi Colleen - after a two hour meeting with Sgt. Butorac, myself, and PC Jack, here are the main points of the discussion. 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.

Hope this helps clarify some things for you - have to admit that I was quite stunned to hear him say at this stage of the game that his issues were my fault - or better put as a result of being in the car with me. At any rate, we'll keep plugging away,

Rich.

[REDACTED]

---

**From:** Nie, Richard (JUS)  
**Sent:** November-29-09 5:32 PM  
**To:** Kohen, Colleen (JUS); Flindall, Robert (JUS)  
**Cc:** Butorac, Peter (JUS)  
**Attachments:** Jack Chronology 09.doc

Rob - here is the completed (and properly formatted/edited) version of the chronology **pending your comments**. Please forward to Colleen once completed and can you CC the original back to me for my records as well. As you can see below, she needs it on by Monday morning.

Colleen - just to give you an update if you don't already have it: S/Sgt. Campbell has left our office for another detachment. A/S/Sgt. Flindall is taking his position and we will have a new Acting Inspector since our detachment commander left as well. Sgt. Butorac is the platoon sgt. for myself and PC Jack. Just so you're not confused about who is getting emailed. The final version will be the one that A/S/Sgt. Flindall sends you.

take care

Rich.

---

**From:** Kohen, Colleen (JUS)  
**Sent:** November 25, 2009 4:28 PM  
**To:** Campbell, Ron (JUS)  
**Cc:** Nie, Richard (JUS)  
**Subject:** Re: Chronology with my Info

Ron

I agree but need it back to me by Monday morning  
I have to get BN submitted by tuesday when I am in ghq

Please at the beginning indicated all names who have had input in the report

Does that work ?

---

**From:** Campbell, Ron (JUS)  
**To:** Kohen, Colleen (JUS)  
**Cc:** Nie, Richard (JUS)  
**Sent:** Wed Nov 25 16:16:13 2009  
**Subject:** Chronology with my Info

Colleen Please read over I have bolded my involvement with Cst. JACK. I still think both the earlier coach Shaun Filman and Sgt Flindall and Cst Payne need to add their information. I have not forwarded to them until I have your approval.

Ron

<<Jack Chronology.09.doc>>

This is a point form chronology of PC Michael Jack's performance at the Peterborough Detachment. The author of the entry has placed their name adjacent to the date of entry.

**January 2009 - S/Sgt Campbell**

- S/Sgt Campbell received a phone call from Peter Shipley at the Provincial Police Academy advising that Peterborough Detachment would be getting a recruit named Michael Jack who demonstrated behaviour of concern in relation to his judgement with firearms. PC Jack would need to attend Block training ASAP and need to be monitored to address the concerns
- prior to this Block training S/Sgt Campbell spoke to PC Shaun Filman who was identified as the coach officer and the importance of monitoring PC Jack's performance as outlined by the Academy

**12Jan09 - S/Sgt Campbell**

- PC Jack attended Block training with PC Jen Payne and S/Sgt Campbell - no issues were noted during his 4 day training period

**Jan 2009 - S/Sgt Campbell**

- S/Sgt Campbell verbally updated PC Filman of activities on block training and observations of no issues

**22Jan09 - PC Filman**

- PC Jack and I worked on Traffic Reports and completion. He was shown how to complete a TR and what is done with it after completion.

**22Jan09 - PC Filman**

- PC Jack had indicated to me that he would stop at a possible witness to a Break and Enters residence on his way home since it was on his route. I advised him that this was a bad idea as it would be criticized in court and puts him in a bad situation safety wise as he would have no radio and no use of force options if required.

**26Jan09 - PC Filman**

- PC Jack and I had completed a Break and Enter investigation in which charges were laid. PC Jack and I completed the entire brief together and he was shown at that time the proper way to complete the paperwork associated to that.

## **February 2009 - PC Filman**

- PC Jack was spoken to about his driving habits by me in regards to speed. Often on patrol he would be unable to multi task and maintain an appropriate speed. He would often start to drive approximately 20 kilometres under the limit. I spoke to him in regards to a proper speed and aggravating other drivers. This behaviour continued. PC Jack was also spoken to about the use of a GPS, and although it is a useful tool it should not always be relied on and that he should also use a map to get to know his patrol area. PC Jack continued to use this tool all of the time anyway sometimes asking the dispatcher for township specifics so he could properly enter an address into the GPS.

## **04Feb09 - PC Filman**

- I showed PC Jack how to properly add a vehicle collision on the reporting system.

## **05Feb09 - PC Filman**

- PC Jack was shown by me how to complete street checks and advised about the relevance and importance of completing these forms.

## **13Feb09 - PC Filman**

- PC Jack was shown how to conduct a proper vehicle stop. He was shown in my opinion the safest manner, creating a safety lane and how to safely approach the driver. At this time he was also instructed about note taking for speeding. I showed him my short forms but told him he should create his own so that his memory would be triggered by them. He was shown how to properly fill out a part one offence notice and what to do with it afterwards. I told him at that time that I preferred to write my notes solely in my notebook so that they would not be lost, but it was acceptable to write notes on the back of a ticket.

## **14Feb09 - PC Filman**

- I showed PC Jack the proper manner of performing RIDE checks. He was shown what to do when he suspected that a driver had been consuming alcohol, what the proper demands were and how to use an approved screening device. PC Jack was also shown how to complete a 12hr suspension and issued one that evening.

### **19Feb09 - PC Filman**

- I completed an utter threats investigation with PC Jack. During this investigation PC Jack was shown how to properly conduct a video statement, what paperwork is necessary for an accused person and how to complete a brief.

### **March 2009 - PC Filman**

- During routine patrol I turned into the Good Life parking lot to turn around. As we were in the lot PC Jack asked if we could stop so he could go inside. I asked if he had to go to the bathroom. He said no but there was a girl in there he wanted to ask out and thought that the uniform may help out. I said well that is not something we do on duty. We went about our day and ended up at the Bridgenorth community policing office. As we were leaving on our way to return to detachment PC Jack asked which way we would be going - I asked why. PC Jack said that if we were going in the direction of Good Life maybe he could stop in. I shook my head and turned the other direction.

### **March 2009 - PC Filman**

- Spoke to PC Jack as we were still in the office at 10:00am. I told him I wanted to get going several times and eventually he came out. The vehicle needed fuel so we went to the gas station across the road from the office which also has a Tim Horton's. PC Jack was obviously unhappy, staring forward and not saying a word. I fuelled the vehicle and PC Jack remained inside. I was going to have a coffee so I asked if PC Jack wanted one as well - PC Jack declined. I got a coffee and came out and was proceeding to patrol. PC Jack said "I'm hungry". I was somewhat annoyed as he had sat in the office for 4 hours but I said "What do you want?" He said "I have food in my locker". I said "you mean the office you were just at for the past 4 hours?" PC Jack said "I don't want that anyway". Again I said "what do you want?" PC Jack points at McDonalds restaurant and says "that's crap", I said "well you don't have to have that but I'm not going to decide what you eat" so PC Jack decided on a sub. I waited in the car as PC Jack got a sub and we received a radio call for an alarm. When PC Jack returned to the vehicle I told him that we had an alarm call and he said "can I get a coffee first?" I told him no we have a call, we just left a coffee shop. When we were called off the alarm and now in the village of Lakefield PC Jack again requested a coffee, so we went to that Tim Horton's and he got one.

### **March 2009 - PC Filman**

- Night shift - PC Jack appeared unhappy as I had made him leave the office almost immediately to go do radar, since it was a night shift I said that we could do paperwork later in the night. PC Jack came out and got in the cruiser obviously upset, not speaking and staring forward. I made three vehicle stops, exited the vehicle myself, ran the people and issued the tickets. PC Jack was not speaking at all, I said to him "are you sick?" He said no. "Are you tired?" and he said "no". "Are you in a bad mood?" He said "no". So I said "Well what is your problem - you haven't said anything. You don't get out of the car and you haven't issued a single ticket". He said "well you haven't told me to". I said "as a recruit I shouldn't have to tell you what to do let alone get out of the car during a vehicle stop as my back up".

### **04Mar09 - PC Filman**

- I completed a neighbour dispute with PC Jack. In this investigation charges were not laid but PC Jack was shown how to complete the investigation so that both sides were satisfied. Of note during this incident, after we had spoken to the complainant PC Jack told me that he had recorded the entire event on a pen that he has that is equipped with audio/video capabilities. I advised him that that was not something that would be normal, could not be used in court and that I wanted to know if I was being recorded.

### **07Mar09 - PC Filman**

- We were dispatched to a domestic dispute, I asked PC Jack if he was ready and I got up and left toward the vehicle. I waited for a bit and then came in to find PC Jack still finishing up paperwork. I said that this was a priority call "let's go". I went back to the door, waited and then found that PC Jack had gone to the washroom. I was about to leave him behind when he came walking out. He got into the car and I again I told him in a priority we hurry.

### **07Mar09 - PC Filman**

- I advised PC Jack that his evaluation was complete and that he would be receiving it soon. PC Jack asked how it was and I said that it was good but he is new and as usual I had indicated some areas that he would have to improve on over time. PC Jack's response to this was "I'm not taking any crap".



### **07Mar09 - PC Filman**

- As I was preparing to leave for the scheduled end of my shift at 0500hrs PC Jack was also preparing to leave although scheduled until 0600hrs. I questioned him on this and he said that he had come in early to do something so he was leaving now. I asked if a supervisor had approved this prior to this decision, he said no. I told him that he would have to stay then because members count on bodies being in until the end of their scheduled shift. I told him that he would have to get approval before changing his shifts to ensure enough people were working. He asked if he could claim overtime for the time, I told him that overtime must be approved and if you come in early that must be approved prior. He went back into the constable's office and then returned and told me that the OIC for day shift said he could go. I told him that he would have to stay anyway because none of this had been approved by a sergeant and the OIC was a constable. Sgt. Flindall was advised.

### **10Mar09 - PC Filman**

- PC Jack completed an arrest for impaired driving with me present. He was walked through what he was required to do, what the proper demands were that had to be read as well as Rights to counsel and Caution.

### **March 2009 - PC Filman**

- I spent time in the cruiser with PC Jack explaining to him some of the difficulties I was seeing in regards to time movement, preparing paperwork etc.. After receiving the criticism we continued to drive for several hours and PC Jack did not speak with me for the rest of the shift and just stared ahead.
- On the 11<sup>th</sup> of April 2009 I assisted PC Jack with the completion of his brief for an impaired arrest SP09071899.

### **April 2009 - PC Filman**

- PC Jack told me that he had given his personal phone numbers to victims, complainants or witnesses in cases. I told him that this could create a huge liability issue and he should not do this in the future. He told me that he had spoken at great length with [REDACTED], a complainant in a theft that was domestic related and one where she had also been called in as a suspect in the same theft. PC Jack told me that he knew her from a gym he worked out at. PC Jack told me that they had spoken for hours about the issue. I again cautioned him and told him that this could become a huge liability.

## **May 2009 - PC Payne**

- Sometime during the last couple of weeks of May 2009 I was approached by Sgt. Flindall who requested my assistance in mentoring PC Jack when I came back on the road. I was made aware that there were issues with PC Jack who needed a mentor or someone to go to on shift besides his coach, PC Filman. I was advised that PC Filman would still be doing PC Jack's evaluations and coaching and that I would be another resource to him. Sgt. Flindall advised he was being inundated with enquiries and direction from PC Jack who would not go to anyone else on shift nor his coach officer. I agreed to take on this responsibility of being available to PC Jack for guidance.
- Shortly thereafter (within a week), I was approached by PC Jack in the detachment who stated he wanted to talk to me, indicating in private. PC Jack discussed a Fraud investigation that he was working on and was seeking my advice to which I provided and advised him that I would assist him when I returned to uniform duties in June. I was in plain clothes at the time of this discussion which took place in the lunch room. PC Jack indicated he was excited that I was going to assist him and at the end of the conversation he looked me up and down from head to toe then winked at me and made a clicking sound with his mouth. It made me uncomfortable, however I never called him on it as I was in shock and wanted to see if anything else would happen or if this was an isolated event.

## **02Jun09 - PC Payne**

- On the 2<sup>nd</sup> June 2009 I returned to uniform duties. That morning while in the Constable's office at the computer, PC Jack approached me and stated "you look good in your uniform". Again I was caught off guard and didn't know how to take the comment. I stated to PC Jack that he had seen me before in uniform back last January at block training. In my opinion the comment was inappropriate as "how I look in my uniform" shouldn't be addressed.
- I had advised a few people on shift about the comments and actions PC Jack has made, including Sgt. Flindall. I stated and decided if he made any more comments I would speak to him about it at the time.

## **05Jun09 - PC Payne**

- Since the 5<sup>th</sup> June 2009, I haven't worked very closely with PC Jack as a result of being dispatched and responsible for my own calls for service. I have notice that PC Jack prefers to sit in the office and appears to be over-investigating minor calls for service as opposed to focusing on the

major calls for service. He does not stop a lot of vehicles while out on patrol and most times I am not aware of where he is or what he is doing.

### **13Jun09 - PC Nie**

- 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

### **June 2009 - PC Filman**

- I was working on a project revolving around thefts from vehicles. One victim told me that PC Jack had been there to investigate and showed me on a piece of paper where she had written down his name and personal cell phone number.

### **20Jun09 - PC Filman**

- PC Jack attended to a Stand by keep the peace on his own without even notifying other officers that he would be doing so. After being at the call for almost an hour one of the parties involved contacted the communications centre and requested another officer attend because in their words they were getting nowhere. I attended and resolved the situation. PC Jack was reminded that a stand-by keep the peace was a two man call.

### **30Jun09 - 01Jul09 - PC Payne**

- On the morning of the 1<sup>st</sup> July 2009, I double up with PC Briscoe to assist PC Jack in Ennismore who was looking for a vehicle and occupants that were doing mischief to mailboxes. While in Ennismore we were dispatched to a report of a suspicious male who was in a housecoat driving a riding lawn tractor in Bridgenorth. The three of us located this male on the causeway and subsequent investigation led us to arrest the male for possession of stolen property. We transported the male back to his residence north of Fowler's Corners in City of Kawartha Lakes jurisdiction. When we arrived we discovered that CKL OPP were investigating an arson at a residence which was situated across the road from where the lawn tractor was stolen. This was also down the road from the residence of our 10-92. Our person in custody now became the primary suspect for this arson. We assisted CKL and caught up on notes at the scene. PC Jack required some of my notes for times and names

which I provided my dash pad with times and names which I was working off to make my notes.

- At approx 04:30hrs I asked PC Jack to watch the accused who was sitting my vehicle, while we went to speak with the owners of the lawn tractor. When I returned from the vehicle I observed PC Jack sitting in the driver's seat having a conversation with the male in custody. When PC Jack exited the cruiser I asked him if he had supplementary cautioned the male before he spoke with him. PC Jack advised he hadn't and that he was talking to him "off the record" about the fan in his backpack. I advised him that he shouldn't speak with someone else's prisoner and that he should have given a supplementary caution. Further I advised him that his conversation may ruin/interfere with subsequent investigation as he was going to be interviewed the City of Kawartha Lakes Crime Unit.
- PC Briscoe and I continued to do notes and I again provided my dash pad notes to PC Jack who declined.
- While back at detachment completing our notes to be faxed to CKL detachment PC Jack asked to see my notes. I advised him my notes were not done yet. I expressed that he should be making his own notes and I could provide him with names and times. I advised him that my notes were my notes about what I remember and what I did. I advised him I didn't want him to write his notes from my notebook. PC Jack got angry and snapped back. He stated he could just take my notebook from my diary slot at any time and read it. I asked PC Jack why he wanted my notebook and he stated to study them because he wanted to see how someone else does them. He stated he is finding it difficult with the culture and language barrier. He made reference to the word housecoat which he would have used a different term. I advised him that it is ok to write the different term in his notebook because that is how he recalls and remembers it by. I advised PC Jack that I would give him a copy of my notes after I completed and faxed them. I noticed during this time that PC Jack still was not working on his notes and hadn't completed them for this call and I believed he was waiting for mine so he could make his.
- I provided a copy of my notes to PC Jack advised him he needed to complete his and send them off to CKL by fax.
- At approx 6:40am PC Jack read the first couple of pages of my notes then threw them back in my diary slot. I confronted him about this in the constable's area. I was upset because he had made such a big deal about getting my notes and then he didn't want them anymore. I asked him why he put them back if he had wanted them so badly to use and study from. He stated he was tired and couldn't concentrate to read them. PC Jack stated he was finding it difficult to do this job with his language barrier and accent. He stated he feels he hasn't been coached properly. I advised him that I was there for assistance. I also advised him that I was afraid he was using the "language barrier" as a crutch because I heard this from him many times in the past month. I told him that I didn't want this excuse to become a crutch for him. I advised him that PC Filman is a

good and knowledgeable officer and I don't believe that he hasn't coached him properly. I felt comfortable stating this to him because I had read a couple of his reports, they were clear and concise, and he is clearly capable of articulating what happened during the occurrence into his report.

- I further advised PC Jack that I will help him with his assignment list and prioritize what needed to be done. I told him I felt he was spending too much time on calls that weren't going anywhere then on the important ones that required investigative follow-up.
- This conversation took place in the constable's office at the shredding bins. There were other officers present in the room.
- I could tell that PC Jack was upset with me confronting him about the notes. At one point when I was speaking he tried to cut me off and I asked him to let me finish.

### **03 & 04Jul09 - PC Payne**

- I noticed that during the shifts of 3<sup>rd</sup> & 4<sup>th</sup> July, PC Jack did not speak to me much, nor did he make a point of contacting me for any guidance or assistance. He basically ignored me, and I believe he was mad because I confronted him.

### **06Jul09 - PC Filman**

- PC Jack made an arrest for impaired driving; I was the breath tech on his return to detachment. When he arrived with the male under arrest I asked the accused if he wanted to call a lawyer, he said I don't know - no one has asked me yet. I confirmed with PC Jack that he had not read rights or caution to the male up to this point. It was done at that time and the accused spoke with a lawyer.

### **08Ju09 - PC Filman**

- I stayed after shift on my own time and assisted PC Jack with the completion of his Impaired Operation brief. When this report was completed by PC Jack I re-wrote it and provided him with a copy of both versions. He read both and told me that he agreed with mine and would use it as a template in the future. On the 9th of July we reviewed both and discussed pros and cons.

### **13Jul09 - PC Payne**

- On the 13<sup>th</sup> July 2009, I returned from vacation. I had originally planned to double up with PC Jack as my assignment list was clear. I wanted to evaluate him and help him get caught up. I reviewed PC Jack's Niche task list and sat down with PC Jack to discuss and prioritized a 'to do' list.

At briefing I heard Sgt Flindall advise PC Jack that he wanted him working from the CSO in Buckhorn instead of the detachment. I made a list of the things I need to discuss with PC Jack at some point:

1. Time management skills
  2. Making mountains out of molehills re- calls for service
  3. More vehicle stops- PON's
  4. Getting GOR on Niche more quickly
  5. Coming to me with questions instead of Sgt Flindall (who advised Jack was still coming to him with questions that could be handled by someone else)
  6. Shopping for answers – he discusses a case with so many people, and gets different advice and doesn't actually accomplish anything it seems ie. Fraud – where he came to me for advice in May and I found out he had also approached DC Cantin for advice and also his coach PC Filman was aware of the investigation.
  7. Needs to be out of detachment more and in his zone.
- In the past I have heard of the following issues with PC Jack:
    1. That he took video/pictures of PC Moran on a pen equipped with a camera that he wore on him while working. He also would use this pen at calls for service to record things.
    2. I was advised by PC Filman that PC Jack doesn't take direction well, and when PC Filman would speak with PC Jack about something he did wrong then PC Jack wouldn't speak with PC Filman.
    3. He's upset about previous negative evaluations and brought in his marks to show how smart/intelligent he is.
    4. That there are possible driving issues with PC Jack
    5. There are possible problems with women
  - On the 13<sup>th</sup> July 2009 I met up with PC Jack at the Bridgenorth ESO to work on a Fraud brief which he indicated he was ready to put an arrest warrant out for the suspect. He didn't have the brief and other documents with him so I was only able to assist him in a limited capacity. I confronted him on why he didn't have the stuff with him if he knew we were going to be working on it today.

#### **17Jul09 - PC Payne**

- On the 17<sup>th</sup> July 2009 at approx 06:05hrs, PC Jack was sitting in the constable's office at a computer. I went to get a battery for my radio. PC Jack said good morning and winked at me.
- PC Jack stated he needed assistance with a PI MVC. He advised he wants to charge a male driver re an accident and has all the drivers items (DL, ownership, insurance) because the driver left the scene when the tow truck arrived and he was unable to serve him before he left. I had already

advised him previously to do up a long form summons and a brief for driver. He stated he didn't know how. I explained that he did up a brief just like he did for his recent impaired and submit it to the court and they would do up a summons. Then his story changed, and PC Jack now was stating that the driver may come down this weekend to pick up his ID, and said he could give him ticket. I said if he doesn't show then do up the brief for the long form summons if he wants to charge him.

- At this time I also spoke with him about the Fraud brief and told him I had some follow-up to do first then I would help him with it.
- While I was conducting follow-up a call for service came in. According to comm centre PC Jack was available. I waited to see if PC Jack going to respond to call. He didn't respond on the air. I took the details then spoke with PC Jack who stated he didn't hear the call and that he was doing follow-up. I asked which call he was following up on and he advised he was at a youth camp because of a mischief that week and spray painted that was done. He stated because he was Jewish he was angry/upset and wanted to assist. I asked PC Jack if this was his initial call for service and he advised it wasn't, he read about it (occurrences on Niche), it happened while we were off, he discovered that it was racially motivated and it affected him. I advised him that he needs to tell the comm centre whenever he gets out of the car so that we know where he is. He stated he will do this from now on. I advised him to take care of the call for service. I planned to discuss the matter further with him.

#### **18Jul09 - PC Payne**

- On the 18<sup>th</sup> July 2009 at approx 06:40hrs, I spoke with PC Jack in the boardroom about a few issues I wanted to address with him. I advised him about telling comm centre where he is at all times and the importance of this if he ever hit 10-78. That no one knew where he was that morning and he never told anyone. Further, that this also lets dispatch and zone partners know where you are at and what you are doing. I spoke with PC Jack about following up on other people's calls when he wasn't asked to. PC Jack corrected me when I said he was angry about call and he corrected me and said he was "irritated". I advised him that if he felt he could assist in the call he should have approached the investigating officer to see if it was required. What is important to note is that PC Jack had enough things on his assignment list to do rather than following up on a call that did not require assistance/follow-up. I told PC Jack that he could interfere with an investigation and provide conflicting advice which could create problems.
- I further discussed the 'wink' that happened the previous morning. I hesitated about it talking about it to him, but I didn't want further things to happen. PC Jack denied the wink happened the previous day he said that "his eye does that" I advised him that the only reason I brought it up was because of other things that happened in the past and explained the two

previous incidents to him. (looking me up and down and winking and clicking; and telling me I looked good in my uniform). PC Jack stated he didn't do the first thing in lunchroom and admitted that he did say that I looked good in my uniform. He stated "I will admit that but not the other stuff". He said the winking of his eye happens all the time. PC Jack asked me if I thought he was hitting on me. I stated I didn't know, but either way it was inappropriate and unprofessional. I asked PC Jack if he wanted to discuss anything and he thought for a minute and said "yes, but he would not want to talk about it right now". I advised him to let me know later if/when he wanted to talk.

- At approx 07:21, I then assisted PC Jack with his Fraud brief. I advised him he needed to do a synopsis of his witness statement onto Niche, he need a new CR check on accused, photocopy notes, photocopy other documents and told him when he was done doing a synopsis of the video statement to complete the rest at the CSO. I figured this should take him approx 1.5-2hrs to complete all.
- I received a call from PC Jack at 10:41am who advised he has just finished transcribing statement. I didn't believe he had just done a summary for the brief. He advised he was still at the office doing the brief. I was busy in the zone doing calls for service while he was working on the list of items I told him to complete.
- At approx 14:15hrs he contacted me via telephone as he was just dispatched to a B&E, he said he was busy with other calls. I didn't know what he was busy working on, he had a threats call first thing in the morning which he was still waiting for a phone call back from the complainant and I had only left him with approx 2hrs of work, and he was supposed to be in his zone by now.
- At approx 14:29hrs I spoke with Sgt. Flindall about PC Jack trying to get me to do one of his calls he was dispatched to, when has been in the office all day. We discussed time management issues that PC Jack has.
- At approx 15:49hrs I received a phone call from PC Agolini who advised a John LITTLE was at detachment to pick up an IPOD that was recovered and the witness told him she gave it to an officer (from MVC 14<sup>th</sup> July 09). I spoke with PC Jack who advised he had forgotten that he had it in his duty bag
- At 17:00hrs I noticed on the air that PC Jack started to now pitch in and assist with calls for service. It appeared as though this is because he will incur overtime for these calls. Sgt. Flindall advised night shift will take the calls.

#### **19Jul09 - PC Payne**

- 4 people working and had to call people in on OT. I was officer in charge for the weekend.
- At approx 10:00am I assisted PC Jack with his Fraud brief. I asked to check the synopsis of the statement of the witness he had done. I wanted



## **22Jul09 - PC Payne**

- PC Jack was sick
- I met with PC Filman and Sgt. Flindall regarding PC Jack. We discussed an old 233-10 document to keep track of his issues and that a work performance plan needs to be completed.

## **23Jul09 - PC Payne**

- I learned from Sgt. Flindall that PC Jack had requested to come in on overtime to interview the females regarding his fraud. He never did get their names, DOB or contact info. I learned that because PC Jack thought they were working on his rest days he could come in an interview them. He didn't think to get their details and contact them at home and interview them or make arrangements for when he was scheduled next.
- PC Jack was assigned a harassment call. At approx 12:20hrs he was asked to return to the office by Sgt. Flindall. At approx 18:05hrs I was sitting in the constable's office. I overheard a conversation between Sgt. Flindall and PC Jack in which Sgt. Flindall provided instructions to PC Jack about the criminal harassment case which needed to be completed before he went home. Sgt. Flindall directed PC Jack to see if night shift could locate and arrest suspect and that he was to have the brief done, so if suspect wasn't arrested he could submit the brief for an arrest warrant. Specifically, Sgt. Flindall told PC Jack to complete the crown brief synopsis, the show cause, photocopy the written statements to add to the brief and do not type them into the brief it can be done by steno's later, summarize the victim DVD statement – do not transcribe it.
- At approx 21:32hrs while I was at home I learned from PC Brockley who was working in the office that night on light duties that PC Jack has not asked him for assistance and that he left the office for approx 1 hour. I learned that PC Jack had gone to Staples business depot where he purchased headphones to listen to the DVD statement which he took a couple of hours earlier to transcribe it. This equipment is available in the office. Further, I would think that one should be able to summarize a statement they had taken a few hours earlier without having to listen to it again.
- I later learned from PC Brockley that PC Jack asked him to finish the brief for him because he was too tired and needed to go home.
- I learned that PC Brockley assisted PC Jack with a PTA/OIC and arrangements were made for PC Jack to come into work for a couple of hours the next day to arrest and release the accused.

## **24Jul09 - S/Sgt Campbell**

- On the evening of the 23<sup>rd</sup> of July 09 S/Sgt Campbell attended the Detachment on another matter around 2300hrs. PC. Jack was at the