

23 JULY 2009

17:21

17:24

17:40

18:00

[REDACTED]

18:05

meet w Sgt Flindall
discuss PL Talk +
Harassment call
assigned to this afternoon
- discuss Mrs's briefing
+ OT to complete
base TR info while



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OPP 24 Hour Police Service, ComCentre 1-888-310-1122

on rest days

18:31

- send file to [REDACTED]
at Mastercard
Security to get details
re [REDACTED]
+ locations of credit
card usage for
follow up exam

18:39

Get TR #'s for 5
TR's

[REDACTED]



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OPP 24 Hour Police Service, ComCentre 1-888-310-1122

05:20 -

05:45

06:00

[REDACTED]

OFF DUTY
 [Signature]

28 July 2009 (Tues)

18:00

ON DUTY

[REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED] - Filman

[REDACTED] - PL JACK

PARTNER - PL

CST Phil Wilson

two calls for Alpac

[REDACTED] - Filman

Assault on child

[REDACTED] Jack

[REDACTED] Davidson

amped call in

[REDACTED] call came

in around 10 mins

to bpm

shyt pup

18:15

breary

VCHES + Supps? Line

18:18

PL Moran advise call

coming in at 10 mins

10 bpm - PL JACK

was asked by PL



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Davidson to take
 details - refused
 - said he doesn't
 start until 10pm

18: - N assign with
 Comms to Jack

18:25 Pl. Jack asked me
 if any calls outstanding
 - advised him he
 can do some 3 call
 assigned to Pl
 Davidson - former
 property

18:44 - [REDACTED]

[REDACTED]

[REDACTED]

19:00 - AT [REDACTED]

[REDACTED]

[REDACTED]

AT will make a
 copy of DVD - video
 from that night

19:12 - AT [REDACTED]

- advised they provided
 DVD copies to Cst
 JIM ERANK - OPP
 today
 paint water @ NIB
 to Trent -



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15 Aug 2003

dispute

10:54

- [redacted]
- Flindall, myself
- then Jack follow up
- Stop e. side
- Flindall turn left
- 1 stop + then turn left

10:56

- SIB traffic approach
- PC Jack pull up
- N side + stop
- looked in rearview mirror + saw
- Jack in NIB lane
- follow SIB + was beside SIB traffic

- traffic had to brake + slow + then he pulled in front
- failed to yield to traffic on through highway
- approx 3 vehicles were SIB
- no traffic NIB
- rds dry, sunny, visibility good
- PC Jack made left hand turn onto city rd 23 (SIB) from city rd 14.
- had to drive short distance in NIB lane + wait for SIB traffic to

slow so he could
merge in.

1057 [redacted] Sgt Furdall
asked him if
he just saw what
JACK did.
+ he definitely was
informed + was
damaged + unsafe.

11:17 [redacted]

11:18 [redacted]

12:00 [redacted]

12:15 [redacted]

12:27 [redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

12:52 [redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

12:58 - 5 [redacted]

[redacted]

[redacted]

1304 [redacted]

[redacted]



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16 Aug 2009

[REDACTED]

11:00

[REDACTED]

11:35

[REDACTED]
- work on PC-JAIL
evaluation stuff

11:41

[REDACTED]

11:50

[REDACTED]

11:54
11:59

[REDACTED]

Wm m. PI JACK
evaluat

12:11

[REDACTED]

12:14

12:20

[REDACTED]



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[REDACTED]

12:25

[REDACTED]

19 Aug 2009

06:30 [REDACTED]

07:25 [REDACTED]

07:30 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

08:51 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

10:28 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

12:30

DISCUSS PL JACK

eval & harassment

call w Sgt Furdell

13:30 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

13:30 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

13:40 [REDACTED]

[REDACTED]

[REDACTED]

13:53 [REDACTED]

[REDACTED]



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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1404 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1425 [REDACTED]

[REDACTED]

[REDACTED]

1500 WORK ON PUPPIL
 EVALUATION - IMPROV
 FOR MY TIME WITH
 THEM

1800 OFF DUTY
 Jen Payne

2000 - 0000 - WORK ON
 EVALUATION ERROR

20 Aug 2009 (Thurs)

0600 ON DUTY

[REDACTED]

[REDACTED]



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[Redacted]
[Redacted]
[Redacted]
- write on PC Pick
evaluation + send
to Sgt Tundall for
review + editing

08:30 [Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

08:50 [Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

09:00 [Redacted]
[Redacted]
[Redacted]
[Redacted]

09:07 [Redacted]
[Redacted]

Sun. 02 Aug 2009
WAD

Mon. 03 Aug 2009
STAT

Tues 04 Aug 2009
On Duty
Enroute to WAD
Read out from Prob Tech
Peter Bough
He reviewed my case file.
He presented I did
with part records on
Pet Tech

Prob Tech is now P.
was advised by his
last night that
he could be charged under
AA by contact and
investigation.
He advised he didn't know
who to speak with
I gave him the files
and he said that I
would follow up with
him the rest of evening

Prob Tech
P.

situation is
 Pross Jack called me back
 as Jim is on all
 so I gave him Debbie
 Pickens a message
 Pross Jack called me back
 again to advise me
 he was unable to
 speak with Debbie but
 left a message for
 Mark. Dick
 I called Sue Lee and
 left message for her to
 call me

1940

10-1
 Richard Centre
 Pross Jack

Adm.

Work on BO Haldane

1530

10-2, Dave Lee who
 had not got my phone
 message advised me
 Pross Jack said he said
 he would get back to
 me

Adm.

11745 OFF Duty

Meeting with many of
the regional companies
re several competitive
results / P&B (W&D)

See email
Cost can be engaged by
this of Aug 2009
Start memo to BN
Project / layout
1450 OPA Duty

1530 On Duty
1540 On Duty

* Omitted from Wed 05
Aug 09 was brief conversation
with Dave
re Dave's job

1550

He advised he spoke to
Jeff Combs
Paul John will be calling
me to provide updates

1600

Dave said he was not
aware of any past
issues

I suggested that we do
a cost calc next week to

Power... update and
Open...
AD

0315 Meeting with Randy Cray
re...
Q...

...
...
...
...
...
...
...

0000 Meeting with Tim and
S... of SOP - Prob

...
...
...

...
...
...

4000 Call with
MacDonald, Bill Goodwin,
Power, Paul, Bob Scott

Re Comp 2009-129 and
possible outstanding
W...
...
...

AD

Prescriptions

1630 OAR Duty

Sat 29 Aug 2009
WRD

Sun 30 Aug 2009
WRD

Mon 31 Aug 2009
0715 On Duty

2 minutes to DUA

0915 10:1

1000

Monday morning cleanup
Goodrich

Meeting with WFO
reports on Jig position

and to send to

Send memo on
Completed

- Roll - 1000. Total to
- Proc - 1000. 2 parts.
- Proc - 1000

Spoke to Jeff
Lower Deputy on letter
on contract - He sent

9 message to command
* Follow up with R
4.5 Call with R
5.15 Call with R
6.15 Call with R

Following adjourned
Follow up meeting with
District Council Board
Attend. no central
as Deputy Secretary
was not happy with the
delay in getting the
11.0 10.8 to represent
dinner to
12.05 10.8 Beer 12

Admin
30 Conf call re development
Dec. 15th to 20th
Quitting
up date on being
a working zero hour
Deputy Secretary to
a meeting in C.D.O.
Discussion to take
Conf call re
Place Jack in Conf
Call was Dec 15th

Ro-Campbell, Cor F. Linn
Saw Friday, Sat Postman
Cor Neal

Summary

1. Took 1, 2, 3, 4, 5
 to Corney
 2. Took out what was
 a combined P-3000
 was shot to be
 taken
 This was P-3000 was taken
 to be, but do it
 he could be looking for
 would also have a
 P-3000 - very good
 again
 Set A-1000 series to date
 had in the P-3000 series
 and has a strong
 like the P-3000 but as he
 does not own up to
 his name
 It also appears that
 that P-3000 has been
 given to him but
 for P-3000
 P-3000 had given to

Handwritten notes on the right margin, including a large 'D' and some illegible scribbles.

Pool Test Aug 20 - Done
08 Aug 2007

• 3-10-07 10:00 AM - 11:00 AM
Sept
• 3-10-07 10:00 AM - 11:00 AM
10:00 AM - 11:00 AM - Done
10:00 AM - 11:00 AM
10:00 AM - 11:00 AM

• I have suggested to follow
Disclose WIP when
I would like to see
what results & how
it can be used with WIP
of 9:00 AM - 10:00 AM
for 2 weeks before
I can get to work with
Sept
I think of results WIP
need to be reviewed
& Sept when we
to find how to be used
to help you out of
the way
I have offered to
review all results +
WIP

10:00 AM
10:00 AM
10:00 AM

Take 5-1000 to 2000
to night court case
in light to see how
new set of Court
on 10/11/09

Suggested also that
since Ross had step
around for answer but
now set for meeting
with all 1000
Patterson & Bob
to review contents of

Planned New River
Court and to stop
by way of the
way from new
Court is assigned

Take Standard by
1000 J.C.

1535 1000 J.C.

1000 J.C.
1000 J.C.

1000 J.C. 1000 J.C.

1000 J.C.

1000 J.C.

1000 J.C.

1000
1000
1000

1500 10-8

1200 OFF Duty

Thurs 12 Nov 2003

~~Off Duty~~
VAC

Received of P500 Term
1) Month (1+2) - Coach

9 Jan - 09 Mar

Disclosed to Term 26 Apr *

& DNM

Reliability

Ratio Low

POD

2) Month (3) - Coach

9 Mar - 09 Apr

Disclosed to Term 26 Apr

& DNM

3) Month (4) - 09 Apr - 09 May *

OS - Commission - DPA - May

4) Month (5)

09 May - 09 June

& DNM

Disclosed 19 Aug *

See his comments *

P500

P500

51 Month 6 + 2

09 June - 09 Aug

Disclosed to Prof Jones

20 Aug

10 ON on

Pres Stat

led

history

Radio

Resolution

\$14

Personal Account

Planning Org

Respect Rel!

Self Consider

Refuse to sign

The submission

51 Month 8

09 Aug - 09 Sept

Coach

16 Does Not B

Failure

Att. 2

Prod

P-U

Oral

Write

history

Radio

2
*
PT

PT
May
May

Base Base

Analytic
File
Personal Acc
Personal Acc
Respectful
Self Cost
Acc - Work
Self Acc
Report
Refused to Sign
Discussed to Sign
In fact - high
Report
Working
Coast No
On Sp - 0200
Text
P20
Hater
Oral
Radio
Descend used
Analytical
Resolution
Personal Acc
Flexibility

1515

P
P
P
P

Respectful
Self Control
Discipline 13 Oct

#) Work 10
09 Oct - 09 Nov
Coach Nic
11 D. Day

Attitude towards Learning

Att
#00

Oral
Radio

Vaccine

Qualitative

Revolution

Personal

Rich

Respectful

Self Co.

Cost Cut

Coach Ro. Fielder

Prob Jack if I receive

do Jack unemployment

Richard advised he is

not going up but if

he wants to be

Paul Paul

1515

- Did not have enough time with new coach
- No Rice ever raise
- R. Miller is his language - but he showed Ted that he got 96 in English
- Drop of Diploma 10%
- Set deal

• Changed Coach in July -

- O.T. -
- Improved about 1 hour - taking down 6 hours later advised he wanted to take it home the very back

• Prob Jack, Rich, Roy also on call with Stevenson

• Rains - support to release

- If release - concerned with what state base on deal -
- Heard conversation around 10 -

Respect
Self Control
Discipline 13 Oct

*) Work to
09 Oct - 09 Nov
Coach Nic
11 D. 10. 11

Attitude towards learning

Att

Oral

Review

Exercise

Practical

Revolution

Personal

Work

Respectful

Self Co.

Self Control

Coach. Ro. Alder

Prob Jack if I manage

do Jack unemployment

Review advised he is

not going to get it

he wants to get it

Self Control

1515

- Did not have enough time with new coach
- No Rice ever gave
- Ruler is his language - but he showed that he got 26 in Spanish
- Drop of Diploma 10%
- Set best

• Changed Coach in July.

- D. T. ...
- ...
- ...
- ...
- ...
- ...

• Prob Jack, Rich, Roy also on call ...

• Remo supports to release

• It release - concerned with mental state base on ...

old -

Admin

10:00 10-8

10:50 OFF Duty

Thur 19 Nov 2009

06:50 On Duty

Butt

Admin

Log ads - Security

Bureau Workshop

PC/66P

10:00 IFF Duty

Fri 20 Nov 2009

06:50 On Duty

Butt

Coastal Party 94

Log - 10:00

10:00 OFF Duty

Sat 21 Nov 2009

WRD

Sun 22 Nov 2009

WRD

Mon 23 Nov 2009

Prob Jack

0830 On Duty
Enroute to DWD

0900 10.1
Spoke to Leslie Gray
re [unclear]
Advice to submit as is
and will review @ [unclear]
[unclear]

1000 10.1 meeting C/Supt
[unclear]
Raised [unclear] - subject as

per process
C/Supt. G. OPS / RDP
↳ Finance / Govt 10.1.16
↳ last [unclear] - to review
↳ review 10.1
↳ [unclear] being reviewed

10.8
10.1 But

Admin
Call Chris D Prod for
416 314 354

1100
Overview of performance
[unclear] [unclear]
Advised I am not aware
of any [unclear] [unclear]
a [unclear] [unclear] [unclear]

1100
1100

could be raised
I indicated that

solid or part (???)
Chair support, re-orientation

1300 Coal Cell 10000
Dept. of Energy

The country

1430 Coal Cell 10000
1021 D... ..

of Enr
9800 - 401 - 4285

1 How are we doing
Sat / Cor

2 Explain above history
to R...

3 I was not aware of
any of the Sat in Pto
the area

4 Also explained Comand
staff just getting
into place - not aware
of their direction,
except that he will
be working with
R... ..

2) Also the work of the
the
U.S.
best
best

3) Said up
10.21

Public
Director
United

Organizational
The County

Community
416-325-2164
cell 416 617-6461

in
1600

Two
2009

On
But

Admin

4) Elected
Ron
his
etc
proceed

as email indicates
 - See Email to
 Paul Clever, re
 Corporation
 also spoke to her.
 re: the re-competition
 process - if advertising
 it falls under CDD
 activity process which
 means I mean it
 assessment
 X See email X

1630 OFF Duty

Wed 02 Dec 2009

0715 On Duty

Enroute to Q&Q

0930 10.1

Admin

1000 Meeting with Dave Lee
 and Mike Reynolds,
 re Prob Sub

Paul
 Hill
 12/2/09

Have the copy of
 Parkway and made a
 couple of corrections
 to BRN
 Will send them a copy

once submitted

Went over process of releasing a Prob

of case once BTO leaves

655
605

Case I will advise the meeting Board Brian and Carol before we

Case 2009-228

Case requires to Brian and will wait for Brian to come back to work

11:45 AM

Submitted BTO to Heather for submission

meeting with Renee - re Warrant screening of

Randy Craig and I advised to let me

talk to Nick on his issues of not being

directly assigned

I told her I would set up a call with

Nick, Audrey + me to sort it out

Renee also advised that

Slight job. I would have
of seen his personal
qualifications and said
again he did not have
the knowledge skills to
be directly assigned but
he should apply

I told Randy to call me
There was back in the
office to do a doctoral

1400 10-8

1030 OFF Duty

Thurs 03 Dec 2009

0800 On Duty
Bar Det

Adm'l Court

- Haldimand
- Prepared for Part 1 Set
- Court Call Wellinto Det

1300

Prob Judge

See Gary, Jack Hinger,
Errol - coach - Set

1500
1530
1550
1600

- WCB Aug 24 - knee injury
- Started May 2009
- On Road approx 4 mths
- health duties since

made suggestions to
Peebles -

- Need specific examples, not general comment
- Judge looks inductive and felt confidence and also the P. and for answers

I suggested to
Stark proper
documentation of
Peebles

- Observations were dealing with political process etc

I advised I would
inquire about
proposed activities

I need info on what
the following on what
surgeon has to say

Will recover on discharge
of P. or Dr. O

There was mention about
him being in a car going
to a state meeting
(not in a car)

I strongly suggested he
it he has 1... ..
medical to follow them
and says he should do
a cost call instead

1385 Cost Call

He said I will and
you... ..
... ..
... ..

1400 Cost Call

Nick, Renee, Audrey
R. Andy Craig

- I started and spoke to
Nick why I want about
he was off on business
he was off on business
I had David Lewis
let he want this episode
I see he is judging
my credibility to
question my memory
him out
• Nick said something and
he had to go home
and stopped out of
Dance. All

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Tues 04 Aug 2009

0150

On Duty

Enroute to G40

0200

Road out from Post Jack

Peter brought

He remembers my name for

the presentation I did

with post records as

Per that

Post Jack is now P

was advised by his

Said last night that

he could be charged under

PSA by Contact and

investigation

He advised he didn't know

who to speak with

I gave him the details

CPRA name and said I

would follow up with

them to find out what

end
Post
P

situation is
 Pool Jack called me and
 as Jim is on all
 so I gave him Debbie
 Richard's name
 Pool Jack called me back
 again to advise me
 he was unable to
 speak with Debbie and
 left a message for
 Mark. Dan
 I called Dave Lee and
 left message for her to
 call me

6940

10-1 GHD
 Richard Contra o-
 Pool Jack
 Adv.

1530

10-21 Dave Lee who
 had not got my phone
 message advised me
 Pool Jack and he said
 he would get back to
 me

Adv.
 11:25 OFF Duty

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thurs 06 Aug 2009

0330 On Duty

CCP

* Ombled from Wed 05
 Aug 09 was brief conversation
 with Dave Leg
 re Port J
 He advised he spoke to
 Det Comander
 Paul John who he calling
 me to provide update
 Dave said he was not
 aware of any past
 issues
 I suggested that we do
 a contact next week to

Base

Base

Base

provide us an update and
open communication.

0715

[REDACTED]

1000

[REDACTED]

1000

[REDACTED]

[Redacted]

[Redacted]

1600 [Redacted]

[Redacted] 09

[Redacted]

[Redacted] 2009

Nov - Dec A - 2009

0725 On Duty [Redacted]

0915 [Redacted]

1000 [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

x.

9 [REDACTED]
 11 [REDACTED]
 12 [REDACTED]
 13 [REDACTED]
 14 [REDACTED]
 15 [REDACTED]
 16 [REDACTED]
 17 [REDACTED]
 18 [REDACTED]
 19 [REDACTED]
 20 [REDACTED]
 21 [REDACTED]
 22 [REDACTED]
 23 [REDACTED]
 24 [REDACTED]
 25 [REDACTED]

100

205

26 [REDACTED]
 27 [REDACTED]
 28 [REDACTED]
 29 [REDACTED]
 30 [REDACTED]
 31 [REDACTED]
 32 [REDACTED]
 33 [REDACTED]
 34 [REDACTED]
 35 [REDACTED]
 36 [REDACTED]
 37 [REDACTED]
 38 [REDACTED]
 39 [REDACTED]
 40 [REDACTED]

Cost of coal
 Road Fuel - Coal
 Coal was Dues low

Ro - Camp 4, Cor. F. Linn
San Friday, San Post
Cor. Neal

Summary

1. Tracks 1, 2, 3, 4, 5
2. no company
3. tracks but wind up
4. no company
5. tracks but wind up
6. tracks but wind up

7. tracks but wind up
8. tracks but wind up
9. tracks but wind up
10. tracks but wind up

11. tracks but wind up
12. tracks but wind up
13. tracks but wind up
14. tracks but wind up
15. tracks but wind up
16. tracks but wind up
17. tracks but wind up
18. tracks but wind up
19. tracks but wind up
20. tracks but wind up

Proof Sent Aug 20 - Done
08 Aug 2007

Printer is not built with
Sept

Printer also in need of
new paper Roll. WIP - Done
No follow up with
A/B

I have suggested following
I Disclose WIP when
Printer is done

I would like to see
what Printer & how
it can work with WIP

I give advice from off
for 2 weeks have my
to & back to work with
Sept

I think of Printer/WIP
need to be finished
& Sept when done

I think I will be let
to print soon or date
when done

I have offered to
finish all paper +
WIP

John S. - 1900 to 1905
to the right of the court
in the year 1900
New York & Court
of the Court

1900
1905
1910
1915
1920
1925
1930
1935
1940
1945
1950
1955
1960
1965
1970
1975
1980
1985
1990
1995
2000
2005
2010
2015
2020

Suggested also that
since the fact that
ground for discovery
New York law making
with all the money
to the Court & Prob
to the Court
Placed in the Court
Court and the Court
to the Court
to the Court
Court is assigned
John S. - 1900 to 1905

1935
1940
1945
1950
1955
1960
1965
1970
1975
1980
1985
1990
1995
2000
2005
2010
2015
2020

[Redacted text]

~~15~~
~~1400~~

Thurs 12 Nov 2009

~~Out~~
VAC

Review of P500 Tool
1) Month (1+2) - Coach
Film

09 Jan - 09 Mar

Disclosed to Tool 26 Apr *

3rd DNM

Flexibility
Ratio Com

P00

2) Month (3) Coach
Film

09 Mar - 09 Apr

Disclosed to Tool 26 Apr

4th DNM

3) Month (4) - 09 Apr - 09 May *

09 May - 09 June

5th DNM

Disclosed 19 Aug *

See bio comments *

P500

61

1 month 6 + 4
09 June - 09 Aug
Discovered to Prob Jan
20 Aug

10 ON 3
Pres Stat
Fed

History
Radio
Resolution
\$14

Personal Account
Planning Day
Respect Rel
Self Consider
Refuse to sign

The submitted
1 month 8

09 Aug - 09 Sept - Coach
to Does Not B Future

At 1.2
Prod
P. J

Oral
Written
History
Radio

✓
*
PT

PT
May
May

Analytical
File

Personal Acc

Planned Org

Respected

Sell Cost

Tex - Work

Sell Account,
Dept

Refused to Sign,
Disclosed

25 Sent in ^{Handwritten}

Report

Month 9

Coast Neg

09 Sept - 09 Oct

Asset

Tab

PDO

Transfer

Oral

Radio

Descend Subject

Analytical

Resolutions

Personal Acc

Flexibility

Personal Acc

P
J
P
P

1515

Respectful
Self Control
Discipline 13 Oct
#1 Month 10
09 Oct - 09 Nov

Coach No
11 D. 10
Attitude towards learning
Her

#00
Oral
Radio
Deceive
Qualitative
Resolution.

Personal
Her
Respectful
Self Co.

15
Cont Call
Coach Ro. Feldman
Prob Jack if I manage
do Jack management
Reward advised he is
not getting up but if
he wants to up to

- Did not have enough time to take new coach
- No time ever to raise
- English is his 1st language - but he showed that he got so in English
- Drop of D. phone 10TR on - set desk
- Changed Coach in July -
- On the 1st of August
- Departed 1 hour - returned 2 hours later advised he wanted to take it home the bring back
- Prob Jack, Rich, Ron also on call huge Stevenson
- Remo - supplies to release
- If release - concerning with metal state base on bed - heard conversation around
- old -

140

160

150

160

150

160

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Nov 23 Nov 2007

100

110

1205

150

Prob Jack

0230 On Duty

[REDACTED]

0240 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

0300 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

05 [REDACTED]

[REDACTED]

Call Center D Proo Jore
416 314 3542

Overview of performance
Change of cost

Advised I am not aware
of any language disability
of any H.A. 18000 feet

100 Jack

could be raised
I indicated fact

solid on part way

Chow Suttat, account

as per out

1350

[Redacted]

[Redacted]

[Redacted]

1430

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

1630

[Redacted]

Wed 02 Dec 2009

0715 Do Duty

Enroute to C&D

0930 10.1

Admin

1000 Meeting with Dave Lee

and Mike Reynolds,

the Prob Tech

✓
✓
✓
✓
✓

Have been copy of

Parkey and made a

couple of corrections

to BR

Will send them a copy

once formatted

- Went over process of releasing a Prob
- A day or so BPO leave
- CDJ I will advise the

1055
1056

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1125

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- The role of Staffing Advisor in Career Development Bureau Responsibilities include: providing specialized advice and guidance on staffing and other human resources issues. Works with other areas of the Human Resource Unit. Consult with Regional and Bureau staff, identifies appropriate staffing strategies, and administrators staffing activities, selection, redeployment and administrative transfers. Development and implementation sound selection methods and monitoring selection process while adhering to OPP and OPSS practices. Implement transfers and support position management. Additional assigned: Coordinator of the Probationary Constable Program for the Province. Responsibilities include lead facilitator on performance management at the Ontario Provincial Police Academy, administer, provide guidance, support and direction in relation to performance management with detachment members which include Coach Officers, Sergeants, Detachment Commanders and Regional Command Staff, Career Development Bureau Command Staff and Provincial Command.

Coach Officer Responsibilities:

- Coach Officer's responsibilities associated with the daily coaching, development and supervision of a Probationary Constable. Coach Officers develops plan for training. Completes all performance evaluations in timely fashion and follows the submission schedule. These performance evaluations are forward to their accountable supervisor (Sergeant). Coach Officers provides feedback to the Probationary Constable and identifies deficiencies in the Probationary Constables performance evaluation. Coach Officer works with accountable supervisor and the Staffing Advisor from Career Development Bureau to create a Work Improvement Plan to address any deficiencies that have been identified. Coach Officer also recommends or not the Probationary Constable for permanency status. Mandatory requirement that coach officers attend revised coach course after the implementation of changes from the coach officer review project.

Probationary period Probationary Constable In 2007

- Probationary Constable started pre training at Ontario Provincial Police Academy for one week.
- Probationary Constable attended Ontario Police College for 12 weeks
- Probationary Constables attended post training for 4 weeks.
- Probationary Constable arrive at detachment in month 5 of their one year probation period.
- Coach Officer would complete Monthly performance evaluations upon the arrival of the Probationary Constable at the detachment
- When Coach Officer identifies deficiencies a Work Improvement Plan would be initiated in efforts to correct the performance concern.
- To recommend a Probationary Constable, in Month 10 of their probation period he/she must meet in all categories and sub categories.

In 2008 to Current

- Recruit Constables start pre training at Ontario Provincial Police Academy for one week.
- Recruit Constables attend Ontario Police College for 12 weeks.
- Recruit Constables attend post training at Ontario Provincial Police Academy for 5 weeks.
- Day of graduation, Probation period starts for one year from that date.
- Coach Officer would complete performance evaluations utilizing the following schedule. Month 1 and 2 Combined, Month 3, Month 4 Month 5, Month 6 and 7 combined, Month 8, 9 and 10 combined.
- When Coach Officer identifies deficiencies a Work Improvement Plan would be initiated in efforts to correct the performance concern and would revert to monthly evaluations until deficiencies have been addressed.
- To recommend a Probationary Constable in Month 10 of their probation period he/she must meet requirements in all categories and sub categories

Thu 23 Jul

~~_____ that~~
~~_____~~
~~_____ (Warner Dr)~~
~~_____~~
~~_____~~
~~_____~~

0000 - ~~_____~~ Jack is
going brief on air
re: case -
Jack requested assistance
with brief & asked
me to read over
statement from victim
- read statement over
Jack then asked for me
to do his

summary for him
- advised I wouldn't
and due to nature
of case & that
of AIC investigation
would make do w/
conditions of non-
association & to summarize
- advised him to send
get email for AIC
for suspect contact
- to see if he
can arrest suspect
- to update victim in
morning regarding
situation
- that I would have

THU 23 JUL

PTA + OC (undertaking)
+ would come in his
day slot

- he asked about who
would spare his
of if to come in
tomorrow

- spoke to S/Sgt Capell
who was Sgt detachment
he approved Jack to
come in for 9am at
approx. 9am

- shifted up PTA + OK
to start in Jack's
day slot

- [redacted]
[redacted]

[redacted]
[redacted]
[redacted]

[redacted]
[redacted]
[redacted]

[redacted]
[redacted]
[redacted]
[redacted]

CPA-2763728

NFA

DC Jurek

K9

1900 KOP

10657

TRANSIT 23-July 09

1900 RFD Nyla

1900-0600

HT-1318

SE-12304

106-0h

Equip on

Raid - verb

handout - Air, Trade Unit



BRUCE HANNA
Provincial Constable
Peterborough County Detachment
ONTARIO PROVINCIAL POLICE

453 Lansdowne Street East
Peterborough, Ontario
K9J 6Z6

TEL: (705) 742-0401
FAX: (705) 742-9247

OPP 24 Hour Police Service, ComCentre 1-888-310-1122

23-5-409
1815 Inba Sgt FLINNA
address PC 566K
wishes in Criminal
Proceedings

[REDACTED]

to be arrested
in Criminal Proceedings
- 24h conducted
interviews of
witnesses and witnesses
Inba FLINNA
- PC WABER
has us in possession of
Complaint # 1234
WABER did not
leave by street car

read available to
live 3 days
- 537 FLINNA
system to work
- with WABER system
to

1834 - Inba 566K
no change in
required by act

[REDACTED]



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to call 906

0031 To Bennett
 report
 escort DAS.
 0028 9:15 Call from
 BC JACK

inquiry re
 going to arrest
 male re (name)
 Harriman
 advised they are
 no charges
 - status. stayed
 his next in-cust
 why.
 - non est.
 has been reles
 - cost
 - advised will
 guard of have been



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24 July 09

arrived earlier
 work field. fa
 call suspect at
 18:15 and he
 said not answering
 at 19:30 with
 LINDA
 - JACK states
 will come in
 to work on less
 unclear why
 states you are
 O/C
 - advised again
 arrest should be
 been started
 Gibb's eye.
 - told needs to
 call with new

and also attempt
 to turn self in
 as we already
 see warrant.
 - states will call
 suspect.
 end call

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



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The following is a transcription of My Memo Book Entries for 23 July 2009 regarding the Allegations made.

1800hrs RFD Nights
1800-0600
HI-1318
SI- 11304
Veh-Ok
Equip-OK
Roads- wet
Weather-Rain, Thunder Humid
1815 Info Sgt Flindall
Advises PC JACK
Working on criminal
Harassment

[REDACTED]
[REDACTED]
[REDACTED]

To be arrested
Ie Criminal Harassment
Has conducted
Interviews of
Victim and witnesses
(At this point Info Flindall received regarding other investigation being conducted by other officer PC WAGER)

1834- Info Jack
No charges, not
Required only caution
(Notes pertaining to other duties through out evening)

24 July 2009
00:28 E/R call from
PC Jack
Inquiring if
Going to arrest
Male re Criminal
Harassment
-Advised they where no charges
-States changed
His mind, unclear
Why
-now states
Has been working
On case

-Advised male
Should have been
Arrested earlier
Had told to
Call suspect at
18:15 and had
Said not arresting
-at 1830 with
Flindall
-Jack states
will come in morning
to work on case
-unclear why
States you are
OIC
-Advised again
Arrest should have
Been started
6 hrs ago
-told needs to
Call male now
And make arrangements
To turn self in
As no grounds
For warrant
-states will call
Suspect
-End call

This concludes my notes I have on this incident.

Campbell's transcribed Notes pertaining to Constable Michael Jack

Prior to January 2009

I have searched my notes and can find no entry but I received a phone call from Peter Shipley advising of issues regarding Cst. Michael Jack in his firearms and decision making. As a result of concerns about his judgement in scenario's as well as firearms drills the Academy wanted to send him for block training upon his arrival in Peterborough. Peter Shipley requested his judgement be monitored at block and that his coach officer also be apprised of this and to monitor his decision making ability. When I returned from block I advised Shaun Filman that I did not note any concerns.

Monday 12 Jan 09

0600hrs

On Duty Ptbo County Rd's Wet Wx Overcast -9c forecast flurries developing, Office admin re: shift prep pack force veh 01-393 accompanied by Cst. Payne & Cst Jacks

0601

Met with Cst Jacks advised of dental issue may need to leave block training.

0630

10-8 Cst. Payne drives

0830

10-7 block training

1230

Lunch

1315

Block f.arms

1620

10-8 to Orillia to Gravenhurst

1705

Unload check in Gravenhurst

1800

Off Duty

15 May 09

0709

Mike Jack's evaluation

22 Jul 09

1035

Rob Flindall discuss FOCA private roads Cst Jack issue with him Jen Payne assisting as mentor not able to multi task not able to take direction out at cpo's wait in buckhorn working on fraud multiple jurisdictional – video interview of witness quick synopsis point form not transcribe 3 hrs later up in zone notebook for times separate notebook -can't have 2 notebooks

Advised document problems by coach – work improvement plan track all issues on his pcs066 this is why they need to be up to date Synopsis needs to be brief was 1.5 pages for

3 hours social issues with shift advised up to him to look after Re: poison work environment to ensure people are professional.

23 Jul 09

2204

Paged by Bruce Hanna- pone died returned to residence called cell phone Sgt.

2224 Advised of factory fire Buck ham Transport 13 3rd line OSM set up evacuation site at Millbrook arena for residence near by heave thick toxic smoke he is currently has 2 calls C.L. Stranded boater assisted call possible impaired driver of Mississauga St yelling @ people he has driven all around and can't locate making his way down to fire. Bruce advised Battery fire didn't know how many evacuated.

2235

Called PCC spoke to Sgt Gagnon Insp Ed Medved on call 705-645-0877

2238 call back after leaving message Bruce Hanna 25 Households approx 100 people while sending back email advised by Bruce Hanna & PCC residence allowed to return fire out not suspicious. Updated D.O.

2320

Advised by Insp Medved Supt Stevenson wants a briefing note 10-8 to det.

2339

10-7 Steve Wagar advised of RMS Inc # sp09161144 Greg Stokker Dan Quigley neighbour road dispute ongoing for 2 years. Joint driveway no grounds for charges before stalker claimed dangerous driving against Quigley when he tried to block him in by standing behind car. Now has erected a barricade he was advised not to do so called and advised him that he will be charged with mischief- Stalker is gone off side @ Wagar fears he will lodge complaint.

2345

Obtained Ashley Mather's # 772-3203 spoke to her got details fire chief Ted Bryant stated not suspicious small chemical waste unknown but contained to 2 storage containers inside of building no dollar loss or structure damage residence 3rd line from 28 hwy to scriven line evacuated initially & then wind shift so evacuated 4th line between 28 and Hutchinson place is a transfer station of chemical waste from household mixture of all sorts of stuff. Can't say exact product MOE present no injuries everyone has returned no danger.

0043

Authorized OT Mike SP09164458 will come in am

0100

Off duty

10 Aug 09

1116

Sgt Flindall Re: Mike Jack asked about OT issue advised. States meeting with Inspector over serious issues Jenn Payne mentoring working on brief 3 weeks ago give him direction and tell needs for brief 5 to 6 hrs for synopsis of statement. C.H. case in @ end of shift- complainant wishy washy Sgt. Flindall came in - gave direction on what he is to do left told him what he needs to do to get into custody need crown brief.

(1) Crown brief synopsis

(2) Photocopy and finish all

(3) " Hand written statements submit originals

(4) 2 videos copy quick synopsis do not do a transcript leave video to end
(5) night shift to round up busy can't find brief for warrant spoke to Bruce Hanna assistance or have question why didn't Jamie she directions -states Mike never asked I asked what had been documented advised

(1) Verbally spoke to now putting in paper

(2) Jenn Payne is putting together a written chronology documenting problems.

Could not provide me with what has been done to correct states long process.

- advised in am bad guy @ 115 & Hwy 7 jack did not go.

-I advised supervisor - getting written pan today and negative 233-10 so you think it is not unable but unwilling - not listening Rob states absolutely the way I see it

Evaluations don't reflect that now got both and day and night wings not doing can't multi- task (SP09164458)

1134

Paul Laba - excessive noise has radio going all the time- chgd with mischief suspect Inc#? SP09180388 1179 Crowley line

1137

Mike jack advised called in given order on what to do and what not to do advised job in jeopardy if he continues to not follow direction shift dies not trust him not listening wants to have him no longer working with himself.

14Aug 09

1100

Spoke to Rob Flindall re evaluation of Mike Jack will have it in today.

15Aug 09

1130

Contacted by Rob Flindall Re: Mike Jack HTA offence pulled in front of veh forced to brake take evasive action. Jack drove s/b in n/b lane both officers witness to this as well other driving complaint.

17 Aug 09

0815

On Duty Peterborough County Rd Dry Ex hazy hot +22 c forecast +31c T/Storm later in day office admin Re; Shift prep

Last night 1940hrs Sgt Banbury contacted me regarding Cst. Jack calling in sick on Sunday @0500hrs but Julia Agolini got a call earlier in day and referred him to Sgt. Banbury Problem is Cst. Agolini was following up neighbour dispute & Saturday afternoon Cst. Jack told subject he would not be into work until Wed so when he called he stated he was sick at his residence if anyone wanted to check. Sgt Banbury told Agolini to put in duty report he wanted to know what we were going to do about it. I advised on the surface it may look pretty damaging but we need to her his side & also sick time has not been an issue so we will take it one step at a time and speak to him Wednesday.

1330

Rob Flindall Re: Mike Jack issue of Gerry calling and he was @home issue must be investigated.

1335

Doug Borton re: B.N. Mike Jack and other issues.

1400

Sgt Flindall discuss HR. Complaint potential being objective also learning plan to correct -re-doing BN. to Inspector Borton. Review Jack file.

18 Aug 09

0835

Cst Jack, Doug Borton advise move him to fresh set of eyes switch platoons to another coach.

0900 spoke to Sgt Rathbun & Sgt Smith consulted re: Coach Rich Nie

1300

Spoke to Mike Jack Re OT and CH states no supervision left by himself had to seize numerous FA not concerned about OT but no help.

1500

Spoke to Mike Jack advised him of meeting tomorrow him Sgt, coach and me. Advised of driving assessment request as had ticket concern at OPC showed he did pass test wanted to have OPPA rep present advised that is fine.

1545

Discuss with Gerry Smith meeting in am.

19 Aug 09

0800

Spoke to Sgt Flindall Re; Mike Jack. Jack's coach officer going on Mat leave for 4 months fresh start driving instruction advised of being given sheet for requirements deceit of giving ½ info.

1145

Spoke to Sgt Flindall and Sgt Smith re issue of move of Cst. Jack

1311

Sgt Flindall issue with traffic complaint from Cst Hobbins and Paid duty area advised no report. From cst paid duty people Sgt Smith of Cst. Hobbins

1320

Met with Cst. Jack Cst Anderson OPPA rep and Sgt Flindall and myself discussed various issue of Cst jack's driving not following directions issues on his shift issue with shopping for answers and apparent problems with theoretical knowledge to practical application given e.g. Of MHA issue with Cst. Crowder Criminal harassment issue B& E YP school not full frank disclosure in checking with officer's chain of command.

Sgt Flindall went over various incidents and discusses being addressed in timely fashion issue of Cst. Filman not completing PCS066 in time.

Cst. Jack moving shifts 30 Aug 09 also follow up of learning plans issues of reducing tickets.

Cst. Jack and Mitch Anderson concerned issues being piled up and from past such as driving advised situation on his shift is burning bridges and cumulative

Cst. Jack 2 concerns 1st CH not given proper direction or supervision no exp. With situation discussion of direction with Sgt. Flindall important since he knows Cst. Jack needs more direction person be hands on. Change of shift give for objective look also coach is going on mat leave. Needs to be riding along with coach day and night goal to have him exceed.

92) 2nd issue is inappropriate behaviour from other persons on shift. Comments and berated in front of whole shift. Not professional WDHP would not disclose the names encouraged to come forward as WDHP is important every have a safe working

environment free from discrimination and harassment can't do anything w.o. his coming forward another reason fresh start may be good Rich Nie coach he has no other issues understood he needs to communicate need for assistance ask same person if not clearly understands.

Rich Nie called

20 Aug 09

1433

Brian Gilkinson email copy to Jack

Douglas, Williamson and allegation don't relate to a specific count not swearing info for Stephenson place one lines as synopsis what offence and what elements of offence not sworn until something can be updated improve with info to prove charge.

Relay into to Sgt Flindall process with probationary officer coach then Sgt 3 cases

Anderson Stephens & William carbon copies of one line statements with no evidence of them being true. Sgt Flindall will review and re-submit as it stands Stephenson info will not be sworn.

1615

Review Michael Jack pcs066 attached comments.

21 Aug 09

0815

Spoke to Sgt Smith Re: Mike Jack

31Aug 09

1400

Called teleconference 1-866-355-2663 Code # 7435 Colleen Kohen Dave lee Jason Postma Shaun Filman Rich Nie, Rob't Flindall and myself. Issue via Cst Filman Re; free legal advise & free of charge for ticket.

1515

Conference Ends discuss 1 coach

Good life Fitness Story in uniform Also Zone 3

03 Sep 09

1650hrs

Sgt Flindall in office discussed 8 D.V. not approved

Discussed DV DD male needs to be given opportunity to come in person. States just running behind busy as **Unknown** word not done will do tonight.

Served UNKNOWN word 233-10 Re. C Policing

Discuss Crown Brief situation regarding 3 aggravating is he knows Cst. Jack needed help & had issues of complaint matter of DVD's Discuss Standaret and Anderson

1720

He advised of suspicious issue with Mike Jack that he is involved with Armenian organized crime "Ghost person" Re; Warrants and in Gym photo Running ARI Financial claim these are GAF plated OPP cars advised to confirm what he is saying and place in Ms mail to Inspector and myself also discussed comments & WDHP & vulnerability of probationary and immigrant and language issues.

10 Sep 09

1230

Discuss issues with Inspector Johnson

1330

Review work plan & notes for Jen Payne WDHP issue on 3 occasions notes sent email Also noted issue of A/V recording of persons & det members by Cst. Jack sent message to C. Cox for advice.

11Sep 09

0730

on attendance to Det spoke to Jen Payne requested to know what she would like to do with statement concern Mike Jack she advised she would think about it over the day.

1706

Inspector Johnston advises Cst. Payne not interested in pursuing case.

1722

Jenn Payne advises verbally Mike Jack not speaking to her and she dealt with it at the time as such will not come forward unless it happens again.

20 Sep 09

1814

Rest Day contacted by Sgt Butorac RE: WIP only address 10 of 17 areas needs fixed advised to send to Colleen Kohen & Flindall with comments prior to disclosure.

29Sep 09

1102

Dave McNeely re: Mike Jack going to need remedial driving free up and tense believes job is on the line got stressed out is not terrible go over it ave. driver incident stop sign blows stop sign not his fault freaking out stopped in middle of road.

01 Oct 09

1459

Kent Taylor get into driver training ASAP

02 Oct 09

0930

Kent Taylor Re: Mike Jack-decision making not good with him in recruit training-judgement has to be good \7 taking responsibility for his actions did poor things during drives

Obs. In recruit training gun scenario stormed house spoke to Colleen Kohen far bit of time

-other areas most of it just ok biggest point of concern weak with internal distractions UNKNOWN WORD...problems

External -radio passenger low score ave. driver not good @ multi-tasking flunked PVO @ OPC

2nd instructor 2nd police service mental thing for distraction

Rich driving is not good near collision in p.lot

-not taking responsibility for actions

Evaluation 09 Oct 09

27 Oct 1pm

Rich Nie -progress give e.g. crime scene - photo line-up instructions given - I will send message

07 Oct 09

0800

On duty spoke to Sgt Butorac Re: mike Jack & Evaluation concerned all subjective.

0820

MS mail

0842

Colleen Kohen Re; Evaluation & meeting time.

08Oct09

0830

Review Cst. Jack Evaluation

1400

Teleconference only Peter Salter, Nie and Butorac present

1415

Admin

1430

Colleen Kohen, Nie Butorac, myself, Peter Salter to let Command Staff know

16Oct 09

1058

Colleen Kohen Probationary Cst Jack summary to her manager month 6 & 7 performance review signed pull file 505-4030 fax

05Nov 09

1258

10-7 Det Admin MS Mail met with Peter Butorac Re: Mike Jack stopping vehicle no gun coming back from D.Training felt it was none issue.

10 Nov 09

0730

Review Jack's evaluation and WIP.

12 Nov 2009

1240

Rich Nie- Neall Read. Mike came up and asked if Neal had other coach than Rich. Asked him why- heard rumours more than one coach. Will advise him on Friday.

1515

Teleconference with Coleen Kohen, Rich Nie, A/S/Sgt Flindall & myself discussion of resign or be fired. Grieve (1) - not prop coach - too late now- English is 3rd language.

1540

H. Stevenson joined conference summary of matters Cst. Jack pursue dismissal

1546

Rob Flindall brings forward concern that he has f.arms concerned about his mental state.

Rich Nie -Cst Jacks H.R. check on any F.A. interview president of gun club

H.S. perspective if made reference to F.A. & being inappropriate e.g. Of violence. If not have to wait due diligence via PSB investigation.

20 Nov 09

1030

Fax Jack evaluation work on chronology

25Nov 09

1310

Admin Jack Chronology sort through note book

1530

Finished going through notes

27 Nov 09

0830

Rich Nie Re; Chronology needs it back by Sunday Filman & Flindall yet to complete needs a **UNKNOWN WHAT THIS STATES.**

0840

Spoke to A/S/Sgt Flindall advised both he and Filman need to complete Rich has to update & send in for S/Sgt Kohen. He advised he would complete today.

- Party

0315 00
0000 000

28. 30 AUG 09
R days

31 AUG 09

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

38



JASON POSTMA
 Provincial Constable
 Peterborough County Detachment
 ONTARIO PROVINCIAL POLICE

53 Lansdowne St. E.
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 N1J 6Z6

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 Fax: (705) 742-9247
 jason.postma@ontario.ca

OPP 24 Hour Police Service, ComCentre 1-888-310-1122



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that the new skills
 he made with the wife
 his coach is
 if not R. reb, who
 his assigned coach is

- desert 1
- lying 2
- accountability 3
- driving
- work improvement

done

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- met w/ Nic about
the police & army
...
- prepared for 665 +
withheld differences
...
- since he's not...
from Filson to deal
in regard to

[REDACTED]

Bob DD

[REDACTED]

[REDACTED]

[REDACTED]



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[REDACTED]

[REDACTED]

10/20/09

SAT 19 SEP 09
19-1700
19-1500
19-1300
19-1100
19-0900
19-0700

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157 22 4799

MC-17-10

11-350

1700 Shift Sup
1810 School Trunk, N
PC with internal
complaint
2545009-2173
Murray/Neil
CSO ED

FALL 24 SEP 09
in 1700
off CSO
PA - 1-075

1700 Shift Sup
1820 Shift Ntg
met in p/c Jack & Nic
& Jack presented in
last mail

Shirley & Thomas
He called to sign
in last mail &
attach report
that I had felt
you already signed
so I was reluctant
to get Capital way
to end it on

CSO ED



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[REDACTED]

[REDACTED]

SUN 2/10/09

37-0600

OFF-1300

[REDACTED]

Michael [unclear] came
in to [unclear] to explain
that he is not mentally
capable to work today
that he had a
prescription of [unclear]
going to happen to him
I am [unclear] to go home
take a sick day. He will
[unclear]

[REDACTED]

1300 20

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

PETE BUTORAC

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675
[unclear] Street East
[unclear] rough, Ontario

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[REDACTED]

SUN 13 DEC 09
AM - 1630
PM - 0800

[REDACTED]

1300 10-8 w Jack to meet
Helen Reynolds
Cld. did to get
arranged return to
see if apt @
CHQ. on Tue.

1910 - 10-8 from det back
to HQ.
Jack opted to
remain @ det
to do his rebuttal
letter.

[REDACTED]

[REDACTED]

[REDACTED]



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11-12-20 S/Sgt Colleen Kohen Notebook notes

<i>Page</i>	<i>Date</i>	<i>Time</i>	<i>Note</i>
17	Tues 04 Aug 2009	0730	On Duty Enroute to GHQ
		0900	Recd call from Prob Jack Peterborough. He remembers my name from the presentations I did with post recruits on Pef Mgt. Prob Jack in month 8 was advised by his Sgt last night that he could be charged under PSA for Conduct and Insubordination. He advised he didn't know who to speak with. I gave him Jim Stiles OPPA name and that I would follow up with Region to find out what
18			situation is. Prob Jack called me back as Jim is on a/l so I gave him Debbie McKenna name. Prob Jack called me back again to advise me he was unable to speak with Debbie but left a message for Martin Bain. I called Dave Lee and left message for him to call me.
		0940	10-7 GHQ. Briefed Sandra on Prob Jack
		1530	10-21 Dave Lee who had not got my phone message advised me Prob Jack and he said he would get back to me. Admin
		1745	Off Duty
22	Thur 06 Aug 2009	0630	On Duty GHQ *Omitted from Wed 05 Aug 09 was brief conversation with Dave Lee re Prob Jack. He advised he spoke to Det Commander Earl Johns will be calling me to provide update. Dave said he was not aware of any perf issues. I suggested that we do a conf call next week to
23			provide us an update and open communication.
44	Mon 31 Aug 2009	0715	On Duty
45		1400	Conf call re Prob Jack on conf call was Dave Lee,
46			Ron Campbell, Cst Filman, Sgt Fidley, Sgt Postman, Cst Nieal Summary Month 1, 2, 3, 4, 5 no concerns. Month 6 & 7 which are a combined PCS66P issues start to be raised. The same Prob who called me when Sgt told him he could be losing his job and also have a PSB investigation against him. Sgt Fidle seems to take lead on the perf issues and has a strong dislike for Prob Jack as he does not own up to his errors. SS also appears months 6& 7 PCS66P has been given to him but not any WIP. PCS66P 6 & 7 given to
47			Prob Jack Aug 20 - Due 08 Aug 2009.

			<p>Member is not back until Sept.</p> <p>Member also in month 8 was given PON-HTA-Dave to follow up with PSB.</p> <p>I have suggested following</p> <ol style="list-style-type: none"> 1) Disclosure WIP when member returning. 2) I would like to see draft PCS66P-8 from old coach with WIP. 3) Also advise Prob off for 2 weeks hence why not back to work until Sept. 4) Month 8 PCS66P/WIP need to be disclosed 8 Sept when due. 5) Coach thought he had 15 days from 08 date when due. 6) I have offered to review all PCS66P & WIP.
48			<p>I also suggested we do another conf call in Sept to see how new Sgt & Coach are doing.</p> <p>Suggested also that since Prob Jack shops around for answers that new Sgt has meeting with <u>all</u> platoon members and Prob Jack to advise everyone on platoon that Ron is coach and no shopping for answers unless he is away and new coach is assigned. Sets standards for Prob Jack.</p>
		1535	Completed Admin
		1600	Off Duty
114			<p>Vac</p> <p>Review of Prob Jack</p> <ol style="list-style-type: none"> 1) Month 1 & 2 – coach Filman 09Jan – 09 Mar * Disclosed to Jack 26Apr 3 4 DNM Flexibility Radio Com PVO 2) Month 3 Coach Filman 09 Mar – 09 Apr 0 DNM 3) Month 4 – 09 Apr 09 * May 0 submissions DNM – Many 4) Month 5 09 May – 09 June 0 DNM * Disclosed 19 Aug See his comments*
115			<ol style="list-style-type: none"> 5) Month 6 & 7 09 June – 09 Aug Disclosed to Prob Jack 20 Aug 10 DNM Prov Stat Fed Listening

		<p>Radio Resolution F\U Personal Account Planning & Org Respect Rel Self confidence Refuse to sign Then submitted 6) Month 8 09Aug - 09Sept - Coach 16 Does not M Failure Attit Prov P.V Oral Written Listen Radio</p>
116		<p>Analytic File Personal Acc Planning & Org Respectful Self Conf Team Work Self Aware, Deport Refused to sign Disclosed 11Sept 25 Sent in length Report Month 9 Coach Nie 09Sept - 09Oct Attit Fed PVO Traffic Oral Radio Desceive Insight Analytical Resolution Personal Acc Flexibility</p>
117		<p>Respective Self Confidence Disclosed 13Oct 7) Month 10</p>

			09Oct-09Nov Coach Nei 12 DNM Attitude towards learning Fed PVO Oral Radio Deceive Analytical Resolution Personal Flex Respectful Self Con
		1515	Conf call Coach, Ron Feldman Prob Jack if I resign do I met unemployment Richard advised he is not giving up but if he wants to up to him
118			<ul style="list-style-type: none"> • Didn't have enough time with new coach • No Race ever raise • English is his 3rd language - but he showed Sgt that he got 96 in English. <p>Drop off Diploma\OPC on Sgt desk</p> <ul style="list-style-type: none"> • Changed Coach in July • On Tues night Impaired 1 hour - nothing done 4 hours later advised he wanted to take it home then bring back • Prob Jack, Rich, Ron also on call Hugh Stevenson • Region supports to release • If release - concerned with metal state base on beh - Heard concerns around off -
126	Mon 23 Nov 2009		
127		0730	On Duty
		1300	Call Chris D Prob Jack 416-314-3512 Overview of performance Charge of coach Advised I am not aware of any hearing disability or any H.R issues that
128			Could be raised I indicated felt solid on perf issues Chris supports recommendation as per our process
142	Wed 02 Dec 2009	0715	On Duty Enroute to GHQ
		0930	10-7 Admin
		1000	Meeting with Dave Lee and Mike Reynold, re Prob Jack Gave them copy of package and made a couple of corrections to BN

			Will send them a copy
143			Once formatted Went over process of releasing a Prob Advise once BN leaves, CDB I will advise them

Appointment Date 25 Aug 2008
Class 411

25 Aug 2008

09 Jan 2009

OPC & Academy Training

Graduation: 09 January 2009

09 Jan	09 Feb	Month 1
09 Feb	09 Mar	Month 2 Submit PCS66P (combine Month 1 & 2)
09 Mar	09 Apr	Month 3 Submit PCS66P
09 Apr	09 May	Month 4 Submit PCS66P
09 May	09 Jun	Month 5 Submit PCS66P
09 Jun	09 Jul	Month 6
09 Jul	09 Aug	Month 7 Submit PCS66P (combine Month 6 & 7)
09 Aug	09 Sep	Month 8
09 Sep	09 Oct	Month 9
09 Oct	09 Nov	Month 10 Submit PCS66P (combine Months 8, 9& 10)
09 Nov	09 Dec	Month 11
09 Dec	09 Jan	Month 12

***** During any month of the Probationary Constable probation period if they receive a DOES NOT MEET REQUIREMENTS, a Work Improvement Plan shall be initiated and PCS66P shall be completed monthly until the deficiencies has been met. (Meets Requirements)**



M.E. (Mike) ARMSTRONG
Chief Superintendent
Organized Crime Enforcement Bureau
ONTARIO PROVINCIAL POLICE



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TSE 19 DEC 09

0730 Start shift Orlia CWO.
assignment regional commander
weather cloudy, cool
vehicle 1160

start km 29568

fill km 29699

0730 administration

0830 travel to Wasaga Beach

0930 Huronia West NCO meeting and
detachment visit.

1150 Lunch \$4.60

1210 travel to Orlia

1300 administration

1430 meet with P/C Michael JACK of

Peterborough, OPPA Rep's Pranty McNamara
and Branch #8 President Karen Hannon.

I explained that I have gone over his
performance reviews.

The purpose of probation is for us
to determine if we will offer employment
for the next 30 years. I told Mike
that he has not met requirements and
his option is to resign or be dismissed.

Michael indicated he was going to
resign. It will be immediate.

Question about his benefits: OPPA will
get him that info. He asked what
info will be released if he applies
to another police force. I spoke with
Inspector Dave Zee who contacted HR.
He will be asked to sign a waiver by
any other police force. HR will tell
them he did not complete probation, or
meet our standard and he resigned.

Michael signed letter of resignation
and I took his badge and warrant card.
administration

1520

158

17

Daily Journal Number: 2

Name: JACK, MICHAEL

Rank: 5TH CLASS CONSTABLE

Badge Number: 12690

Location: OPC, AYLHER

First Entry (Date): 21/11/08

Last Entry (Date): 24/02/09

Serial Numbers

Firearm: AD 22098

Handcuffs: 757889

ASP Baton: ~~000~~ 0213

OC Spray: F3B 149240

Taser: _____

Radio: 14404657

Other: _____

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(Last Revised March 2007)*

OPC CLASS: BC-0828

STUDENT #: 08-1437

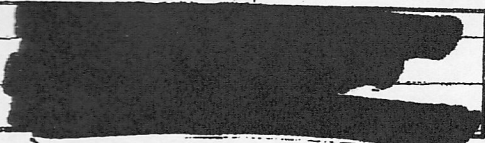
SIT #: QE 15 RIGHT

THURSDAY, 22 JAN 09

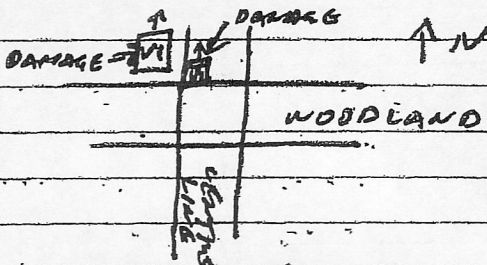
2105 WOODLAND'S DR.
TWO VEHICLES MVC/PO
INTERSEC. WOODLAND'S DR
AND CARNEGIE

2115 ON SCENE OF MVC

2240 TOOK STATEMENT FROM



DESCRIPTION OF THE
ACCIDENT AND THE
SURROUNDINGS:



V1 IN A DITCH FACING
NORTH

V2 ON THE ROADWAY
S/R LANE, FACING
NORTH, ON CENTRE LINE
NORTH OF WOODLAND,

V2 - SFS PONTIAC
BGE IN COLOR, 2002

L/P [REDACTED]

BODY TYPE [REDACTED]

V1 - MASSAN 2000

MODEL MGS

L/P: [REDACTED]

D2 - [REDACTED]

PH: [REDACTED]

PH: [REDACTED]

PH: [REDACTED]

THURSDAY 22 JAN -03

[REDACTED] WAS
EXAMINED BY PARAMEDIC
STEVE FORESTELL, 99009
AND WAS FOUND TO BE OK.

PH: [REDACTED]
DI - [REDACTED]
DOB: [REDACTED]
PH: [REDACTED] 69
D/L: [REDACTED]

2300 A¹ VZ WAS TOWED
BY BELL'S GARAGE
TOW TRUCK.

2305 ER TO NORWOOD

2330 [REDACTED]
DINNER WITH
PARAMEDICS,
COURTESY [REDACTED]

0120 LEFT EMS 15450
NORWOOD.

0145 DETACHMENT,
ADMIN/PAPER
WORK.

0625 SPOKE WITH CATHY
CHAPMAN RE: IFTS,
GUN LOCKER, CABBY
BOX SET UPS.

0630 OFF DUTY
PC 12690 MON

[REDACTED]
[REDACTED] 29
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

FRI 30 JAN 09

1255 TEST RADAR, APM1 -
POW.

1305 CO. HWY. 36

1310 ~~CO.~~^{MS.} HWY. 28

1340 N/B CO. HWY. 23

1350 BUCKHORN, ESO

1445 CO. HWY. 507

CAVENDISH ESO

1630 CO. HWY 1.

(DOB. [REDACTED])

PH. [REDACTED]

LIC [REDACTED]

CHEVROLET

BLAZAR

AT 16:20 I WAS W/R
ON CO. HWY 1, WHEN

I OBSERVED A MV
TRAVELING E/R AT
A HIGH RATE OF
SPEED. I ACTIVATED
THE RADAR IN TOWARDS
MODE AND LOCKED @
112 KM/H IN A POSTED
80 KM/H ZONE.

I IMMEDIATELY ~~COAST~~^{COAST}
LOOKED IN THE MIRROR
AND OBSERVED NO MV'S
TRAVELING BEHIND
ME. I SLOWED
DOWN AND PERFORMED
A U-TURN. NEXT,
I ENDED UP ON THE
SOUTH SIDE CNRB,
PARTLY IN THE DITCH
FACING EAST.

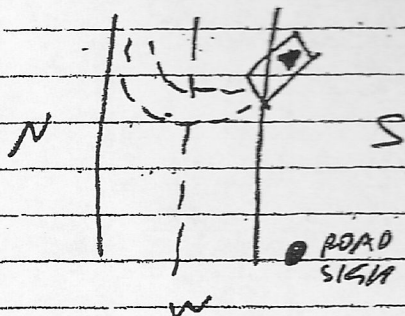
1851

FRI 30 JAN 09
FITZSIMONS TRACK

ARRIVED

DRIVER: [REDACTED]

CONT. [REDACTED]



AT ~ 16:25 AS PC
GILLIAM WAS ABOUT
TO CALL FOR A
TOWTRUCK FROM
FITZSIMONS A
CHEVROLET AVALANCHE
PULLED OVER AND
DRIVER (NAME:

[REDACTED]
OFFERED TO HELP
US OUT BY PULLING
THE CRUISER OUT
FROM THE DITCH.
I AGREED AND [REDACTED]
PRODUCED A ROPE.
I ATTACHED THE
ROPE UNDER THE
REAR LEFT TIRE
AND GOT BACK INTO
THE DRIVER SEAT.
PC GILLIAM GOT
BACK INTO THE
FRONT PASSENGER
SEAT.

AS DASENAIS TRIED
TO PULL THE CRUISER
OUT, THE CRUISER
CONTINUED SLIDING

FRI 30 JAN 09
ALONG THE RIGHT
CURB AND JUST
BEFORE IT WAS OUT
IT HIT A ROAD SIGN
WITH ITS LEFT M.I.
MIRROR AND LEFT
FRONT PART OF THE
LEFT DOOR.
LEFT TIRE WAS
PUNCHED AND GOT
FLAT.

THE CRUISER WAS
OUT BUT THE
LEFT FENDER, LEFT
DOOR AND LEFT
MIRROR WERE DAMAGED.
THE ROAD SIGN WAS
DOWN.

DC WILLIAM J. FUNDALL

THE SGT. FUNDALL
AND CALLED
FITZSIMONS

1745 10-19

1850 REPORT OFF DUTY
PC 12690 UWA

[REDACTED]

[REDACTED]

THU 19-FEB-09
1740 ON DUTY
SHIFT ~~0600-1800~~
1800 - 0600
OIC SGT. FLINDALL
A/R PC FILMAN
10-13 -9°C, LIGHT SNOW
CLOUDY, WINDY
SOFT 1I-302
HARD 1-528
EQUIP. NONE
SKM 343
FKM
1225 10-8
1815

[REDACTED]
(DOB) [REDACTED]

AGREEMENT REPT
WITH HYDRO,
VENBAC AGREEM.

[REDACTED]
JUNE 1ST ENTERED
AT THE END OF
JANUARY I TOLD
THEM THAT WE ARE
GONE AT END OF
FEBRUARY

THEY TOLD

~~THAT WE OWNED~~
THE BUNCH
OR MONEY.

RENT WAS \$ MA.
800 FOR ONE BAY
TWO BAYS AND
\$100 AND FOR
FOUR → \$1700

1830 RTC U? YES

1833 CC U? YES

~~"I CAN'T BELIEVE~~
DUMM.S.

10-92 FOR
UTTERING THREATS

1840 DISCUSSING HOW
TO RETRIEVE HIS

STUFF OUT FROM THE
PROPERTY.

1842 10-14

1845 LODGED

"I WANT TO SPEAK
WITH MY WIFE"

1845 RE FILMAN; "I
HAVE NO PROBLEM
WITH THAT, AFTER
YOU HAVE SPOKEN
WITH A LAWYER."

1903 SPEAKING WITH DC

1905 DOMC, ARE YOU
SATISFIED WITH
THE CALL? YES

"I WANT TO TALK TO
MY WIFE"

1915 SPEAKING WITH A
LAWYER

JAN 19-FEB-09

2015

UNLOGGED

2030

WORKING ON THE CASE

2350

BETWEEN 21:00 AND 23:50 CALLED

[REDACTED]

RE:

A CMLT RECEIVED EARLIER FROM

[REDACTED] OF

NO ANSWER AT THE PHONE.

DID NOT LEAVE ANY MESSAGES, ADVISE M.I.

0030

PC ALMAN ADVISED DISPATCHER THAT WHAT

HAS BEEN DONE

RE: THE CASE AND THAT THE INVESTIGATION IS ^{M.I.} CONTINUING

0200

REVIEWING THE KGB STATEMENTS TAKEN FROM [REDACTED]

0250

WORKING ON THE CROWN BRIEF.

[REDACTED]

0845

Daily Journal Number: 4

Name: JACK, MICHAEL

Rank: PC

Badge Number: 12690

Location: PTBO COUNTY

First Entry (Date): 13-APR-09

Last Entry (Date): 06-JUN-09

Serial Numbers

Firearm: AD 22098

Handcuffs: 757889

ASP Baton: 0213

OC Spray: F3B 149240

Taser: _____

Radio: 14404657

Other: _____

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(Last Revised March 2007)*

"As a police officer, you tend to take a negative view of society because you're always dealing with society's problems.

Ignorance of the law by a person who commits an offence is not an excuse for committing that offence (S. 19, CC)



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SUN 26-APR-09

SP09085209

[REDACTED]

18:50 CONVERSATION WITH
SGT FLINDALL
19:20 SIGNED EVALUATION
PAPERS

[REDACTED]

27-APR-09 - DAY OFF

Daily Journal Number: 5

Name: JACK, MICHAEL

Rank: PC

Badge Number: 12690

Location: PTRB COUNTY OPP

First Entry (Date): 06-JUN-09

Last Entry (Date): 06-JUL-09

Serial Numbers
Firearm: AD22098

Handcuffs: 757889

ASP Baton: 0213

OC Spray: F3B 149240

Taser: _____

Radio: 14404657

Other: _____

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CRIMINAL
BEHAVIOR

WED 01-JUN-04

6 PACK OF ~~COCAINE~~
BAGS, BAKY PAKK
DRESSED IN ~~BLUES~~
~~SHORTS~~
GATOR-KOOL & COAT

SP09143438

A COYOL CAME BACK
AT 02:53 A MILE
WAS OAS ON UNCL
PDROR Q SUBWAY
PLISZWA IN B.M.P.C.
MONTH.

MALE ADVISED HE
CAME

[REDACTED] COUNCIL
MRS. ADDRESS OF

LA WME

MALE APPROX
TO THE SOUTHWEST

LOST, EXHIBITS
SIGNS OF MHA OR
SOAT

P/C PAYNE

P/C RMSLOB

QUESTIONED THE

MALE AS TO

WHERE HE WAS

COMING FROM

AND WHO FOR

P/C PAYNE DETAINED

THAT MALE WAS

IN POSSESSION OF

STOLEN PROPERTY

AND CAPTURED MALE

AND PUT MALE

IN P/C PAYNE

CRIMINAL

RESISTANCE P/C

RMSLOB