

Ministry of the
Attorney General

Legal Services Branch

Ministry of Community Safety and
Correctional Services

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Toronto, ON M7A 0A8

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Ministère du
Procureur général

Direction des services juridiques

Ministère de la Sécurité communautaire
et des Services correctionnels

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Ontario

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April 5, 2012

Mr. Lloyd Tapp
252 Angeline Street North
Lindsay ON K9V 4R1

Via Courier

Dear Mr. Tapp;

Re: Michael Jack v. HMQ
Tribunal File Number: 2010-07633-I

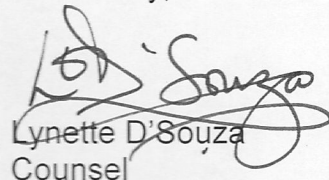
Please find enclosed the Respondent's Documents to be Relied Upon, Witness List and Witness Summaries delivered to you with respect to the above-noted file pursuant to the *Tribunal's Rules*.

Please note that the corporate Respondent, the Ontario Provincial Police, acknowledges that the term "Crazy Ivan" was used in the OPP Peterborough Detachment. The additional information relating to the use of this term was only provided after the filing of the Response (Form 2). At the time of the filing of the Response (Form 2), the Respondent's position accurately reflected the information available to it. Based on the Applicant's Application and will-say it appears that the Applicant only learned of the term "Crazy Ivan" after his resignation from the OPP.

Enclosed you will also find further disclosure of arguably relevant documents including:

- a. an email dated August 10, 2009; and
- b. OPP Corporate calculation of Mr. Jack's overtime

Yours truly,


Lynette D'Souza
Counsel

Encl.

cc. Human Rights Tribunal of Ontario

Michael Jack

393083

Period Aug 2008 to Dec 2009

	Payouts	Amount	Hours
Pay Run			
872 ending 05/17/2009	ot1	723.17	18.5
	ots	684.08	26.5
874 ending 06/14/2009	ot1	254.09	6.5
876 ending 07/12/2009	ot1	429.99	11
	ots	195.45	7.5
878 ending 08/09/2009	ot1	566.81	14.5
880 ending 09/06/2009	ot1	117.27	3
	ots	156.36	6
			93.5

Overtime Earned

	Hours
2008	none
Feb-09	5.25
Mar-09	21
Apr-09	22.5
May-09	3.75
Jun-09	7.5
Aug-09	30
Sep-09	8.25
Oct-09	9.75
Nov-09	9.75
Dec-09	14.5
	132.25

[REDACTED]

[REDACTED]

[REDACTED]

From: Jack, Michael (JUS)
Sent: August 10, 2009 7:21 AM
To: Moran, Melynda (JUS); Laperle, Chad (JUS); Filman, Shaun (JUS); D'Amico, Maria (JUS); MacArthur, Malcolm (JUS); Shearer, Don (JUS); Flindall, Robert (JUS); Crichton, Heath (JUS)
Subject: SP09178964 B&E 06-Aug-09

Could you please provide all notes in regards to the B&E occurrence at Young's Point Public School on August 6th 2009. These notes are for court disclosure.

Thank you in advance.

Michael Jack

HUMAN RIGHTS TRIBUNAL OF ONTARIO

BETWEEN:

MICHAEL JACK

Applicant

- and -

**HER MAJESTY THE QUEEN IN RIGHT OF ONTARIO, AS REPRESENTED BY THE
MINISTER OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES AND
OPERATING AS THE ONTARIO PROVINCIAL POLICE**

Respondent

**DISCLOSURE AND FILING OF DOCUMENTS
TO BE RELIED UPON**

VOLUME 1 OF 5

April 5, 2012

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

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

Counsel for the Respondent

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

Applicant

HUMAN RIGHTS TRIBUNAL OF ONTARIO

BETWEEN:

MICHAEL JACK

Applicant

- and -

HER MAJESTY THE QUEEN IN RIGHT OF ONTARIO, AS REPRESENTED BY THE
MINISTER OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES AND
OPERATING AS THE ONTARIO PROVINCIAL POLICE

Respondent

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1. PC Mary D'Amico #8171 Notes
2. Sgt. Robert Flindall #9740 Notes
3. R. Flindall Notes, September 10, 2009
4. Cst. Richard Nie Notes, September 2009, Transcribed Notes
5. Detective Constable Shaun Filman Notes, March 2009 and June 2009
6. S/Sgt. Campbell Notes, August - November 2009
7. PC Payne Notes, June - August 2009
8. S/Sgt. Colleen Kohen Notebook Notes and Description of Responsibilities
9. Jamie Brockley Notes

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10. Bruce Hanna Notes and Transcribed Notes of July 23, 2009
11. Ron Campbell Transcribed Notes
12. P/C Jason Postma Notes
13. Sergeant Pete Butorac Notes
14. S/Sgt Colleen Kohen Transcribed Notes; Schedule of Evaluations – Appointment Date, 25 Aug 2008
15. Chief Superintendent, Mike Armstrong Notes
16. Michael Jack Notebook with relevant entries

DETACHMENT DOCUMENTS
VOLUME 2: CORRESPONDENCE

Sgt. Robert Flindall

17. November 30, 2009 - email from C. Kohen to R. Flindall Re: PC Jack Chronology
18. November 24, 2009 - email from C. Kohen to R. Nie, Cc: R. Campbell, Re: Prob Jack
19. November 20, 2009 - email correspondence between R. Campbell and S. Gozzard-Gilbert, Re: Michael Jack WIN#393080
20. November 11, 2009 - R. Flindall fax to T. Thompson with enclosed Confidential Duty Report
21. November 10, 2009 - email from R. Campbell to numerous parties Re: Prob Jack (with teleconference codes)
22. October 27, 2009 - email from R. Campbell to G. Smith and R. Flindall, Re: FW: Remedial driver training for PC Michael Jack
23. September 28, 2009 - email from R. Campbell to R. Flindall and M. Johnston, Re: Additional Remarks by Cst Jack regarding his Evaluation
24. September 27, 2009 - email from R. Flindall to R. Nie, RE: PC Jack

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25. September 25, 2009 - Cover Memo w/ M. Jack's evaluation response
26. September 23, 2009 - email from P. Butorac to M. Johnston, A. Crawford, Re: 254009-0173 Internal Complaint – PC Jack
27. September 23, 2009 - email correspondence from R. Flindall to M. Johnston, Re: P/C Jack **Urgent**
28. September 22, 2009 – email from J. Payne to F. Flindall, Re: Old occurrence involving PC Jack; General Occurrence Report SP05112642
29. September 22, 2009 – email from J. Payne to F. Flindall, Re: Read this occurrence tonite
30. September 14, 2009 - email from R. Campbell to C. Kohen and R. Flindall, Re: Jack WIP masterc.doc
31. September 13, 2009 - follow up email from R. Flindall to S. Filman, Re: Jack WIP masterc.doc
32. September 13, 2009 - email from R. Flindall to S. Filman, Re: Jack WIP
33. September 11, 2009 - email from R. Campbell to R. Flindall, Re: Jack
34. September 11, 2009 – reply email from R. Flindall to C. Kohen, Re: PCS66_Jack8
35. September 10, 2009 - email from R. Campbell to J. Payne, Re: Notes Tracking Cst Jack's duties on A Platoon
36. September 9, 2009 - email from R. Campbell to C. Kohen and R. Flindall, re: PCS66_JACK8.doc
37. August 28, 2009 - email from R. Flindall to R. Campbell, Re: PCS066 for Mike Jack
38. August 27, 2009 - email from R. Campbell to R. Flindall, S. Filman, J. Postma and R. Nie, Re: PCS066 for Mike Jack
39. August 26, 2009 - email from R. Flindall to s. Filman, Re: Constable Michael Jack
40. August 26, 2009 - email from R. Flindall to R. Campbell and J. Conway
41. August 24, 2009 - email from R. Flindall to S. Filman, Re: Constable Michael Jack

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42. August 24, 2009 - email from R. Campbell to R. Flindall
43. August 20, 2009 - email from R. Campbell to R. Flindall
44. August 20, 2009 - email from R. Flindall to B. Lafreniere Re: Constable Michael Jack
45. August 20, 2009 - email from R. Flindall to B. Lafreniere, Re: Constable Michael Jack
46. August 20, 2009 - email from R. Campbell to M. Jack, R. Flindall, J. Postma, R. Nie, Re: Michael Jack Platoon D
47. August 20, 2009 - OPP General Information Form Re: Michael Jack, August 2-15, 2009
48. August 19, 2009 - email from R. Campbell to J. Conway, M. Johnston, R. Flindall, S. Filman, Re: Possible charges
49. August 17, 2009 - email from R. Campbell to T. Banbury, M. Johnston, Re: PC Jack – deceit
50. August 15, 2009 - OPP General Information Form Re: Michael Jack, Date: August 15, 2009
51. August 15, 2009 - email from R. Campbell to M. Johnston, R. Flindall, Re: HTA Charge against Mike Jack while operating force vehicle today
52. August 15, 2009 - email from R. Flindall to R. Campbell, Re: HTA Charge against Mike Jack while operating force vehicle today
53. August 15, 2009 - email from R. Flindall to B. Rathbun, J. Postma, T. Banbury, Re: PC Jack
54. August 15, 2009 - email from R. Flindall to S. Filman
55. August 14, 2009 - email from R. Flindall to M. Johnston, Re: PC Jack
56. August 11, 2001 - email from PC Wager to R. Flindall, Re: 8 Sat Aug 9
57. August 11, 2009 - email from R. Flindall to R. Campbell, Re: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
58. August 10, 2009 - email from R. Flindall to R. Campbell, Re: Provincial Communication Centre Notification

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59. August 10, 2009 - email from M. Johnston to R. Campbell, R. Flindall, C. Laperle, M. Jack, M. Moran, S. Filman, Re: Provincial Communication Centre Notification
60. August 2, 2009 - email from R. Flindall to M. Johnston
61. July 31, 2009 - email from M. Jack to R. Flindall, Re: Overtime SP09164458
62. July 31, 2009 – email from M. Jack to M. Johnston, Cc: R. Flindall, M. D’Amico
63. July 24, 2009 - email from M. Jack to OPP DL Peterborough County Detachment, Re: RPG for arrest
64. July 17, 2009 - email from R. Campbell to S. Filman, M. Jack, R. Flindall, Re: Overdue Month 5 27 Jun 09
65. June 24, 2009 - email from R. Flindall to R. Campbell, Re: Driving Presentation Class List
66. June 7, 2009 - email from R. Flindall to M. Jack, Re: Occurrence addresses in Niche
67. May 14, 2009 - reply email from R. Flindall to R. Campbell, Re: Jack’s next evaluation
68. May 11, 2009 - email from R. Campbell to R. Flindall, D. Lee, Re: Jack’s next evaluation
69. May 11, 2009 - email from S. Filman to M. Jack and R. Flindall, Re: Jack 4 document
70. April 21, 2009 – email from S. Filman to R. Flindall, Re: Jack 1 document
71. March 23, 2009 - reply email from R. Flindall to S. Filman, Re: Jack evaluation
72. March 23, 2009 - email from R. Campbell to R. Flindall, Re: Jack Evaluation
73. March 19, 2009 - email from R. Flindall to R. Campbell, Re: Unit 01-152
74. March 13, 2009 - email from S. Filman to R. Flindall, Re: Ken Rusaw reviews
75. February 10, 2009 - email from R. Flindall to S. Filman, Re: INC00000216708 Priority 4 – Minimal has been assigned to JUS MSG OPP RMS ADMIN
76. September 24, 2008 - email from R. Campbell to R. Flindall, Re: Shift Changes

Sergeant Pete Butorac

- 77. October 7, 2009 - email from R. Nie to R. Campbell, C. Kohen, P. Salter, P. Butorac, J. Postma and D. Lee, Re: Jack evaluation draft with attached Evaluation Report and Work Improvement Plans
- 78. September 25, 2009 - email from R. Nie to R. Flindall and P. Butorac, Re: Jack
- 79. September 20, 2009 - email from R. Nie to P. Butorac, Re: PC Jack's 8mth evaluation
- 80. September 18, 2009 - email from M. Johnston to R. Nie, Ccd P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
- 81. September 14, 2009 - email from R. Campbell to M. Johnston, Cc C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIP (with attached Work Improvement Plan)
- 82. August 24, 2009 - email from J. Postma to R. Campbell, Re: Probationary Constable Michael Jack
- 83. Undated – Confidential Duty Report, Submitted by J. Brockley

Provincial Constable Richard Nie

- 84. December 14, 2009 email from C. Kohen to M. Reynolds, D. Lee, Cc: R. Nie, Re: PC Jack (with attached Release from Employment letter dated December 15, 2009)
- 85. December 1, 2009 email from K. Taylor to D. Beckett, R. Nie, C. Kohen, P. Butorac, M. Jack, Re: Probationary Constable Michael Jack – Remedial driver training completion
- 86. November 18, 2009 - email from J. Postma to R. Campbell, C. Kohen, Cc: P. Butorac, R. Nie, Re: Prob Jack
- 87. November 15, 2009 - email from P. Butorac to R. Nie, Re: Michael Jack remedial driver training
- 88. November 10, 2009 - email from R. Campbell to R. Nie, P. Butorac, Re: Updated comments. FW: Prob Jack
- 89. November 10, 2009 - email from K. Taylor to R. Nie, Cc: R. Campbell, C. Kohen, P. Butorac, M. Vanlanduyt, RE: PC Jack – PCS66P – Police Vehicle Operation

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| 90. | November 10, 2009 - email from C. Kohen to R. Campbell, R. Nie, Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, K. Taylor, Re: Prob Jack |
| 91. | November 10, 2009 - email from R. Campbell to C. Kohen , R. Nie; Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, Re: Prob Jack (with attached Performance Evaluation Report-Month 10 and Work Improvement Plan) |
| 92. | October 27, 2009 - email from K. Taylor to R. Nie, Cc: R. Campbell, P. Butorac, C. Kohen, M. Jack, Re: Remedial driver training for PC Michael Jack |
| 93. | October 14, 2009 - email from K. Taylor to M. Jack, Cc: P. Butorac, R. Nie, C. Kohen, Re: Driver Training |
| 94. | October 8, 2009 - email from R. Campbell to C. Kohen, P. Butorac, R. Nie, J. Postma, D. Lee, P. Salter, RE: PC Jack evaluation draft (with attached Performance Evaluation Report-Month 9 and Work Improvement Plan) |
| 95. | October 5, 2009 - email from D. Lee to C. Kohen, R. Campbell, R. Nie, P. Butorac, J. Postma, P. Salter, Re: Driving Memo – Michael Jack |
| 96. | October 5, 2009 - email from C. Kohen to R. Campbell, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack |
| 97. | October 5, 2009 - email from R. Campbell to K. Taylor, C. Kohen, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack (with attached Memo dated October 2, 2009 and Driver Competency Assessment) |
| 98. | October 5, 2009 - email from K. Taylor to C. Kohen, Cc: R. Campbell, D. McNeely, R. Nie, Re: PC Michael Jack – Driving Remediation |
| 99. | September 29, 2009 - email from R. Campbell to J. Postma, P. Butorac, R. Nie Re: FW: Driving assessment – Michael Jack – requires remedial driving |
| 100. | September 29, 2009 - email from R. Campbell to P. Butorac, R. Nie, J. Postma, Re: FW: Driving assessment – Michael Jack – requires remedial driving |
| 101. | September 24, 2009 - email from R. Flindall's personal email to R. Nie, Re: PC Jack WIP |
| 102. | September 20, 2009- email from M. Johnston to P. Butorac, R. Nie, R. Campbell, Re: P/C Jack **URGENT** |

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103. September 18, 2009 - email from M. Johnston to R. Nie, Cc: P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
104. September 16, 2009 - email from R. Campbell to D. McNeely, Cc: J. Postma, P. Butorac, R. Nie, M. Johnston, Re: Ron-can you advise if everything is a go for Friday Driving assessment with Michael
105. September 14, 2009 - email from R. Campbell to M. Johnston, Cc: C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIB masterc.doc
106. September 11, 2009 - email from R. Campbell to M. Johnston, C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: PCS66_Jack8 (with attached Performance Evaluation Report-Report Month 7, Work Improvement Plan)
107. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack8 (with attached Performance Evaluation Report)
108. September 8, 2009 - email from R. Campbell to D. McNeely, Cc: M. Jack, J. Postma, R. Nie, P. Butorac, D. Lee, C. Kohen, Re: Driving Assessment, Thursday 10 Sept 2009 – Kingston
109. August 28, 2009 - email from R. Campbell to J. Postma, Cc: R. Nie; Re: PC Jack
110. August 27, 2009 - email from J. Postma to R. Campbell, Cc: R. Nie, Re: PC Jack
111. August 26, 2009 - email from J. Postma to R. Nie, Re: Probationary Constable Michael Jack
112. August 18, 2009 - email from R. Campbell to R. Nie, Re: Moving of Cst. Mike Jack

Staff Sergeant Michael Reynolds

113. December 9, 2009 - Memo to Cst. Jack, Re: Notice of Proposed Release from Employment
114. December 2009 - email from M. Reynolds to C. Kohen, D. Lee, Cc: H. Stevenson, Re: Prob Jack Notice Release
115. August 25, 2008 - Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable

Deputy Chief Firearms Officers, M.P. (Mike) Johnston

- 116. October 5, 2009 - email from R. Campbell to K. Taylor, C. Kohen, D. Lee, R. Nie, P. Butorac, J. Postma, Re: Driving Memo – Michael Jack (with attached D. McNeely M. Jack Driving Memo, dated October 2, 2009 and Driver Competency Assessment)
- 117. September 23, 2009 - email from H. Stevenson to M. Graham, Cc: K. Smith, M. Armstrong, M. Johnston, RE: Old occurrence involving PC Jack
- 118. September 11, 2009 email from R. Campbell to Vi Grimmett, Re: Mussington
- 119. September 10, 2009 - email from C. Cox to R. Campbell, M. Johnston, Re: I have a question about one of our officers intercepting communications
- 120. September 9, 2009 - email from R. Campbell to R. Flindall, R. Nie, Re: PCS66_Jack8
- 121. August 27, 2009 - email from R. Campbell to C. Kohen, M. Johnston, Re: PC Jack
- 122. August 21, 2009 - email from R. Campbell to M. Johnston, Re: Michael Jack Platoon D
- 123. August 18, 2009 email from R. Campbell to K. Taylor, Re: HTA Charge against Mike Jack while operating force vehicle today
- 124. August 6, 2009 email from R. Flindall to M. Johnston Re: P/C Michael Jack

Ron Campbell

- 125. September 25, 2009 - email from R. Nie to R. Flindall, Cc: P. Butorac, Re: Jack
- 126. September 20, 2009 - email from M. Johnston to P. Butorac, R. Nie, R. Campbell, K. Chapman, R. Flindall, Re: P/C Jack ****URGENT****
- 127. September 18, 2009 - email from M. Johnston to R. Nie, Cc: P. Butorac, J. Postma, K. Chapman, Re: P/C Jack
- 128. September 14, 2009 - email from M. Johnston to R. Campbell, R. Flindall, R. Nie, C. Kohen, J. Postma, P. Butorac, Re: Jack WIP masterdc (with attached Work Improvement Plant (Jack))
- 129. September 10, 2009 - email from R. Campbell to M. Johnston, Re: FW: Rob Flindall
- 130. August 2009 - OPP Briefing Note Re: PC Jack
- 131. August 18, 2009 - email from R. Campbell to M. Johnston, Re Moving of Cst. Mike Jack
- 132. January 29, 2009 - email from H. Stevenson to M. Johnston, R. Campbell, Re: New Recruits – Special Attention to Prob Period – Jack and Kovacs

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Colleen Kohen

133. December 15, 2009 - email from D. Lee to C. Kohen, Re: Termination
134. December 14, 2009 - email from S. Thomas to C. Kohen, Re: Prob Jack
135. December 14, 2009 - email from C. Kohen to M. Jack, Cc: K. German, OPPA, Re: Notice of Proposed Release from Employment for Michael Jack
136. December 14, 2009 - email from R. Nie to C. Kohen, M. Reynolds, Re: PC Jack
137. December 13, 2009 - email from M. Jack to C. Kohen, Cc: K. German, OPPA, Re: Notice of Proposed Release from Employment for Michael Jack
138. December 13, 2009 - email from C. Kohen to M. Reynolds, D. Lee, Cc: H. Stevenson, S. Thomas, Re: Prob Jack Notice of release
139. December 11, 2009 - email from M. Reynolds to C. Kohen, D. Lee, Re: Proposal to Release Prob Const
140. December 11, 2009 - email from C. Kohen to S. Thomas, Re: Proposal to Release Prob Const
141. December 11, 2009 - email from C. Kohen to M. Reynolds, D. Lee, Re: Proposal to Release Prob Const
142. December 11, 2009 - email from B. Van Dyk to C. Kohen, Cc: R. Hannes, S. Thomas, Re: Proposal to Release Prob Const
143. December 9, 2009 - email from C. Kohen to D. Lee, M. Reynolds, Re: Prob Jack Notice of release
144. December 4, 2009 - email from C. Bell to C. Kohen, Cc: M. Silverthorn, Re: Probationary Jack
145. December 1, 2009 - email from S. Thomas to C. Kohen, Re: Prob Jack
146. December 1, 2009 - email from A. Costello to C. Kohen, with attached Internal Briefing Report
147. December 1, 2009 - email from M. Reynolds to C. Kohen, Cc: R. Flindall, K. Taylor, P. Butorac, Re: Probationary Constable Michael Jack – Remedial driver training completion
148. December 1, 2009 - email from C. Kohen to D. Lee, Re: Prob Jack
149. November 29, 2009 - email from R. Nie to C. Kohen, R. Flindall, Cc: P. Butorac, Re: Jack Chronology, with attached Chronology

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| 150. | November 29, 2009 - email from R. Campbell to C. Kohen, Re: Emailing: Jack Chronology.09.doc, with attached Chronology |
| 151. | November 24, 2009 - email from C. Kohen to S. Thomas, R. Hannes, H. Stevenson, R. Campbell, Cc: R. Nie, P. Butorac, D. Lee, Re: Prob Jack |
| 152. | November 20, 2009 - email from R. Campbell to C. Kohen, R. Nie |
| 153. | November 20, 2009 - email from R. Campbell to C. Kohen, Re: Updated comments. FW: Prob Jack, with attached Performance Evaluation Report (Month 10) and WIP |
| 154. | November 19, 2009 - email from R. Nie to C. Kohen, with attachment `coach09.doc |
| 155. | November 19, 2009 - email from R. Nie to C. Kohen, Cc: R. Campbell, P. Butorac |
| 156. | November 18, 2009 - email from R. Nie to C. Kohen, Re: Prob Jack |
| 157. | November 18, 2009 - email from J. Postma to R. Campbell, C. Kohen, Cc: P. Butorac, R. Nie, Re: Prob Jack |
| 158. | November 12, 2009 - email from S. Thomas to C. Kohen, R. Hannes, Re: Prob Jack |
| 159. | November 12, 2009 - email from C. Kohen to R. Hannes, S. Thomas, Re: Prob Jack |
| 160. | November 10, 2009 - email from R. Campbell to C. Kohen, R. Nie, Cc: D. lee, D. Borton, P. Butorac, R. Flindall, Re: Prob Jack, with attached Performance Evaluation Report (Month 10) and WIP |
| 161. | November 10, 2009 - email from R. Nie to C. Kohen, R. Campbell, Cc: D. Lee, D. Borton, P. Butorac, R. Flindall, Re: Prob Jack, with attached Performance Evaluation Report (Month 10) and WIP |
| 162. | November 5, 2009 - email from K. Taylor to P. Butorac, Cc: C. Kohen, Re: Michael Jack remedial driver training |
| 163. | October 16, 2009 - email from C. Kohen to M. Pomeroy, Re: Prob Jack |
| 164. | October 7, 2009 - email from R. Nie to R. Campbell, C. Kohen, P. Salter, P. Butorac, Cc: J. Postma, D. Lee, Re: PC Jack evaluation draft, with attached Performance Evaluation Report (Month 9) and WIP |
| 165. | October 7, 2009 - email from R. Campbell to C. Kohen, P. Butorac, R. Nie, P. Slater, RE: Driving Memo – Michael Jack |
| 166. | October 5, 2009 - email from R. Campbell to C. Kohen, R. Nie, P. Butorac, Re: Driving Memo – Michael Jack |
| 167. | October 5, 2009 - email from R. Campbell to C. Kohen, Re: Driving Memo – Michael Jack |

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|------|---|
| 168. | October 5, 2009 - email from R. Campbell to D. Lee, C. Kohen, R. Nie, P. Butorac, J. Postma, P. Salter, Cc: M. Johnston, Re: Driving Memo – Michael Jack |
| 169. | September 29, 2009 - email from K. Taylor to C. Kohen, R. Campbell, Cc: D. McNeely, Re: Driving Assessment – Michael Jack – requires remedial driving |
| 170. | September 24, 2009 - email from C. Kohen to M. Johnston, H. Stevenson, Re: Old occurrence involving PC Jack |
| 171. | September 23, 2009 - email from M. Johnston to R. Campbell, Cc: C. Kohen, Re: Old occurrence involving PC Jack |
| 172. | September 14, 2009 - email from C. Kohen to R. Flindall, R. Campbell, Cc: S. Filman, Re: Jack WIP masterc.doc |
| 173. | September 14, 2009 - email from R. Campbell to M. Johnston, Cc: C. Kohen, R. Flindall, R. Nie, J. Postma, P. Butorac, Re: Jack WIP masterc.doc, with attached WIP |
| 174. | September 13, 2009 - email from R. Flindall to R. Campbell, Cc: C. Kohen, S. Filman, Re: Jack WIP masterc.doc, with attached WIP |
| 175. | September 11, 2009 - email from R. Flindall to C. Kohen, Re: PCS66_JACK8.doc |
| 176. | September 9, 2009 - email from D. McNeely to R. Campbell, J. Postma, M. Jack, P. Butorac, D. Lee, C. Kohen, K. Taylor, Cc: C. Lungstrass, Re: Driving Assessment ... Friday 18 Sept 2009 - Kingston |
| 177. | September 9, 2009 - email form D. McNeely to R. Campbell, J. Postma, M. Jack, P. Butorac, D. Lee, C. Kohen, K. Taylor, Cc: C. Lungstrass, Re: Driving Assessment ... Friday 18 Sept 2009 - Kingston |
| 178. | September 9, 2009 email from R. Campbell to R. Flindall, Cc: M. Johnston, D. Lee, C. Kohen, Re: PCS66_JACK8.doc, with attached Performance Evaluation Report (Month 7) |
| 179. | September 8, 2009 email from R. Campbell to D. McNeely, Cc: M. Jack, J. Postma, R. Nie, P. Butorac, D. Lee, C. Kohen, Re: Driving Assessment... Thursday 10 Sept 2009 - Kingston |
| 180. | August 31, 2009 email from S. Filman to D. Lee, C. Kohen, Re: WIPS, with attachments |
| 181. | August 31, 2009 email from R. Flindall to C. Kohen, Cc: R. Campbell, Re: PCS066 for Mike Jack, with attached Performance Evaluation Report (Month 6) |
| 182. | August 27, 2009 email from R. Campbell to C. Kohen, Re: PC Jack |
| 183. | August 27, 2009 email from R. Campbell to C. Kohen, RE: PC Jack |

Chronology Re: PC Michael Jack's performance

- 184. Chronology #1
- 185. Chronology #2

Additional Documents

- 186. OPP, Vehicle Damage Report
- 187. Criminal Harassment related documents
- 188. Analysis of case load and charge analysis report
- 189. Documents relating to a motor vehicle incident
- 190. A 233-10, General Information Form
- 191. August 5, 2008 – email from S. Thomas to G. Trivett, Cc: S. Haennel, Re: Upcoming recruit

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Ontario Provincial Police Academy (OPPA) Documents

- 192. Basic Constable Training Program Student Evaluation, September 3 – November 27, 2008 (Diploma Awarded)
- 193. Basic Constable Training Program Student Evaluation, September 3-November 27, 2008 (Diploma Not Awarded)
- 194. Recruit Leadership Assessment Tool

Career Development Bureau Documents

- 195. December 15, 2009 - M. Jack Memorandum to Chief Superintendent M. Armstrong, Re: Resignation from the Ontario Provincial Police
- 196. December 31, 2009 - Probationary Constable Work Improvement Plan, Re: M. Jack
- 197. December 9, 2009 - OPP, Career Development Bureau Memorandum to P/C Jack and Peterborough County Detachment, Re: Notice of Proposed Release from Employment

TAB	DOCUMENT
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- | | |
|------|--|
| 198. | December 14, 2009 - Probationary Constable Performance Evaluation Report, Re: M. Jack – 11th month evaluation |
| 199. | December 14, 2009 - Probationary Constable Work Improvement Plan, Re: M. Jack |
| 200. | November 25, 2009 - Memorandum to PC Jack, Re: Internal Complaint 2545009-0173 |
| 201. | November 19, 2009 - Jack Memo Re: Federal Statutes, Rating: Does Not Meet Requirements |
| 202. | November 18, 2009 - Probationary Constable Performance Evaluation Report, Re: M. Jack – 10th month evaluation |
| 203. | October 23, 2009 - Probationary Constable Performance Evaluation Report, Re: M. Jack – 9th month evaluation |
| 204. | October 8, 2009 - Probationary Constable Work Improvement Plan, Re: M. Jack |
| 205. | October 5, 2009 - Probationary Constable Performance Evaluation Report, Re: M. Jack – 8th month evaluation |
| 206. | October 5, 2009 - Probationary Constable Performance Work Improvement Plan, Re: P/C Jack |
| 207. | October 2, 2009 - Sgt. D. McNeely Memo to R. Campbell, Re: M. Jack Driver Competency Assessment (with attached Driver Competency Assessment) |
| 208. | September 26, 2009 – P. Butorac Memo Re: P/C Jack's response to his 6 months evaluation |
| 209. | September 23, 2009 - Memorandum to PC Jack, Re: Notice of Internal Complaint |
| 210. | September 11, 2009 – OPC Complaint Intake Form |
| 211. | September 2009 - Professional Standards Bureau Investigation Report 2545009-0173 |
| 212. | August 31, 2009 - Probationary Constable Performance Evaluation Report, Re: M. Jack – 7th month evaluation |
| 213. | August 31, 2009 - Probationary Constable Performance Evaluation Report, Re: M. Jack – 5th month evaluation |
| 214. | June 11, 2009 - Probationary Constable Performance Evaluation Report |
| 215. | May 26, 2009 - J. Fantino, OPP letter to C. Condon, University of Liverpool |
| 216. | May 11, 2009 - Probationary Constable Work Improvement Plans, Re: M. Jack (Radio Communications, Flexibility, Police Vehicle Operation) |
| 217. | May 11, 2009 - Probationary Constable Performance Evaluation Report – 2nd month, Re: M. Jack |

TAB	DOCUMENT
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- 218. April 27, 2009 - Probationary Constable Performance Evaluation Report – 3rd month, Re: M. Jack
- 219. OPPA Recruit Leadership Assessment Tool, Re: M. Jack
- 220. OPC, Basic Constable Training Program, Student Evaluation, Re: M. Jack, September 3 to November 27, 2008
- 221. August 25, 2008 - OPP, CDB Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable
- 222. August 5, 2008 – email correspondence between M. Johnston and B. Rathbun, R. Campbell, Cc: S. Thomas, Re: Upcoming recruit
- 223. OPP letter to M. Jack, dated July 18, 2008 (date stamped July 30, 2008)
- 224. OPP letter to M. Jack, dated July 18, 2008
- 225. Jack, Ontario Constable Selection System, Consent and Release of Liability Form, dated March 30, 2008

Ontario Provincial Police Orders

- 226. Administration & Infrastructure: Human Resources – Probationary Constable, January-December 2009
- 227. Administration & Infrastructure: Professionalism in the OPP, December 2009, January 2009 and January-December 2009
- 228. Introduction to Police Orders: Commissioner’s Message – January-December 2009
- 229. Administration & Infrastructure: OPP Vehicles – Conduct Committee, January 2009
- 230. Introduction to Police Orders: The Promise of the OPP (Values and Ethics), January 2009
- 231. Human Resources: Probationary Constable, dated January-December 2009
- 232. Law Enforcement: Supervision-Members – Performance Management Program, January-December 2008
- 233. Probationary Constable Evaluation Report Guidelines, November 2008
- 234. Communications/Dispatch: Radio Transmission, December 2009 and December 2008

TAB	DOCUMENT
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- | | |
|------|---|
| 235. | Supervision – Member: Performance Management Program, January-December 2008 |
| 236. | Administration & Infrastructure: OPP Vehicles – Use of OPP Vehicle, January 2009 and September 2008 |

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- | | |
|------|---|
| 237. | Corporate Administrative File |
| 238. | Corporate – Personnel File |
| 239. | Detachment – Personnel File |
| 240. | Provincial Offences Act Court Transcript, R. v. Jack, April 1, 2010 and May 27, 2010; Judgment, dated August 12, 2010 |
| 241. | DAR Schedule |
| 242. | Jack – Corporate Calculation of Overtime |



MARY D'AMICO
 Provincial Constable
 Peterborough County Detachment
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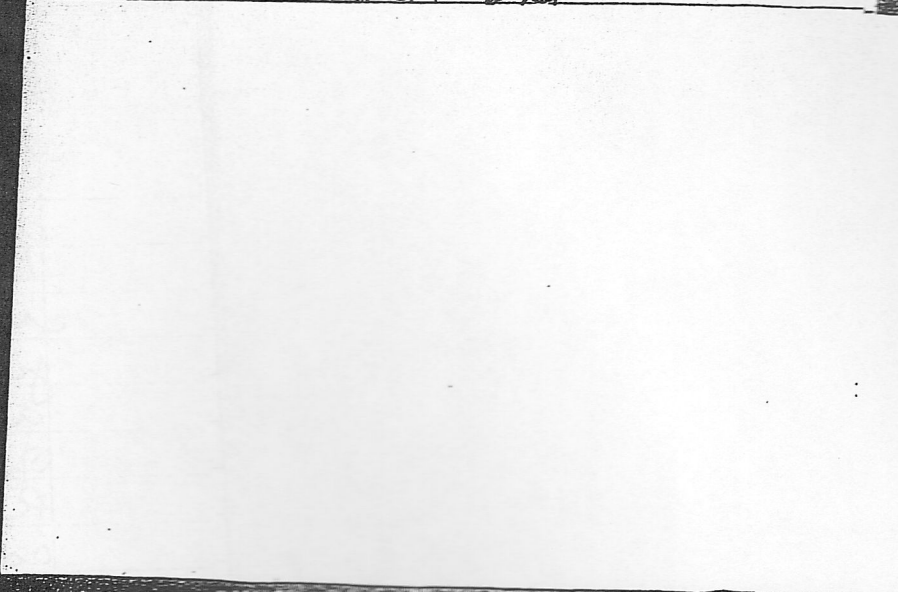
453 Lansdowne Street East
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 Fax: (705) 742-9247
 maria.damico@ontario.ca

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

15
15

	Feb 27 Mar 09
	Weather: -1°C to 11°C
	On duty: 0600
	off duty
	Shift: 0600-1800
	FN: 1-152
	Sq. ID: 21
0600	Shift prep





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0900

NOTE: At det.
earlier spoke to
PC Tick re having
camera pen in
his pocket at det.
while working. I
advised him the
shift members are
having difficulty
with him having

electronics with
him etc if they
are being audio/video
recorded. Advised
him it is a trust
issue now & he needs
to gain shift trust 1st
if he wants to
display such items.
He advised he wasn't
recording co-workers
just has pen to
assist him because
of language barrier.
R film can't advised
as coach Sgt Ferndall
also advised I
spoke with him.

her's damaged



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I HAVE WORKED -

FEI 06/09/09

Weather: 2C

On duty: 0600

Off duty

Shift: 0600-1800

FI: 1-152

Soft TD: 11/05

0600 Deduct 2 1/2 hours

0830 Shift prep

Assist - Jack brief

0725

Information
sworn to

- male dropped off

1100

Tasked by A/Sgt

Kindall to overview

facts brief. Additional

charges to be laid

1402

Spoke to A/Sgt Kindall

re: PC Jack. If

gets let go, concerned

for my safety &

family. Has many

prearings. Just

feeling.

1410 Contacted [REDACTED]

PC Jack inw!
Further review of
line shows
further charges
[REDACTED] will
attend with
Roy Brouil for
SOCO photos &
photo [REDACTED] let
additional charges
① Utter death threat
② Assault
③ Mishief
④ Possible breach
with alcohol

Awaiting victims
attendance to det.

1600 [REDACTED]



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[REDACTED]



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[REDACTED]

1745
1800

0



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30 JAN 09
0600 on duty.
SHIFT: 0600-1800⁵



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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1150-7-21 [REDACTED]

1210- [REDACTED]

1309- [REDACTED]

1324- DET

- Gen admin

1623- call from
P.C. GILLIARY
reg I attend
Lindsay Rd

- He and
P.C. JACK were
involved in
a cruise
collision.

- Jack was
driving

- turned around
to go after
a spider

- turned top
wheel and
nosed into
ditch - no
damage

- a passing
motorist
stopped to



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pull them out
of the ditch
but in doing
so, the cruiser
hit a sign
damaging
the cruiser
- already
called [redacted]
- ENR

1700- ATIS LINDSAY RD
N 3 KM W OF
Chemong Rd
cruiser is
back up on
the roadway
- front passenger
line is flat

damage to
front left panel
and passenger
door
- passenger
mirror has
also been
torn off.
- no info
- occurred @
~ 1670 HRS.

[redacted]
to show to
their garage
[redacted]

DET.
DETAILS from
GILLIAT

OTHER MOTORIST:

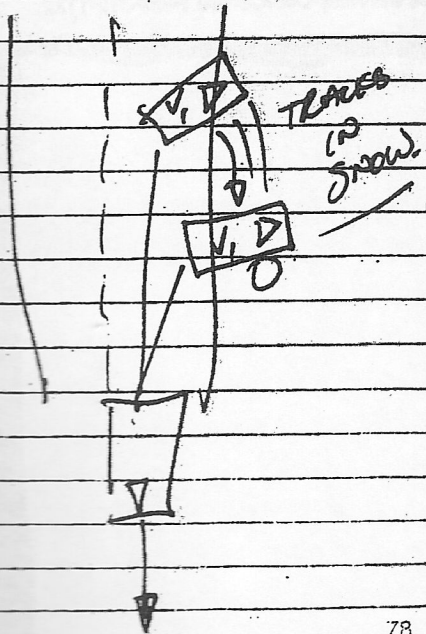
[REDACTED]

DI: JACK, MICHAEL
16 DEC 92
J0052-54409-21216
VI: 08 FORD CVP
BLACK.

H.M. THE QUEEN

[REDACTED]

ODD: 165098
R. ~ 7:2 am WIDE



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DET
- per admin
1800 off duty

SUN 01 FEB 09
0600 on duty

[REDACTED]

supervision
- shift prep
- shift briefing
- R.O's report
checks
- shift

supervision

[REDACTED]

✓ - completing
T.R. for J.C.
JACK'S MVC
- career development
- POLICE ORDERS

1310 - [REDACTED]
1331 - [REDACTED]
1440 - [REDACTED]

DET.
1725 - TPO22 (I-09-0015)
submitted

- T.R. TPO22
✓ printout left
for S/Sgt. RL

CAMPBELL.
1800 - off duty.



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0130

- DET

0500

- gen paperwork
off duty

1700

SAT 14 FEB 09

on duty

1800

shift over

1840

shift briefing
briefing
complete

- RRS report
checks

2330

patrol
FILMAN & JACK
are at a
us

- son of home
owner called
in complaint
- he received
a cryptic
message from
his mother
that she



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noticed help
and then
hiring up
- there was
a showing
@ mom's
res today
- her husband
passed away
recently and
she's selling
the up
- Filman's
Jack have
gained entry
into the car
- 2 vehicles are
there her

purse is there
but no sign
of mom

2331 - ENR to some
2359 - AT

nothing appears
disturbed
- both vehicles
checked w
neg results
- entire car
has been
checked
- when going
back outside
mom and



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the neighbours
came tip
the driveway
- she had
come home
and found
a bat in
the house
- she called
her son
then went
to the neigh-
bours
- neighbours got
the bat
- she went
back to the
neighbours

0021 - until now

0124 - [redacted]

0226 - [redacted]



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[Redacted handwritten notes on lined paper]



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0500

[REDACTED]





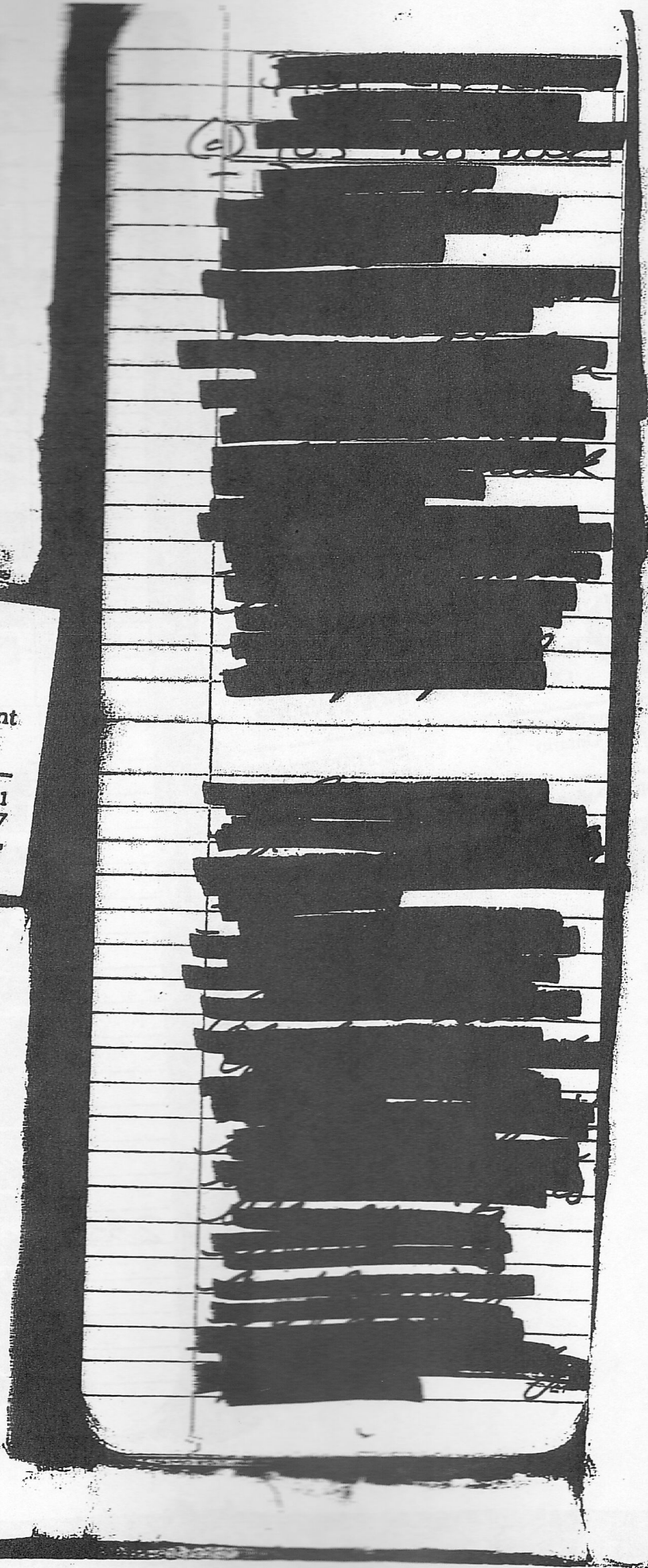
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2333

[REDACTED]

2350 ATIS ENNS RD
ENNISMORE.

- info received
that P.C. GILLIAT

observed a
P.K. Turn
onto IARA
Rd. it was
fish tailing
P.C. GILLIAT
attempted
stop the veh
but it took
off on him
blow a
stop sign
raced past
some pedestrians
and down
a back
lane way.
- P.K. struck 29



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0318
0319

0321



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[Redacted handwritten notes on lined paper]



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0381
0347

[REDACTED]

0418

[REDACTED]

[REDACTED]

0440

[REDACTED]

0445

[REDACTED]

0518

[REDACTED]

0520

[REDACTED]

0530

[REDACTED]



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[REDACTED]



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[REDACTED]

~~Handwritten notes, mostly obscured by heavy black redaction marks.~~



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A
7
1
c
12
12

210

2128

2230

2310

0500

0600

0621

0647

083



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[REDACTED]



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193

1047

1108 - [REDACTED]

1134 - P.C. JACKS 1st
evaluation
P.C. RUSSELL last
judicial evaluation
reversed by
self and
debarred into
P.C. R. CAMPBELL
for his comments

1158 - [REDACTED]

1254 - [REDACTED]

1300 - [REDACTED]

1615 - [REDACTED]

1800 - [REDACTED]



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FRI 27 MAR 09

0600 - on duty

[REDACTED]

0632 -
0710 -

[REDACTED]



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0734 -

[REDACTED]

0910 -

[REDACTED]

0928 -

[REDACTED]



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1130

1230

1243

1430

1440

[REDACTED]

[REDACTED]



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[Redacted content]



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[Redacted handwritten notes on lined paper]

1506 -

1508 -



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1515

1570

1536

15

1629

1720

1800

[REDACTED]



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0057



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

0250

0224

0426

0438

0500

1700

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] from
hospital when
P.C. JACK
arrived

[REDACTED]

THU 11 JUN 09
on duty.

0500 off duty.

1700 - Thu 07 Jul 09 on duty.

[REDACTED]
[REDACTED]
[REDACTED]

ASSIGN: shift
supervision
shift prep
gen admin.
1820 - P.C. JACK req
assist on [REDACTED]

P

occurrence
- will review
all occurrences
- many neighbor
disputes

1843 - [REDACTED]

1921 - [REDACTED]

2050 - [REDACTED]



ROB FLINDALL
Sergeant

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6Z6

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[Redacted content]

2230

2233

[REDACTED]

2245

[REDACTED]

2250

2308

2351

[REDACTED]

AMB

[REDACTED]

2353

ENR

- doubled up
W P.C. JACK

0010

[REDACTED]



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0011

0016
0033

0455
2500-



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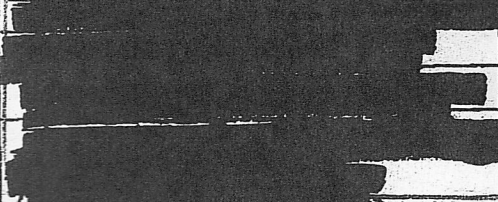
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MON 13 JUL 09

0600 on duty



ASSIGN: shift
supervisor

- shift prep
- SGT DAVID

DAVIDSON @

DET today

ref grass

unit

0619- shift briefing

0657 shift briefing

completed

0801 spoke w P.C. Jack

about his
accident
- D. left
went before
he could
charge him
still has
D's D.C. and
cek info
- advise him to
call tow comp
and put a
hold on car
until he makes
contact w D.

0817

[REDACTED]



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[REDACTED]

0822

[REDACTED]

0828

[REDACTED]

0831-

[REDACTED]

0837H reading over
P.C. JACK'S
with [REDACTED]

0850 reading over
information
for [REDACTED]
meeting on
July 18th
- cottages
had [REDACTED]



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no trespass
notice to O.P.P.
to stay off
their land.

- P.C. PAYNE
starting to
look [REDACTED]
P.C. JACK - mentor

7 ing him to
bring him back
in line
to have
proper document
ation.

035-

[REDACTED]



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1104-

[REDACTED]

1145-

[REDACTED]

1220-

[REDACTED]

1242-

[REDACTED]

1402-

[REDACTED]

[REDACTED]

1445
R.F.
1532

[REDACTED]

1550

[REDACTED]



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1702

[REDACTED]

1800

1600

[REDACTED]



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[REDACTED]

0600 Feb 17 Jul 09
on duty

[REDACTED]



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sdowne Street East
 orough, Ontario
 9J 6Z6
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 FAX: (705) 742-9247
 OPP 24 Hour Police Service, ComCentre 1-888-310-1122

0635
 0710 -

1010

1041



ROB FLINDALL
 Sergeant
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 N2G 2G6

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1047-

[REDACTED]

1036-

[REDACTED]

1106-

[REDACTED]

1122-

[REDACTED]

1158-

Call from
 P.C. JACK

- would like
K9 to attend
his location
- B & E happened
sometime during
last night
& this morning
- K9 attended
SOCO P.C. UAF
to attend

1205-

[REDACTED]

1305

1410-

1428-

1521-

[REDACTED]

1655-

[REDACTED]



ROB FLINDALL
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1800-

SAT 18 JUL 09

0600-

on duty



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0618-

0637-

0720-

1030-

1210-

1245-

1322
1348
1410
1510

1540
1544

1546

1600

[REDACTED]



ROB FLINDALL
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renewing

ongoing
negotiations
difficult

1615

[REDACTED]



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1637-1 *circumstances*

*neighbor dispute
paperwork
spoke w P.C.*

1743-

*JACK
-adv him I
want him
to interview
all involved
parties w
a possible
criminal
harassment
off duty*

1800

SUN 19 JUL 09

MON TUE 20, 21 JUL

WED 22 Jul 09
0600 on duty

[REDACTED]

0820 [REDACTED]

0835 [REDACTED]



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0840 -

0853 -

0907 -

0931 -



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0932

[REDACTED]

[REDACTED]

1002 -
1014 -

call to
P.C. FURMAN



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up his MK
blue box
- adv him
to get on
it
- he adv
P.C. JACK'S Pcs
adv is almost
complete
- currently
long issues
with his
performance
- P.C. PAYNE
is assisting
him
- last SAT
I spoke w

him about
what he's
been working
on the last
3 yrs
- adv he was
transcribing
a statement
for a brief
- asked him
if it was
the crown's
request - adv
no
- adv him
he should
only be
doing a



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synopsis unless
Crown req
if so [redacted]
can do it
- some 2 days
later - she
was quite
upset
- she told him
this morning
to only do
a quick
synopsis
- she showed
me his
transcription
it was
only a page

and a half
- has multi-
tasking issues
and the unit
doing what
he's directed
- uses his
language as
a barrier
- to slow
S/DET. Carroon
about issues

1030 -

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



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speaking w
S/SGT. Al [redacted]
about P.C.

JACK.

- Adv to
complete
tracking form
and work
improvement
plan

- will speak
w Payne and
FILMAN.

1103

[redacted]

105

[redacted]

1126

[redacted]

1235

Meeting w [redacted]



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P.C. PAYNE
P.C. FILMAN
w/ P.C. JACKS

PC 5066 gen
info. items
+ Dubek

improvement
plan

both are going
to put recent
issues onto
a tracking
general info
form

gen to add
comments
to JACKS PC 5066

1236

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1304

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1308

1507

1510

1540

1720



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0854

[REDACTED]



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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

0946
 0943 DET
 - gen admin
 1218 - P.C. [unclear]
 to Dr. [unclear]
 missing Paddle
 boat
 - approved
 - P.C. FULMAN
 Adv P.C. JACK
 has been
 called back
 for a
 criminal
 harassment 96

taken the
time to obtain
statements
she is unsure
of whether she
wants to have
charges laid
- seeking
[redacted]
about her
complaint
- she now
wishes to
proceed w
charges
- family present
feel strongly
for charges

being laid
- push to going
off duty sake
as Jack (about
what he
needs to get
done add
priority
- adv him to
complete
C.B. synopsis
(EOR later)
show cause
photocopy hand
written state-
ments (don't
type in), adv
him not



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to transcribe
video state-
ments - adv
him to leaf
synopsis, list
and if time
photocopy
his notes.
- have already
spoken w
night shift
O.P. P. Blawie
adv P.C. Jack
we either
need suspect
in custody
tonight or
at least

have the
Crown Irish
together so
an A. W. K. R. J.
can be
sought tom-
orrow.
adv him to
seek assist
from night
to see about
packing up
suspect while
he completes
the Irish
package
w/ent adv
instructions

FRI 27 JULY 09 -
SUN 26 JULY 09

27, 28 JUL 09

29, 30 JUL 09

31 JULY / 01 AUG 09

SUN 02 AUG 09

1700 - on duty.



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1735



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1735

1739

1808

1850

1851

1853

1901



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1918



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[REDACTED]

- P.C. JACK U
interviewing

of neighbor
dispute.

- while away
on holidays
I was contacted
by P.C. PAYNE
in reference
to the [REDACTED]
ON criminal

harassment
- PAYNE wanted
to know what
direction I
had given him
in reference to
prepping the
crown brief;
what to do
about the
accused.

- adv her what
direction I
had given
JACK.

- PAYNE adv
that he had
not done



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anything I
had expected
him to do.
- after I had
left for the
evening on
23 Jul 81 he
immediately
started
transcribing his
video statement
- I had expressly
told him not
to - have
already spoken
to him in
the past about
transcribing

unless where
he had taken
3 hrs to trans-
cribe a page
and a half
- at that
time PAYNE
had told
him not to
but he did
it anyway
- insisted to
have typed
in the hand
written state-
ments when he
was told not
to



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- he left for
an hour
where he went
to Staples and
bought hard
phones so he
could hear
the audio
better.

- never asked
for help until
approx. mid-
night when
he talked to
P.C. Brockley
- Brockley did
up a P.I.A. w/
UNDERTAKING

for P.C. Jack
even though
JACK knew he
was to be
held for bail
- P.C. JACK asked
Brockley to
type up his
crown brief
synopsis because
he was tired
and wanted
to go home
- Brockley
refused to
do so why
JACK he's the
one who knows



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all the witnesses
- Sgt Campbell
was in on
another
matter
- Jack Buckley
Spoke to him
- he auth
overtime for
the morning
- auth to start
@ 0900 hrs
- Jack was in
@ 1000 hrs
- P.C. Jack was
add duty
in the morning
that his suspect

was working
outside & in
in the const-
- ruction zone
@ 115/7
- instead of
attempting
to locate
apprehend he
remained in
the office to
work on his
brief
- didn't go
out until
around 1400
hrs where
he discovered



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suspect has
already gone
home
- didn't
arrest suspect
until approx
1630 hrs.
- firearms were
seized
- claimed O.T.
until 2300 hrs
(13 hrs)
- all told he
claimed 30
hrs of O.T. on
a matter he
was directed
to have

complete on
23/10/07 by
way of a report
on Crown brief
for a warrant
I have spoken
w/ P.C. FURMAN
we are going
to be speaking
w/ P.C. JACK
about the
matter
- for admin
and shift
supervision

23/10

0015

0030 DET.

- met P.C. JACK



to speak

to myself

- P.C. FLINDALL @
DET - waiting
for P.C. JACK

0317

speaking w
P.C. JACK
about the

[redacted]
matter.
when asked
why he didn't
do as he
was directed
he didn't
have an

answer
- indicated
he was
tired, wanted
to go home
spoke w him
about the
importance
of complying
with my
orders as
those given
by Flindall
- spoke w
him about
the possibility
not for
he placed



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