

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 2 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

Flindall, Robert (JUS)

From: Kohen, Colleen (JUS)
Sent: November 30, 2009 3:30 PM
To: Flindall, Robert (JUS)
Cc: Nie, Richard (JUS)
Subject: RE: PC JACK Chronology

Hi Rob and Rich.

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

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

Colleen

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

Hello Colleen,

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

<< File: PCJACK_Chronology.doc >>

Best regards,

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

Nie, Richard (JUS)

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

Hi rich

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

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

Colleen

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

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

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

Good Morning

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

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

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

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

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

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

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

Ron

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

Colleen

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

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: November 20, 2009 4:10 PM
To: Gozzard-Gilbert, Shelley (JUS); Whitmell, Sheila (JUS)
Cc: Flindall, Robert (JUS)
Subject: RE: Michael JACK WIN#393080

He still has 2 more months to be able to attempt to reach an acceptable level. Ron

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

From: Gozzard-Gilbert, Shelley (JUS)
Sent: Friday, November 20, 2009 3:32 PM
To: Whitmell, Sheila (JUS)
Cc: Flindall, Robert (JUS); Campbell, Ron (JUS)
Subject: Michael JACK WIN#393080

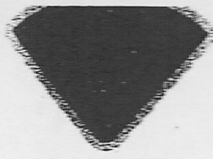
Sheila

Can you please check into this for me :) Apparently Michael is not being recommended for permanent status. It is my understanding that they are still entitled to their pay increase after their one year of service?

Please advise.

Thanks

Shelley



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

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

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

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

Facsimile Cover Page
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Date:	11 NOV 09
To/Destinataire:	TYM THOMPSON
Company/Organisation:	P.S.B.
Facsimile/Télécopieur:	(705) 329-6050
From/Expéditeur(trice)::	A/S/SGT. R. FLINDALL
Number of pages (including cover)/ Nombre de pages (y compris celle-ci):	13
Subject/Sujet:	2545009 - 0173

Message:

D/S THOMPSON
 PLEASE FIND ATTACHED
 MY CONFIDENTIAL JURY
 REPORT CONCERNING THE
 ABOVE FILE
 REGARDS,
 RFB

This facsimile may contain **PRIVILEGED** and **CONFIDENTIAL** information only for the use of the addressee(s) named above. Please be advised that if you are not the intended recipient of this facsimile or the employee or agent responsible for delivering it to the intended recipient, any copying and/or dissemination of this material is strictly prohibited. Thank you.

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CONFIDENTIAL DUTY REPORT

Confidential Duty Report of : Sgt. Robert FLINDALL #9740

Date of Submission : 11 November 2009

This is the first page of a confidential duty report. Any additional pages are numbered consecutively and are attached hereto. I have initialed all pages and signed the last page.

This report is being made to my employer in the course of my employment at the request of Detective Sgt. Tym Thompson, of the Professional Standards Bureau. If applicable, it is also being submitted as a statement in an attempt to resolve informally a complaint made against me in accordance with the Police Services Act.

This report is submitted without prejudice and is a non-voluntary statement. I object to and claim privilege from the use of all, any part, or parts of the report in any proceedings whether criminal or civil and including disciplinary proceedings or in any investigation or inquiry.

Improper use of this report without my consent is forbidden and any requests that I waive such privilege or any notices that my claim to privilege will not be honored or recognized must be directed to:

Legal Services Branch
Ontario Provincial Police Association
119 Ferris Lane
Barrie, Ontario L4M 2Y1
Telephone: (705) 728-6161
(800) 461-4282
Fax : (705) 721-4867
Email : legal@oppa.on.ca

SUBJECT TO THE CONTENTS OF THE ABOVE, I SUBMIT AS FOLLOWS:

In early January 2009, a new recruit arrived at the Peterborough County OPP Detachment and was assigned to my Platoon. His name was PC Michael JACK # 12690. His assigned coach officer was PC Shaun Filman #11212.

Shortly after arriving at the Detachment, I can't recall the date, I was advised in passing by PC FILMAN that PC JACK worked out at a local gym and that some of the people he associated with at the gym were less than desirable. I was not advised why at that time.

On September 3rd, 2009, PC BROCKLEY, #10489 came forward to me and disclosed additional information concerning a photograph he had observed shortly after PC JACK had arrived at the Detachment. He could not provide a date of when the photograph was observed.

PC BROCKLEY advised me that PC JACK was posing in the photograph with 3 males that he recognized. The photograph was taken at the gym PC JACK worked out at –

R.
D.

Good Life Fitness on Chemong Rd in Peterborough. PC FILMAN was also present at this time and confirmed the information provided by PC BROCKLEY.

PC BROCKLEY advised me that in the photograph, he witnessed [REDACTED] PC BROCKLEY, who had been in the Drug Unit at the Detachment, advised that [REDACTED] an [REDACTED] were [REDACTED] and were part of an [REDACTED] crime group. They were heavily into the drug scene. [REDACTED] was a local male that was known to officers at the Detachment. PC BROCKLEY advised that the group, including PC JACK, were in the photograph posing with their shirts off. [REDACTED] described PC JACK as being "ripped".

PC BROCKLEY also advised that the relationship between PC JACK and the group was such that when [REDACTED] was down in the United States, he brought a rifle scope back for him. This information was provided to PC FILMAN verbally by PC JACK.

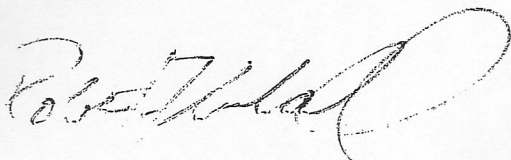
At this time, PC BROCKLEY also advised that he was aware of [REDACTED] PC BROCKLEY advised that he did not come forward with the information about PC JACK's possible association with the [REDACTED] initially because he did not want to [REDACTED]

After receiving this information, I immediately spoke with S/Sgt. Ron CAMPBELL # 6385 and provided him with the little detail I knew. It was decided to speak with Insp. M. JOHNSTON #6138 about the matter and how we were deal with the information [REDACTED]

On the 11th of September 2009, when Insp. JOHNSTON returned to work, I provided him with the information I had received and provided him with the list of the suspects. I also provided Insp. JOHNSTON with an email, at his request, in regards to the information I had provided to him. That email was sent to him at 1641 hrs, 11Sep09.

On the 15th of September 2009, Insp. JOHNSTON contacted me at my residence on a rest day to request some clarifying information regarding this situation. I wrote a second email to Insp JOHNSTON and sent it to him at 1440 hrs on that date.

This concludes my involvement in this matter.



Robert FLINDALL
Sgt. #9740
Peterborough County OPP
(705) 742-0401

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: November 10, 2009 5:07 PM
To: Borton, Doug (JUS); Stevenson, Hugh (JUS); Salter, Peter (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Kohen, Colleen (JUS)
Subject: Fw: Prob Jack

Below is the teleconference number and code for Thursday 12 Nov 1515hrs
Ron

From: Robertson, Sandra E. (JUS)
To: Campbell, Ron (JUS)
Cc: Kohen, Colleen (JUS)
Sent: Tue Nov 10 15:47:41 2009
Subject: RE: Prob Jack

Hi Ron,

The teleconference number is 1-866-355-2663 entry code 7435# (pound key).

Sandra E. Robertson

OPP - Central Region

Administrative Assistant

☎ 705-329-7417

☎ 705-329-7407

✉ Sandra.E.Robertson@Ontario.ca

From: Campbell, Ron (JUS)
Sent: November 10, 2009 2:49 PM
To: Kohen, Colleen (JUS); Robertson, Sandra E. (JUS)
Subject: RE: Prob Jack

I will send Sandra E. Robertson a message and ask for a conf # and entry code.. Ron

Sandra could we have a conference Number again for Thursday 12 Nov 09 1515hrs. Tks Ron

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

From: Kohen, Colleen (JUS)
Sent: Tuesday, November 10, 2009 2:37 PM
To: Campbell, Ron (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: RE: Prob Jack

30/01/2011

Ron

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

905 973 8877

Colleen

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

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

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

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

Good Morning

Rich

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

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

Ron.

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

Kent:

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

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

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

Dave

With you being on a course for the month .. Can someone from Region assist with the arranging of

the conference call and can someone from Region be part of this call ?

Colleen

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

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

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

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

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

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

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

Let me know

Rich

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

30/01/2011

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

Good Afternoon

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

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

Which is good with I am sure everyone

\

Look forward to hearing from you

TX

Colleen

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

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: October 27, 2009 3:33 PM
To: Smith, Gerry A. (JUS); Flindall, Robert (JUS)
Subject: FW: Remedial driver training for PC Michael Jack

1-393 booked for his use. 1100hrs to 1700hrs Ron

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

From: Taylor, Kent (JUS)
Sent: Tuesday, October 27, 2009 2:41 PM
To: Nie, Richard (JUS)
Cc: Campbell, Ron (JUS); Butorac, Peter (JUS); Kohen, Colleen (JUS); Jack, Michael (JUS)
Subject: Remedial driver training for PC Michael Jack

Rich

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

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

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

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

Kent

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

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

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 28, 2009 1:14 PM
To: Flindall, Robert (JUS); Johnston, Mike P. (JUS)
Subject: Additonal Remarks by Cst Jack regarding his Evaluation

Rob
Mike Jack has provided a rebutal to his last evaluation. Please sit down with Inspector Johnston and myself as we would like to go over. When are you next in? Tks Ron

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 27, 2009 9:59 PM
To: Nie, Richard (JUS)
Subject: PC JACK

Rich,

I've been approving a slew of occurrences for PC JACK tonight. Can you please go over with him how and why we link businesses to occurrences? He hasn't linked a single business in any of his occurrences.

Thanks,

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

S/Sgt Campbell

25 Sep 09

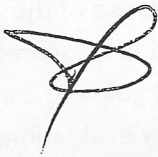
Attached is P/C Jack's response to his 6 month evaluation. He is willing to sign it but when I checked the file it has already moved ahead.

This could just be sent on or added to his current one or merged into his current one.


I'll leave with you

Thanks

Pete



Sst Fullon II

I understand you spoke to Insp Jk ... DSOCC on
I wanted a copy of this. 

Re: Probationary Constable Performance Evaluation Report (PCS-066P)

JACK, Michael, Badge # 12690

Report Month: 6

Evaluation period: 09 June 2009 to 09 August 2009

Preamble: In early May 2009, I advised Sgt. Flindall that I did not feel I was getting the proper coaching and that I felt I had no one to go to for help. He acknowledged my concerns and explained to me that it was the result of the mismanagement of human resources at the detachment and that Cst. Shaun Filman was not supposed to be my coach officer in the first place and that he was assigned to be my coach shortly prior to my reporting at the detachment. I was Cst. Filman's 3rd probationary back-to-back, he just had a son and as the result his mind was elsewhere. I advised Sgt. Flindall that I was concerned about my probationary period progress and that I did not want to jeopardize my probationary period because of the mismanagement of resources, which was obviously beyond my control. Sgt. Flindall reassured me that this was not going to happen on his shift. Sgt. Flindall advised me that Cst. Filman was going to continue to be my official coach officer and as such, will continue to be responsible for writing my evaluations. While Cst. Payne was going to be my "go-to" person and was going to assist me with work. Obviously, this did not work.

My PCS-066P for month 2 (evaluation period 09 Jan 2009 – 09 Mar 2009) was presented to me by Sgt. Flindall on April 26, 2009. There were 3 "Does Not Meet Requirements" ratings and 3 work improvement plans. The PCS-066P was overdue by a month and a half. Sgt. Flindall advised me that this was his fault and reassured me that this was not going to happen again.

My PCS-066P for month 3 (evaluation period 09 Mar 2009 – 09 Apr 2009) was presented to me by Sgt. Flindall on April 26, 2009 together with PCS-066P for month 2.

My PCS-066P for month 4 (evaluation period 09 Apr 2009 – 09 May 2009) was presented to me by Sgt. Flindall on May 14, 2009.

My PCS-066P for month 5 (evaluation period 09 May 2009 – 09 June 2009) was presented to me by Sgt. Flindall on August 19, 2009, which was overdue by two months.

On August 19, 2009 I had a meeting with S/Sgt. Campbell and Sgt. Flindall with OPPA representative, Cst. Anderson sitting in on it. At the meeting I was informed that I was being re-assigned to another platoon with another coach officer and that I would report back for duty on September 9, 2009; after my vacation that commences on August 20, 2009 at 18:00 hrs. Further, I was informed by Sgt. Flindall that he was going to give me two more 233-10 and that it would be reflected in my next evaluation.

On August 20, 2009 shortly before noon, I got a call in reference to a suspected impaired driver (SP09191712). I subsequently intercepted and arrested the driver for impaired operation of motor vehicle (the driver's breath test result was 272 BAC) and was busy dealing with the prisoner and the paper work all afternoon. At 17:40 hrs (which was 20 minutes prior to the end of my shift), I was presented by Sgt. Flindall yet again, my PCS-066P for month 6 (evaluation period 09 June 2009 – 09 August 2009) along with two 233-

10 and was told to review and sign them "hopefully" before 18:00 hrs. Upon reviewing the PCS-066P, there were 10 "Does Not Meet Requirements" ratings. I only had 3 "Does Not Meet Requirements" in the first two months of my probation period. I was in shock about how negative my evaluation was and needed time to think of how to respond to it. The evaluator's name on the form was Cst. Filman (who was at the time on vacation) yet all the negative comments were thoroughly documented by Sgt. Flindall. The work improvement plans were not there and I felt I was being slammed with everything all-at-once.

At 18:00 hrs I called D/Cst. Karen German, who is the President of the 8th Branch OPPA and sought advice. D/Cst. German advised me that I did not have to sign anything at the time and advised me she was going to look into my case. I did not sign any of the forms Sgt. Flindall gave me. I told him that I needed more time to review the PCS-066P and that I wanted an OPPA rep to look at them as well. I also told him that I would sign the 233-10 if he ordered me to do so, to which he replied, "Nope" and put "Refused to Sign" instead of my signature. That was the end of our meeting that concluded at approximately 18:10 hrs.

On August 21, 2009 at approximately 10:00 hrs I spoke with Cst. Anderson on the phone. He advised me that it was only fair for me to have some time to go over my evaluation and that I did not have to sign either 233-10 or the PCS-066P on such a short notice. I advised him that I spoke with D/Cst. German and asked him to advise S/Sgt. Campbell of the situation, to which he replied he would.

I have been working on my own since April 2009. During the busy summer months, there have been a number of occasions when I worked alone in my zone throughout the entire day. Also, during my evaluation period (09 June 2009 to 09 August 2009) I had a total of 40 reportable calls for service as a reporting officer and 10 non-reportable. In addition I had 5 calls for service in which I took part either as an assisting officer, an arresting officer, or a fingerprinting officer. During the same time period (09 June 2009 to 09 August 2009) my zone partners, which were my coach officer, Cst. Filman, and my "go-to" person, Cst. Payne, had a total of 37 reportable calls for service together, 20 and 17, respectively; and 35 non-reportable, 10 and 25, respectively.

Provincial Statutes Rating: Does Not Meet Requirements

The narrative is true except for the fact that I did not make the decision to take the female to the hospital for an evaluation. I was the first one on scene, followed by Cst. Crowder, then by Cst. D'Amico and Cst. Moran. Upon arrival, Cst. D'Amico said that she knew the female and that she was crazy. After Cst. D'Amico and Cst. Moran cleared the scene, I was not sure how to clear the call off and that is why I sought advice from Cst. Crowder, who has got 20+ years of service on me. When Cst. Crowder asked me what I would do, I advised Cst. Crowder that though I remembered studying police apprehension authorities under the Mental Health Act at the Ontario Police College, this was my first call of that particular nature. Cst. Crowder explained to me how the call should have been handled and cleared off. I therefore disagree with the "Does Not Meet Requirements" rating as I sought and followed advice of a senior officer.

SP09178964 - After the apprehension and the arrest of the 4 male suspects, Sgt. Flindall asked all the officers at the scene if anyone wanted to lead the investigation. No one volunteered. I had not handled criminal cases of this nature before yet said that I could do it if I got assistance with handling the case. Sgt. Flindall advised me that it would be a team effort in which everybody would take on a piece of work. Upon arrival at the detachment I found out through Niche RMS that the investigation was assigned to me. In regards to me not trusting a supervisor or a senior member with direction stems from the fact that I had been reprimanded before for following directions from a senior officer (see **Listening Skills**) as well as for not asking for help when I needed it. My coach officer was not available at the time to assist me with the investigation and the required paper work. Therefore, at that point after everything that had gone on, I did not know who to seek advice from or who I could trust. Further to this, I asked Sgt. Flindall through email once and verbally 3 times for a copy of his notes from the evening's event, as Sgt. Flindall arrested one male suspect at the scene and I needed his notes to complete the crown brief synopsis. Sgt. Flindall acknowledged my requests but never gave me his notes. I was therefore unable to complete the crown brief synopsis prior to going on vacation on August 20, 2009. I advised Sgt. Flindall that I was willing to come to work during my time off to complete the investigation, to which he replied he wanted me to have a vacation and that he would take care of the investigation and ordered me to surrender to him the 4 crown briefs that I had put together, which I did.

Listening Skills

Rating: Does Not Meet Requirements

SP09087157 - With respect to the handling of the Fraud investigation, see **Follow-Up Orientation**.

SP09164458 - On July 23, 2009 at 18:40 hrs I was ordered by Sgt. Flindall to work on overtime to complete the Criminal Harassment case I was assigned to work on earlier that day. First and foremost I was 13 hours into my day shift when the order to stay at the detachment to continue working on overtime was given. Second, I had not handled criminal cases of this nature before and therefore lacked the necessary skills or experience to handle the investigation on my own in such a short time frame. Sgt. Flindall gave me a set of instructions on a piece of paper to follow and advised me that the night shift were going to assist me. Further, Sgt. Flindall advised me that the night shift supervisor (2IC) Cst. Hanna had been advised to track the accused down and arrest him. Despite being exhausted, not having eaten all day and not having the experience to complete the required paper work in a given time frame, I did not dispute Sgt. Flindall's order and stayed at work. I took an energy pill to keep me awake, got a meal from Wendy's and a set of headphones from Staples and continued working. I did transcribe the video statement and put the general occurrence report as it helped me to determine and put the facts-in-issue in writing. I then photocopied my notes and the evidence provided by the complainants and at around 22:00 hrs asked Cst. Brokley, who was on light duties that night, to assist me with putting Crown Brief Synopsis as I was mentally and physically exhausted and could no longer comprehend what I was doing. Cst. Brokley advised me he could not do that as Crown Brief Synopsis should be written by the investigating officer and instead offered me his help with the preparation of the PTAs. I advised Cst. Brokley that this is not what Sgt. Flindall told me to do and showed him a piece of paper with Sgt. Flindall's instructions. Cst. Brokley in turn advised me that since the

accused did not have a criminal record, he could be arrested and released on a PTA and that he was going to prepare the PTA for me. At around 23:00 hrs I called Cst. Hanna on the on-duty sergeant's phone and inquired whether the accused had been arrested. Cst. Hanna advised me that the last message he got was not to arrest the accused and that he did not dispatch any officers from the night shift to arrest the accused. I advised him that this not what Sgt. Flindall advised me and that I expected the night shift to help me. Cst. Hanna in turn advised me that this was "bullshit" and that the accused should have been contacted over the phone and asked to attend the detachment earlier in the evening to turn himself in. Cst. Hanna further advised me that he was on a call enroute to Bancroft and could not be of any assistance to me at the time. In light of this information, Cst. Brokley advised me to send an email to the detachment in reference to the occurrence, should the accused be arrested overnight and that he was going to prepare the PTA and leave two copies in my diary slot. I sent an email as advised and at around midnight obtained S/Sgt. Campbell's permission, who happened to be at the detachment at the time, to go home and come back the following morning (Friday, July 24, 2009) to work overtime to complete the investigation. When S/Sgt. Campbell looked at me he told me, "Go home Mike, you are spinning wheels now". I left the detachment at around 01:00 hrs and came back to work in the morning at around 10:00 hrs. The accused was not arrested overnight. With a fresh mind I finalized the Crown Brief Synopsis. Though Cst. Brokley did prepare the PTA and left two copies in my diary slot, I had to prepare the PTA from scratch as it was erroneous and was not even saved in the Niche RMS. At around noon, I learned from the complainant's husband that the accused was employed as a land surveyor and was supposed to be at work at a road construction site in the vicinity of the Peterborough County OPP detachment that day. I sought advice from the day shift supervisor (2IC) Cst. Postma how to handle the arrest (I only had one arrest, for Over 80, on my own prior to that day) and then attempted to locate the accused. At the construction site I located a co-worker of the accused and learned from him that the accused had left for the day. I was subsequently able to get hold of the accused on the phone at his father's place and requested him to attend the detachment. At the detachment I arrested him on the charge of Criminal Harassment and released him on PTA. At around 18:30 hrs I attended his residence and in his presence seized his 15 registered firearms under Sec. 117.04 CC. I got assistance from the night shift with the lodging of the 15 seized firearms and concluded my overtime day shift at 23:00 hrs. I disagree with this rating as I lacked the necessary knowledge to deal with a criminal case of this nature; I was mentally and physically exhausted and felt abandoned. Once again, I took the advice of the senior officer and therefore I was reassured I was doing the right thing.

Radio Communications

Rating: Does Not Meet Requirements

SP09152940 – SP09158516 – With respect to the "follow-up", see **Self-Awareness**.

By definition, the **Radio Communications** section rates the "use of appropriate and respectful language when utilizing the communications system, effective communication, and the usage of 10 codes." I therefore do not understand how the above example fits into the definition of **Radio Communications**.

Resolution

Rating: Does Not Meet Requirements

The narrative is only partially true as first I attended the "stand-by and keep the peace" call on my own as to the best of my knowledge at the time, all other zone units were tied up with other calls for service. Second, I was unaware that one of the involved parties contacted the PCC and requested another officer to attend. When I realized things were not progressing, I called Cst. Payne and requested back-up. Cst. Payne advised me that she was sending Cst. Filman to assist me. When Cst. Filman arrived, he resolved the matter.

Follow-Up Orientation

Rating: Does Not Meet Requirements

SP09087157 - First and foremost; my understanding of the investigation was that I was to assist in the investigation and not to lead it. In proof of this, in my evaluation report for month 4 (09 April 2009 to 09 May 2009) in the *Analytical Thinking* section Cst. Filman indicated that I completed a detailed investigation including a photo line-up and had since turned the investigation over to the regional intelligence officer. I was later advised by Sgt. Flindall that the investigation was mine and that I was supposed to lead it to completion. Due to the complexity of the investigation (for my level of experience) I asked Sgt. Flindall for assistance and he advised me that Cst. Payne was going to assist me with it. On July 18, 2009, Cst. Payne and myself sat down to look at what I had done in regards to the investigation and what remained to be done. Cst. Payne quickly proof read my General Occurrence Report, advised me that property items needed to be added to Niche RMS, synopsis of the video statement completed, crown brief synopsis completed and all my notes photocopied. I got no more than half-an-hour altogether of Cst. Payne assistance with the case. I did transcribe the witness video statement contrary to Cst. Payne instruction just to prepare a summary of it. However, during the transcription, I discovered that the actual fraudulent transaction was rung through by another person (a cashier) and that was something neither I nor Cst. Payne was aware of. While I was present during the interview of the Customer Service Representative (CSR), who serviced the accused and was the witness to the fraud, when D/Cst. Dawson conducted the interview, my understating was that I was the assisting officer in the investigation and therefore I did not intervene in the photo lineup procedure and in the questioning of the CSR. When however, I transcribed the video statement verbatim, I learned that there was a cashier who physically rung the fraudulent transaction through. Had I not transcribed the video statement verbatim, no one would have known that there was another key witness to the event and that her statements needed to be obtained. Only when I showed the verbatim transcription of the video statement to Cst. Payne, she pointed out that Crown Attorney Brian Gilkinson would return the Crown Brief back to me if I did not have statements from the cashier. I therefore got reprimanded for wasting the time on the verbatim transcription of the video statement of the CSR, however, nothing was mentioned about me coming across the fact that the CSR was not the one who rung the fraudulent transaction through and that there was another key witness to the fraud that need to be interviewed. Further to this, when I attended the business to interview the cashier, I was told that there were two cashiers who rung two separate fraudulent transactions conducted by the same accused on the same day and that one of them lived outside of Peterborough County territorial division. I was further advised that both of them were scheduled to work on July 24, 2009 and therefore would be available for the interview. In light of the recent experience of being dispatched to calls almost immediately after going on duty and

not being able to do follow ups with people from calls from previous shifts in a timely manner, I asked Sgt. Flindall for a permission to attend the business to interview the witnesses on my day off on my own time, to which he stated there was a liability issue with that and denied my request. I therefore arranged to meet with both cashiers on July 27, 2009 at 19:00 hrs at the business. Sgt. Flindall was going to be on vacation that day and advised me to advise Cst. Payne that I was going to interview the cashiers as soon as I went on duty and that it was my number one priority. I subsequently met with the cashiers at the scheduled time and successfully interviewed them.

Personal Accountability

Rating: Does Not Meet Requirements

SP09164458 – With respect to the handling of the Criminal Harassment investigation, see **Listening Skills**. It appears that the same case is being used more than once to negatively rate my performance across multiple evaluation criteria.

Planning and Organizing

Rating: Does Not Meet Requirements

SP09164458 – With respect to the handling of the Criminal Harassment investigation, see **Listening Skills**. It appears that the same case is being used more than once to negatively rate my performance across multiple evaluation criteria.

In regards to my perceived inability to multitask I would like to reiterate over the fact that during my evaluation period (09 June 2009 to 09 August 2009) I had a total of 40 reportable calls for service as a reporting officer and 10 non-reportable. In addition I had 5 calls for service in which I took part either as an assisting officer, an arresting officer, or a fingerprinting officer. During the same time period (09 June 2009 to 09 August 2009) my coach officer, Cst. Tillman, and my "go-to" person, Cst. Payne, had a total of 37 reportable calls for service together, 20 and 17 respectively, and 35 non-reportable, 10 and 25 respectively. It therefore comes as yet another surprise to learn that I cannot multitask when I took, handled and completed more reportable calls than both my coach officer and my "go-to" person combined.

Respectful Relationships

Rating: Does Not Meet Requirements

SP09178964 – With respect to the B&E in progress, see **Federal Statutes**. It appears that the same case is being used more than once to negatively rate my performance across multiple evaluation criteria.

Self-Confidence

Rating: Does Not Meet Requirements

I am not sure what these numerous situations were that required disciplinary action and what kind of disciplinary action was required or taken to complete my tasks properly. During my conversation with Sgt. Flindall on August 3, 2009 I was advised that I am a quite person and should be asking questions when I do not know how to deal with a situation. It therefore comes as yet another surprise to learn that I got reprimanded for requiring instruction to complete tasks properly. Should I naturally require instruction to complete certain tasks during my probationary period and perhaps even later in my career? Is not that the job of a coach officer to provide me with instruction and guidance in the first place? Is not that exactly what I discussed with Sgt. Flindall in May 2009? As for the criticism, I am not sure who that person was that I was avoiding and when it happened. If that person comes forth, I then will be able to explain my perceived behaviour of avoidance.

Self-Awareness

Rating: Meets Requirements

SP09152940 -- SP09158516: On July 11, 2009 there was an email sent to the detachment by an officer from another shift about racial graffiti on a vehicle at Camp MOSHAVA (which is a Jewish camp), in which patrols in the area were requested. I took note of the incident, like I do about many other ones that occur in Peterborough County and especially in my zone. On the morning of July 17, 2009, I was on general patrol in my zone, when I noticed I was in the vicinity of the camp. I recalled the request for extra patrols and decided to conduct one to see where the camp was located and to familiarize myself with the area. Upon my arrival at the camp's main gate, I was greeted by the camp security guard who said, "You are already here." I asked what he meant and he explained that a teenaged female at the camp fainted and EMS was called. He further advised me that he was not sure if the police had been called. Shortly thereafter Peterborough EMS and local fire arrived on scene. I personally knew the paramedics and the firemen as we had worked together on a number of motor vehicle accidents. I decided to stay until they cleared the scene in case police assistance was required. The teenaged female was brought out in a camp van, examined by paramedics and transported to the hospital for further examination. I then spoke with the camp manager and I advised her of the reason I was there and that I had a Jewish background. I further asked if I could get some water and she escorted me into the dining room. We had a short conversation (5-10 min), in which she advised me of the thefts they had had from lockers and the racial graffiti. I advised her that I was aware of the racial graffiti occurrence and that was the reason not to be concerned about their location and was conducting the requested patrols. Our conversation was interrupted by me receiving a call and being dispatched to a B&E in another zone. I left the camp manager my business card, apologized for leaving in the middle of the conversation, and left.

We have been encouraged to conduct foot patrols in our respective zones. On the morning of July 17, 2009, I was in my zone and I was conducting a foot patrol. I had advised PCC earlier that I was in my zone, however, I did not advise PCC of my exact location and that I was out of the vehicle. I am not sure if what I did was a follow up or not, but I was not aware of any wrong doing on my part.

Date: 09-SEP-09

Signature:



Flindall, Robert (JUS)

From: Butorac, Peter (JUS)
Sent: September 23, 2009 7:16 PM
To: Johnston, Mike P. (JUS); Crawford, Anna (JUS)
Cc: Flindall, Robert (JUS); Campbell, Ron (JUS)
Subject: RE: 2545009-0173 Internal Complaint - PC Jack

Served 23 Sep 09 @ 1810 by Sgt Butorac/6901

From: Johnston, Mike P. (JUS)
Sent: September 23, 2009 3:49 PM
To: Butorac, Peter (JUS)
Cc: Flindall, Robert (JUS); Campbell, Ron (JUS)
Subject: FW: 2545009-0173 Internal Complaint - PC Jack
Importance: High

Peter

Please serve Cst Jack as per the directions below.

Thanks

Mike J.

From: Crawford, Anna (JUS)
Sent: September 23, 2009 3:42 PM
To: Johnston, Mike P. (JUS)
Subject: 2545009-0173 Internal Complaint - PC Jack
Importance: High

INTERNAL COMPLAINT NOTIFICATION TO RESPONDENT OFFICER

FILE NUMBER: 2545009-0173

The attached Internal complaint notification is to be disclosed forthwith to the respondent.

Print the attachment and distribute.

Please respond to me by email indicating time and date of disclosure to the noted respondent.

Thank you. Anna

<< File: Notification - Jack.pdf >>

Anna Crawford
Complaints Intake Officer
Classification & Analysis Unit
Professional Standards Bureau
705 329-6067 Telephone
705 329-6069 Fax

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 23, 2009 5:50 AM
To: Johnston, Mike P. (JUS)
Subject: RE: P/C Jack **URGENT**

Insp,

I've sent the docs to my house for review on Wednesday. As the PCS66 and WIP sits, they were approved by Colleen, however I will review today and send an email response back.

Regards,

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

From: Johnston, Mike P. (JUS)
Sent: September 20, 2009 10:58 PM
To: Butorac, Peter (JUS); Nie, Richard (JUS); Campbell, Ron (JUS)
Cc: Chapman, Kathy (JUS); Flindall, Robert (JUS)
Subject: Re: P/C Jack **URGENT**

Rich

Thanks for advising.

Rob, can you review please prior to it being presented to Cst Jack.

Thanks

Mike

Sent from my BlackBerry Wireless Device

From: Butorac, Peter (JUS)
To: Johnston, Mike P. (JUS); Nie, Richard (JUS)
Cc: Chapman, Kathy (JUS)
Sent: Sun Sep 20 18:32:55 2009
Subject: RE: P/C Jack **URGENT**

Inspector

I spoke to Ron yesterday about the issues in this evaluation. He suggested I send back to you to give to Rob and

28/01/2011

Koleen. If she has already approved as such we will serve. I just wanted to ensure that everything was as it should be.

Rich did bring up good points.

Thanks

Pete

From P/C Nie's email...

Pete - I was just reviewing the 8mth evaluation (09AUG-09SEP) for PC Jack that was in my diary slot from the Inspector. I wanted to read it over prior to disclosing it as requested and I found the following.

There are 17 categories that show Does Not Meet Requirements, up from only 10 categories the month before. The problem is that when you look at the Work Improvement Plan, it only addresses 10 of the 17 issues, and it needs to address all 17. Also, Federal Statutes shows as Meets Requirements on the evaluation, which is a category change from the evaluation before. If this is the case, it needs to show up under the Results Achieved category on the Work Improvement Plan. It currently shows up as an item that still needs a Work Improvement Plan, which doesn't match with the evaluation.

I have no problem giving him the evaluation but I thought it would be better to have everything done properly given the circumstances. I will keep it until you let me know, Rich.

From: Johnston, Mike-P. (JUS)

Sent: September 18, 2009 8:25 AM

To: Nie, Richard (JUS)

Cc: Butorac, Peter (JUS); Postma, Jason (JUS); Chapman, Kathy (JUS)

Subject: P/C Jack

Rich

Sgt Flindall has given me Cst Jack's most recent PCS066 and the development plan. It is signed off by all including myself. Can you present to him, and get him to sign.

The other envelope is a copy for Cst Jack. Both envelopes are in your mail slot.

The signed original should go to Kathy Chapman, for submission to Region.

Thanks

Mike J.

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 22, 2009 9:18 PM
To: Johnston, Mike P. (JUS)
Subject: Old occurrence involving PC JACK

Inspector,

I'm not sure that this has any bearing on PC JACK's current situation, but please read this occurrence dated from 2005 - SP05112642 . Shaun was looking up a suspect who happened to be involved in this occurrence. Michael Jack was also involved, but was never linked to the occurrence as an involved person. As a result, I'm sure this never made it into his background investigation. It certainly seems to be congruent with the issues we are currently facing with him now.

Regards,

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

General Occurrence Report

Ontario Provincial Police

Printed: 2011/02/03 12:40 by 9740

Occurrence: **SP05112642** Police information @2005/07/04 08:11

Author: #10532 MCDERMOTT, M.

Report time:

Entered by:

Entered time:

Remarks:

BENCHMARK: No

COMPLAINT: Security guard Michael Jack heard noise in the bar area, when he went to investigate he observed a male party run from the bar area with bottles of alcohol in his possession. The guard could not identify the male party and did nothing about it. The guard filed a nightly report making a joke of the situation and when the day manager came in she contacted police.

INCIDENT LOCATION: [REDACTED]

HISTORY: A group of young people rented room 201 in the [REDACTED] without identification or a credit card to guarantee the room. The room was the source of considerable noise throughout the night, and was a complete mess at the end of the evening. When the group checked out, the manager took cash payment for the room and information from one male party who denied the theft. That male party was identified to the manager as [REDACTED] by way of photo driver's licence.

INVESTIGATION: P/C McDermott attended the location and spoke to the manager and read the night security guard report. It is obvious that the night guard did not take the theft seriously as the heading to that part of his report began as follows: **And now THE BIG and EXTREMELY EXCITING night adventure. Hold your breath ladies and gentlemen, it is not about the ghost....It is about the thieves!** P/C McDermott attended the room that the youths had been occupying and there was no sign of the liquor bottles that had been stolen. The stolen bottles were as follows:

1 750ml bottle of Wild Turkey

1 750ml bottle of Disaronno Amaretto

1 750ml bottle of Phillips Butter Ripple

The only descriptor that the security guard observed of the male who took the liquor was that he was short wearing shorts, a dark grey or green t-shirt and a cap. Had he contacted police at the time, then possibly police could have used the information to identify the party, but he chose not to.

Although all information points to the young people from room 201 committing the crime, the night security guard could not even identify the party as entering the room.

The manager was told that had her security guard acted promptly and properly, then by all means this situation could have been solved, however due to his inaction, there was no reasonable prospect of conviction of the one male party who happened to hand over his identification when requested in the morning.

WITNESS STATEMENTS: Nil

SUSPECT(S) / SUSPECT VEHICLE: Nil

PROPERTY: Nil

SUPPORT UNITS: Nil

C.P.I.C.: Nil

NOTIFICATION:

DISTRIBUTION: Nil

General Occurrence Report

Ontario Provincial Police

Printed: 2011/02/03 12:40 by 9740

Occurrence: **SP05112642** Police information @2005/07/04 08:11

Author: #10532 MCDERMOTT, M.

Report time:

Entered by:

Entered time:

Remarks:

BENCHMARK: No

COMPLAINT: Security guard Michael Jack heard noise in the bar area, when he went to investigate he observed a male party run from the bar area with bottles of alcohol in his possession. The guard could not identify the male party and did nothing about it. The guard filed a nightly report making a joke of the situation and when the day manager came in she contacted police.

INCIDENT LOCATION: Burleigh Island Lodge 4791 Highway 28, North Kawartha

HISTORY: A group of young people rented room 201 in the Burleigh Island Lodge without identification or a credit card to guarantee the room. The room was the source of considerable noise throughout the night, and was a complete mess at the end of the evening. When the group checked out, the manager took cash payment for the room and information from one male party who denied the theft. That male party was identified to the manager as Ryan Driscoll (DOB:28Aug85) by way of photo driver's licence.

INVESTIGATION: P/C McDermott attended the location and spoke to the manager and read the night security guard report. It is obvious that the night guard did not take the theft seriously as the heading to that part of his report began as follows: **And now THE BIG and EXTREMELY EXCITING night adventure. Hold your breath ladies and gentlemen, it is not about the ghost...It is about the thieves!** P/C McDermott attended the room that the youths had been occupying and there was no sign of the liquor bottles that had been stolen. The stolen bottles were as follows:

1 750ml bottle of Wild Turkey

1 750ml bottle of Disaronno Amaretto

1 750ml bottle of Phillips Butter Ripple

The only descriptor that the security guard observed of the male who took the liquor was that he was short wearing shorts, a dark grey or green t-shirt and a cap. Had he contacted police at the time, then possibly police could have used the information to identify the party, but he chose not to.

Although all information points to the young people from room 201 committing the crime, the night security guard could not even identify the party as entering the room.

The manager was told that had her security guard acted promptly and properly, then by all means this situation could have been solved, however due to his inaction, there was no reasonable prospect of conviction of the one male party who happened to hand over his identification when requested in the morning.

WITNESS STATEMENTS: Nil

SUSPECT(S) / SUSPECT VEHICLE: Nil

PROPERTY: Nil

SUPPORT UNITS: Nil

C.P.I.C.: Nil

NOTIFICATION:

DISTRIBUTION: Nil

Flindall, Robert (JUS)

From: Payne, Jennifer (JUS)
Sent: September 22, 2009 6:51 PM
To: Flindall, Robert (JUS)
Subject: Read this occurrence tonite

Importance: High

SP05112642

And yes it is who you're thinking it is.....he worked there. But he was never linked to the occurrence. So when doing his background this would have never come up or been found!

Jen:)

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
ent: September 14, 2009 3:17 PM
To: Kohen, Colleen (JUS); Flindall, Robert (JUS)
Cc: Filman, Shaun (JUS)
Subject: RE: JACK WIP masterc.doc

Rob please ensure this comment is fixed.

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

From: Kohen, Colleen (JUS)
Sent: Monday, September 14, 2009 11:41 AM
To: Flindall, Robert (JUS); Campbell, Ron (JUS)
Cc: Filman, Shaun (JUS)
Subject: RE: JACK WIP masterc.doc

Good Morning

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

Also on the PCS66P.. It should read month 8

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

Colleen

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

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

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

Ron and Colleen,

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

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 13, 2009 3:26 PM
To: Filman, Shaun (JUS)
Subject: RE: JACK WIP masterc.doc

Hey I can't edit this. Send an attachment instead of how you did it.

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

From: Filman, Shaun (JUS)
Sent: September 13, 2009 3:21 PM
To: Flindall, Robert (JUS)
Subject: JACK WIP masterc.doc

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

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

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

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

Probationary Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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**DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT
TO "MEET" WORK PERFORMANCE STANDARDS**

- 1) Personal accountability - PC JACK has difficulty accepting responsibility for his actions where these actions have either been deemed inappropriate or deficient. In this above noted incident, PC JACK has not taken responsibility for not following the directions of his Sergeant.
- 2) Federal Statutes - PC JACK has investigated several federal statutes in his time so far. In the cases identified PC JACK either made an error (forgetting to read Rights to Counsel) which ultimately could compromise the outcome of the case. In regards to the Break and Enter PC JACK completed the briefs but then disagreed with the other officers involved about the charges laid. PC JACK questioned officers on other shifts that were not present and voiced his disagreement with the charges laid. In this case it appears that PC JACK has let his opinion of the people involved sway his opinion of what charges should be laid rather than relying on what elements of an offence had been completed. The youths involved had no previous police involvement.
- 3) Resolution - PC JACK did not meet requirements in this field because a a stand by keep the peace that he attended and was unable to resolve the issue until another officer arrived. The main issue is that PC JACK did not request the other officer one of the parties involved did when they found that the problem was not being resolved and in fact said to the communications center "this is going no where". The underlying issue to this call was that the dispatch was taken over the

phone by PC JACK at his request and he did not advise or bring another officer with him to a stand by and keep the peace.

4) Follow-up Indicated in previous evaluations PC JACK had shown good followup skills and kept a running list. It was identified in this evaluation that although the call for service was months old PC JACK did not have adequate information in regards to the witnesses that should have been identified of the hop and he had not taken statements that should have been identified as required and completed as soon as possible.

5) Listening Skills - Have normally shown to be a good listener however recently he has been given specific instruction in relation to what to do for a certain case and what not to do. PC JACK ignored these instructions and did what he was told not to do and in the other case did not follow the direction he was given.

6) Planning and organization -PC JACK is a very organized person. He usually comes to work with a pre-written task list. However, it is viewed that PC JACK cannot multitask. He has difficulty prioritizing what needs to be done on his list.

Part of the issue is that PC JACK will go too far in his investigation completeing tasks that don't need to be done or over investigating. This could be identified by typing a statement verbatim that didn't have to be or contacting and taking statement from witnesses that have no relevant information to provide.

7) Provincial Statutes - Although for the most part PC JACK has been able to identify the elements of most provincial statutes he was not able to identify the elements associated with the Mental Health Act.

8) Self confidence - During this evaluation period, PC JACK has been involved in numerous situations which has required either disciplinary action or instruction on how to complete tasks properly. It has been found that PC JACK does not take criticism well and will avoid that person for a period of time.

9) Respectful relations - Does not meet requirements was selected here because several officers advised PC JACK of appropriate charges that should be laid in a break and enter. At the time PC JACK did not say anything to the officers involved but on a later date PC JACK was overheard asking other officers what they thought and giving them partial information. This answer shopping can paint the other officers in a bad light, creates rumors and deteriorates moral.

10) Radio Communications - PC JACKS ability to use the radio have not been the matter of issue. This being said he does not always advise communications that he is out of the car or where he is. This could be an issue in relation to 10-78 issues.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

Probationary Constable's Comments:

Probationary Constable's
Signature:

Date:

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

1) Take responsibility for his own actions, learn from his mistakes and apply this to his future investigations so that these deficiencies don't happen again.

2) PC JACK has already been made aware of the importance of reading rights to counsel, caution and applicable demands and this was rectified the next time he investigated an impaired driver.

As for the issue around the break and enter PC JACK needs to familiarize himself with which elements actually constitute an offence and when officers who have experience are present with him and advise him that certain charges should be laid

he should take that advice. If he doesn't believe that the offence has been completed he should research the offence rather than shop for answers from other officers.

3) When a problem is taking too long to resolve or you are unsure of how to resolve a problem call another officer or better bring a second officer with you.

4) Identify who is a key witness to form grounds for an offence, obtain the appropriate names and contact information and obtain a detailed statement of those persons account of what happened as soon as possible.

5) When a supervising officer instructs PC JACK to do something, especially a sergeant these instructions should be followed exclusively. Also when an experienced officer tells him he is not to do something like re-write a statement verbatim but make a synopsis for the sake of expediting the case this should also be followed.

6) All officers working are at times required to stop what they are doing and take on a task which may be less or more important than the one they were actively working on. PC JACK needs to be able to take these tasks and work on them in an order that allows the most important to be completed and the less important to be put aside until time permits. Time management also has to be implemented to get these tasks done

7) Review the Mental Health Act and identify to his coach officer what would be required to make an arrest under the Mental Health Act and when someone may show signs of Mental Health issues but not be a candidate for an arrest.

8) Take ownership for mistakes, discipline or instruction and use these circumstances as learning opportunities and better yourself from them

9) The main issue is answer shopping as indicated previously this should be avoided at all costs and if you are unsure ask the officer who gave the advice for clarification or consult the criminal code or other relevant source.

10) Always advise the communications center of locations of vehicles stops and when out of the vehicle.

Comments mandatory at all levels

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

RESULTS ACHIEVED

To be completed by Accountable Supervisor

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

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 13, 2009 11:47 AM
To: Filman, Shaun (JUS)
Subject: JACK's WIP's

Shaun - you mentioned you were going to put all of PC JACK's WIPS together onto one form for me. Have you gotten this done yet?

I need it asap.

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

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 11, 2009 12:00 PM
To: Flindall, Robert (JUS)
Cc: Postma, Jason (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Johnston, Mike P. (JUS)
Subject: RE: Jack

Since this happened during your supervision of the member and the completion of his PCS066 it is up to you what you decide to do with the documentation. Should you mention it in the PCS066 this is your documentation. But like any issue and to be fair the member should have a chance to respond prior to placing it in the file. Ron

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

From: Flindall, Robert (JUS)
Sent: Friday, September 11, 2009 11:27 AM
To: Campbell, Ron (JUS)
Subject: FW: Jack

Here's Marc Gravelle's response to the incident that happened between himself and PC JACK.

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

From: Gravelle, Marc (JUS)
Sent: September 9, 2009 7:52 PM
To: Flindall, Robert (JUS); Rathbun, Brad (JUS)
Subject: Jack

I am not sure of the date in which the incident happened, it was sometime in early to mid August/2009. Jack was doing a paid duty and my shift was working nights. I received a call from Comm. Center requesting the 10-20 of Jack, they advised they were unable to reach him on the radio. I paged the office over the phone system then called him on his cell phone, both results were negative.

A short time later Jack arrived at the office and was told by myself that the Comm. Center was looking for him. Somehow Jack took this as a personal attack by myself and became irate towards me. I then told him his responsibilities to answer the radio.

Regards,

Marc Gravelle

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: September 11, 2009 9:19 AM
To: Kohen, Colleen (JUS)
Subject: RE: PCS66_JACK8.doc

10-4 thanks! I'm on it.

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

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

From: Kohen, Colleen (JUS)
Sent: September 11, 2009 9:17 AM
To: Flindall, Robert (JUS)
Subject: RE: PCS66_JACK8.doc

Rob

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

Colleen

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

From: Flindall, Robert (JUS)
Sent: September 11, 2009 9:02 AM
To: Kohen, Colleen (JUS)
Subject: RE: PCS66_JACK8.doc

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

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

Talk to you soon,

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

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

From: Kohen, Colleen (JUS)
Sent: September 11, 2009 8:58 AM
To: Flindall, Robert (JUS); Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

hanks Rob

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

I am assuming this is being disclosed to member today ?

Colleen

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

From: Flindall, Robert (JUS)
Sent: September 11, 2009 8:01 AM
To: Kohen, Colleen (JUS); Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

Thanks Colleen,

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

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

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

From: Kohen, Colleen (JUS)
Sent: September 9, 2009 1:39 PM
To: Campbell, Ron (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

Good Afternoon

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

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

TX

Colleen

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

From: Campbell, Ron (JUS)
Sent: September 9, 2009 9:09 AM
To: Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)
Subject: FW: PCS66_JACK8.doc

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

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

From: Flindall, Robert (JUS)
Sent: Tuesday, September 08, 2009 4:09 PM
To: Campbell, Ron (JUS)
Subject: PCS66_JACK8.doc

Ron,

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

Rob

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
ent: September 10, 2009 1:32 PM
To: Payne, Jennifer (JUS)
Cc: Flindall, Robert (JUS); Johnston, Mike P. (JUS)
Subject: Notes Tracking Cst Jack's duties on A Platoon

Jen:

I have read through the notes concerning your assistance in mentoring Cst. Jack. I note that on 3 occasions you raise a WDHP issue with this member. On the 3rd occasion you address the issue directly with Cst. Jack and advise him this behaviour is unwanted and un welcome and request he stop. As a Manager of the Office I want to ensure that everyone has a workplace free of this type of behaviour. What are your wishes in regards to this. I can speak to Cst. Jack about this and re-enforce acceptable behaviour in the office. I would also like you to know should there be any continuance to let us know and it will immediately be addressed. Please let me know what your wishes are.

Ron

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: September 9, 2009 2:02 PM
To: Kohen, Colleen (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS)
Subject: RE: PCS66_JACK8.doc

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

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

From: Kohen, Colleen (JUS)
Sent: Wednesday, September 09, 2009 1:39 PM
To: Campbell, Ron (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS)
Subject: RE: PCS66_JACK8.doc

Good Afternoon

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

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

TX

Colleen

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

From: Campbell, Ron (JUS)
Sent: September 9, 2009 9:09 AM
To: Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS); Lee, Dave E. (JUS); Kohen, Colleen (JUS)
Subject: FW: PCS66_JACK8.doc

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

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

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Sent: Tuesday, September 08, 2009 4:09 PM
To: Campbell, Ron (JUS)
Subject: PCS66_JACK8.doc

Ron,

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

Rob

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 28, 2009 6:43 PM
To: Campbell, Ron (JUS)
Subject: RE: PCS066 for Mike Jack

OK, sounds good. Last set of shifts I assigned PC FILMAN to complete the Work Improvement Plans this weekend for his Does Not Meet Requirements sections of the PCS066. At shift start I asked him to complete same tonight. I will send his last PCS066 as well as the proposed WIP's to yourself and S/Sgt. KOHEN tonight. That will give both of you the chance to read them prior to our meeting on Monday.

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

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

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

('ou sure can.. 505 4030.

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

Colleen

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

could we call you about 2pm on Monday??

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

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

Hi Ron

I am more then willing to assist. I have reviewed my file and can say that I have received month 1 and 2 (combined) and month 3 and 4 PCS66P

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

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

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

Flindall, Robert (JUS)

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

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

You sure can.. 505 4030.

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Colleen

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Sent: August 27, 2009 4:07 PM
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Cc: Johnston, Mike P. (JUS)
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I am good Monday or Tuesday next week and just let me know what time and where to call into .

Colleen

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

1888 214-4401

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 26, 2009 4:06 AM
To: Filman, Shaun (JUS)
Subject: RE: Constable Michael Jack

Will do.

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

From: Filman, Shaun (JUS)
Sent: August 26, 2009 3:50 AM
To: Flindall, Robert (JUS)
Subject: RE: Constable Michael Jack

Rob,

Do you want to send an e-mail to court to let them know that this is coming down?

Shaun

From: Flindall, Robert (JUS)
Sent: August 24, 2009 10:09 PM
To: Filman, Shaun (JUS)
Subject: FW: Constable Michael Jack

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

From: Lafreniere, Bob (JUS)
Sent: August 20, 2009 12:20 PM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: Constable Michael Jack

Re: Constable Michael Jack

To: Staff Sergeant Campbell and Sergeant Flindall

Hello Ron and Robert,

May I respectfully suggest that Constable Jack needs some guidance?

I am seeing a bit of an ongoing pattern in his work that raises concerns.

Referring to the most recent file on an accused, [REDACTED]
First Appearance is August 27.

I got the Information sworn this morning. Following which, the file was returned by CAO staff to the OPP Court Office to be reviewed.

There are apparently five witnesses and one complainant.

- The statement of the complainant is not present in the file
- Notes: Copies of notebook notes with author unknown (however, probably Jennifer Payne. I will label as probably a simple oversight on her part)

Perhaps of more concern are deficiencies in the synopsis of the circumstances. I am wondering if it might be appropriate for Constable Jack to inform the reader who the players are? There are five witnesses indicated in the witness list and one complainant, none of which are identified in the synopsis.

The synopsis, as you will see, concludes with " Then [REDACTED] and friends went to the main office to see the resort manager who contacted the police."

This synopsis lacks the basic principles of the conclusion i.e. the arrest . Who, What, Where, When, How and Why.

Similarly, in the case of [REDACTED] the synopsis in this case contains a significant amount of irrelevant information. There is little provided on the allegation of Criminal Harassment. In fact, I got the Information sworn yesterday, however in review, I have a very uncomfortable feeling about it and will discuss it further with the CAO as the file has been forwarded. I have read this synopsis more carefully and I would go as far as to suggest the charge of Criminal Harassment should be withdrawn on August 27. I will let a CA review.

Sergeant Flindall, may I ask you to view the two occurrences and to consider my thoughts.

[REDACTED]

Thank you,

Bob

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 26, 2009 4:04 AM
To: Campbell, Ron (JUS); Conway, Jane (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: [REDACTED]

I have reviewed all of the documentation and correspondence, including emails from Ron and Brian who have summed up the situation perfectly. I am in agreement that there is simply not enough information to proceed with a criminal harassment charge at this time. In review of PC JACK's statements, not only in this matter but a few other matters I am reviewing, he has done a poor job in attempting to elicit the basic required information that one would expect to garner from victim/witnesses. I can only chalk this up to inexperience. That being said, even with additional, clarifying information from [REDACTED] don't think the CAO will take up the case, nor the Judge convict on the continuous he said / she said saga. I think a more prudent course of action for [REDACTED]s for both to enter into a Peace Bond which would provide us with some more teeth should either party start to "act up" again in the future.

I know this won't likely be to the satisfaction of [REDACTED] but we can certainly assure him that we've taken a look at his complaint, including the CAO and come up with a more prudent course of action vs the criminal charges.

I'll leave this in your hands in regards to the meeting with [REDACTED] on Friday.

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

From: Campbell, Ron (JUS)
Sent: August 25, 2009 2:00 PM
To: Johnston, Mike P. (JUS)
Cc: Conway, Jane (JUS); Flindall, Robert (JUS)
Subject: RE: Jeff Staedert

Should this be done when we have not heard from Sgt Flindall??

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

From: Johnston, Mike P. (JUS)
Sent: Tuesday, August 25, 2009 12:16 PM
To: Campbell, Ron (JUS)
Cc: Conway, Jane (JUS)
Subject: Jeff Staedert

Ron

Can you call [REDACTED] and see if he can attend Friday morning at Detachment to meet with Jane, you, and myself. This should give Jane the time she needs to review the incidents and give her thoughts on the possibility of a Criminal harassment charge being initiated.

Thanks

Mike

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 24, 2009 10:09 PM
To: Filman, Shaun (JUS)
Subject: FW: Constable Michael Jack

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

From: Lafreniere, Bob (JUS)
Sent: August 20, 2009 12:20 PM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: Constable Michael Jack

Re: Constable Michael Jack

To: Staff Sergeant Campbell and Sergeant Flindall

Hello Ron and Robert,

May I respectfully suggest that Constable Jack needs some guidance?
I am seeing a bit of an ongoing pattern in his work that raises concerns.

Referring to the most recent file on an accused, [REDACTED]
First Appearance is August 27.

I got the Information sworn this morning. Following which, the file was returned by CAO staff to the OPP Court Office to be reviewed.

There are apparently five witnesses and one complainant.

- The statement of the complainant is not present in the file
- Notes: Copies of notebook notes with author unknown (however, probably Jennifer Payne. I will label as probably a simple oversight on her part)

Perhaps of more concern are deficiencies in the synopsis of the circumstances. I am wondering if it might be appropriate for Constable Jack to inform the reader who the players are? There are five witnesses indicated in the witness list and one complainant, none of which are identified in the synopsis.

The synopsis, as you will see, concludes with " Then [REDACTED] family and friends went to the

main office to see the resort manager who contacted the police."

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Sergeant Flindall, may I ask you to view the two occurrences and to consider my thoughts.

[REDACTED]

Thank you,

Bob

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: August 24, 2009 1:57 PM
To: Flindall, Robert (JUS)
Cc: Conway, Jane (JUS); Johnston, Mike P. (JUS)
Subject: [REDACTED]

Rob & Jane:

Rob I take it the brief Crown Attorney Brian Gilkinson contacted me on and the email stating there was absolutely no grounds for a charge in this matter of criminal harassment was the information brief that Shawn Filman and Mike Jack were putting together for review by the Crown? Is this correct? Or was this RM09092516 and Shaun is still working on the submission? Please advise.

Secondly Jane in your review of the information on the [REDACTED] and [REDACTED] case did you see this brief prior to getting sent in and with your review of the file do you see any chance of charges or assignments that need completed?

Please advise Ron

Flindall, Robert (JUS)

From: Campbell, Ron (JUS) -
Sent: August 20, 2009 1:36 PM
To: Flindall, Robert (JUS)
Subject: RE:

I have no idea. No one has mentioned anything to me. Ron

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

From: Flindall, Robert (JUS)
Sent: Thursday, August 20, 2009 12:02 PM
To: Campbell, Ron (JUS)
Subject:

A question for you when you're not busy - What has been the view of region in regards to PC Jack? Are they all with anything we've done/not done - aka are we in any shit? Or are they satisfied with everthing that's hap date?

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

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: August 20, 2009 1:24 PM
To: Lafreniere, Bob (JUS); Flindall, Robert (JUS)
Cc: Nie, Richard (JUS); Postma, Jason (JUS)
Subject: RE: Constable Michael Jack

Rob I have read this email message. My thoughts are as follows: Being a Probationary Officer why did the coach not review and deem suitable or unsuitable. Since all briefs are screened who screened it and forwarded onto the court office. Since it is apparent there needs to be some guidance please review and either assign someone to assist or provide him with the direction. Hopefully this will keep this from being a re-occurring theme. I have also cc Rich Nie and Jason Postma as they will need to monitor this in the future with Cst. Jack.
Tks Ron

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

From: Lafreniere, Bob (JUS)
Sent: Thursday, August 20, 2009 12:20 PM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: Constable Michael Jack

Re: Constable Michael Jack

To: Staff Sergeant Campbell and Sergeant Flindall

Hello Ron and Robert,

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Perhaps of more concern are deficiencies in the synopsis of the circumstances. I am wondering if it might be appropriate for Constable Jack to inform the reader who the players are? There are five witnesses indicated in the witness list and one complainant, none of which are identified in the synopsis.

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Sergeant Flindall, may I ask you to view the two occurrences and to consider my thoughts.

[REDACTED]

Thank you,

Bob

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 20, 2009 12:51 PM
To: Lafreniere, Bob (JUS)
Cc: Campbell, Ron (JUS)
Subject: RE: Constable Michael Jack

Both of those are on my lengthy to-do list today.

I will get back to you. As far as [REDACTED] in my discussions with PC JACK about this matter, there should be sufficient information for the Criminal Harassment, however it obviously needs to be articulated better. I will go back over each synopsis and advise.

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

From: Lafreniere, Bob (JUS)
Sent: August 20, 2009 12:20 PM
To: Flindall, Robert (JUS)
Cc: Campbell, Ron (JUS)
Subject: Constable Michael Jack

Re: Constable Michael Jack

To: Staff Sergeant Campbell and Sergeant Flindall

Hello Ron and Robert,

May I respectfully suggest that Constable Jack needs some guidance?
I am seeing a bit of an ongoing pattern in his work that raises concerns.

Referring to the most recent file on an accused, [REDACTED]
First Appearance is August 27.

I got the Information sworn this morning. Following which, the file was returned by CAO staff to the OPP Court Office to be reviewed.

There are apparently five witnesses and one complainant.

- The statement of the complainant is not present in the file
- Notes: Copies of notebook notes with author unknown (however, probably Jennifer Payne. I will label as probably a simple oversight on her part)

Perhaps of more concern are deficiencies in the synopsis of the circumstances. I am wondering if it might be appropriate for Constable Jack to inform the reader who the players are? There

are five witnesses indicated in the witness list and one complainant, none of which are identified in the synopsis.

The synopsis, as you will see, concludes with " [REDACTED] family and friends went to the main office to see the resort manager who contacted the police."

This synopsis lacks the basic principles of the conclusion i.e. the arrest . Who, What, Where, When, How and Why.

Similarly, in the case of [REDACTED], the synopsis in this case contains a significant amount of irrelevant information. There is little provided on the allegation of Criminal Harassment. In fact, I got the Information sworn yesterday, however in review, I have a very uncomfortable feeling about it and will discuss it further with the CAO as the file has been forwarded. I have read this synopsis more carefully and I would go as far as to suggest the charge of Criminal Harassment should be withdrawn on August 27. I will let a CA review.

Sergeant Flindall, may I ask you to view the two occurrences and to consider my thoughts.

[REDACTED]

Thank you,

Bob

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: August 20, 2009 9:29 AM
To: Jack, Michael (JUS); Flindall, Robert (JUS); Postma, Jason (JUS); Nie, Richard (JUS)
Cc: Johnston, Mike P. (JUS); Gozzard-Gilbert, Shelley (JUS)
Subject: Re; Michael Jack Platoon D

Mike: As you are currently scheduled to complete your last day 20 Aug 09 prior to commencing CTO according to the schedule. Your date for moving from Platoon A to Platoon D was set for August 30th 2009.

I have reviewed the schedule and posted it below. Please see Sgt Flindall today as depending what you want to do with 2 days will make a difference to the date you start on D.

Presently the Rosters are as follows.

Days Aug 24,25,25,27,28, 29, 30, 31, 01,02,03, 04,05,06,07, 08,09

Platoon A cto,cto r r cto,cto,cto r r cto cto r r r 6 cto r

Platoon D r r 18,18, r, r, r, 6 6 r, r, 6, 6, 6, r, r, 6 In order for you to keep the same time frame off you would take cto now on 31Aug & 01 Sep,

If you want to keep the same amount of CTO days means you would either work Fri 4 & 5 Sep or take these as 2 additional CTO or Vacation Days. Making your first date to start Wed 09 Sep 09. Ron So as mentioned above depending on what you want to do with the 4th or 5th is up to you. But we need to know so Shelley can key it into the roster. Ron

Rob: Shelley's roster does not reflect the CTO days you have already given to Cst. Jack. Ron



GENERAL INFORMATION FORM

Bureau / Region **Central**

Date: **02 August - 15 August 2009**

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

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

RATING
Does Not Meet Requirements

NARRATIVE (Incident # Optional)

SP09178964

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

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

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



GENERAL INFORMATION FORM

PC JACK was provided with guidance by Sgt. R. FLINDALL as well as his peers in regards to the appropriate charges to lay - those being break, enter and mischief as well as a number of misc. other charges.

On the 8th of August 2009, PC JACK had occasion to work on another platoon for shift coverage. During his shift, PC JACK approached another officer asking him questions in regards to the break and enter. PC JACK explained to this officer that he did not feel that the charges of break and enter were warranted as they had only found the suspects on the school roof and did not have evidence that they had broken into the school. PC JACK felt that they should have only been charged with trespassing. Another officer who was present was familiar with the matter and it was upon his intervention that PC JACK admitted to the inculpatory statement, including the multiple hits to interior alarms in the school. The officers were upset that PC JACK provided misleading information to them and had them provide advice based on that information. The provided PC JACK with a definition of break and enter and advised him to speak with Sgt. R. FLINDALL about any future concerns.

At shift briefing on the 10th of August 2009, PC JACK brought up his concern that he felt the appropriate charges were only trespassing. Sgt. R. FLINDALL again explained to him why the appropriate charges were laid.

On the 15th of August 2009, PC R. PARADIS was instructing PC JACK on how to properly complete informations using the Niche RMS system. PC R. PARADIS had just completed a secondment to the court office and was in the process of teaching fellow officers how to write informations. During this instruction, PC JACK and PC PARADIS were reviewing the break and enter information and crown brief synopsis. In his synopsis, PC JACK wrote that it was believed the suspects were in the school. PC PARADIS advised him that he should not write "believed they had been in the school" if he knows they were in the school. PC JACK advised PC PARADIS that he didn't know if they were in the school. PC PARADIS asked him why he was laying the charge to which PC JACK advised him that he was told to. Again, PC JACK provided less than truthful information to a senior officer by omitting the fact that he had a confession in place as well as other evidence.

In both cases, on the 8th and 15th, the officers involved approached Sgt. R. FLINDALL and provided him with their concerns. Both officers indicated that they did not trust PC JACK to provide truthful information.

On the 19th of August 2009, PC JACK was spoken to by S/Sgt. R. CAMPBELL and Sgt. R. FLINDALL about continuing to shop for answers, specifically when he was given direction by his Sergeant. PC JACK was accompanied by the Detachment OPPA rep PC M. ANDERSON. PC JACK was also spoken to about how he willfully omitted information while attempting to elicit advice from his fellow officers. In both cases, he was advised to stop immediately and to seek advice or further guidance in relation to matters from his coach officer or Sergeant.

PC JACK has been deemed not to meet requirements in the above categories.



GENERAL INFORMATION FORM

DISCLOSURE DATE:

20 August 2009

DISCLOSED BY:

Sgt. R. FLINDALL

MEMBER'S SIGNATURE

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: August 19, 2009 4:42 PM
To: Conway, Jane (JUS); Johnston, Mike P. (JUS); Flindall, Robert (JUS); Filman, Shaun (JUS)
Subject: FW: Possible charges [REDACTED]
Importance: High

This articulates the exact statement I have made about this whole mess. It is all rumour and acquisitions without proof. I have read the Peterborough City Police incident and there is absolutely no evidence by the City Police to suggest it was [REDACTED] who delivered the package. No interview of staff etc. The officer did not have the grounds to even caution [REDACTED] Criminal Harassment which he did and told [REDACTED]... As I said and will say again until each point is documented and in a lot of cases corroborated by an independent witness it is nothing but a he said she said situation. Ron

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

From: Gilkinson, Brian W (JUS)
Sent: Wednesday, August 19, 2009 3:59 PM
To: Jack, Michael (JUS)
Cc: Campbell, Ron (JUS)
Subject: Possible charges against [REDACTED]
Importance: High

Hello PC Jack:

This is to acknowledge the brief you submitted for review by this office. You requested that it be considered in determining whether or not charges are justified. This brief does not constitute a Crown brief capable of doing so at this point. Consider the following:

1. the synopsis makes a series of statements of conclusion about what Mr. Anderson has done in the past.
2. the video statement summaries of Julie Woodhouse and Jeffrey Standaert are similar.
3. the witness statements provided by Mr. Standaert are either character references for him or are so vague in the incidents they describe that they can not be related to any specific allegation stated in the synopsis.

You need to define the complaint(s) of illegal behaviour and then investigate to see if you can obtain evidence that relates specifically to each of those complaints. This evidence needs to include more than just Mr. Standaert or Ms. Woodhouse. They will be viewed by the court as adversaries of Mr. Anderson and as such their evidence will be tempered, as will his, by the fact that they all have "axes to grind" in making the other side out to be the culprit.

Therefore, in addition to defining the complaint(s), you need to analyse the assertions of the complainants and identify areas where you should be able to find other evidence to confirm or refute the complaint(s).

For instance, with regard to [REDACTED] statement:

1. narrow down the "one point" he saw [REDACTED] bowling by night. There must be police records that prove the date if there was a police warning given to [REDACTED] to refute the allegation of [REDACTED] it did not happen. Get a statement from the officer involved as to all that was said and whether or not there was evidence that justified the warning. Secure all evidence/statements that can verify the incident.
2. identify who at [REDACTED] place of employment received calls from [REDACTED] how many were made, when and what was said. Who from the PLCPS cautioned [REDACTED] and why? Get all possible evidence /statements/records to verify the incident(s). Remember it is the repeated nature of any type of harassing conduct that makes the case. You need evidence to establish that.
3. the children should have been able to see [REDACTED] taking pictures. While they are not truly independent, they are still witnesses. I need further information regarding the court appearance you refer to and those that were involved. Some times and dates would help. You can contact court services for a check of their records if [REDACTED] can't help.
4. The allegation of [REDACTED] delivering mail to [REDACTED] and then attempting to force his way into the house has no flesh to the bare bones statement. Was she the only witness? What was said by both parties? Do we know why Anderson would have delivered mail to people he so obviously, on their

- evidence, wants to bother? Were any admissions made to others afterward that verify his visit there?
5. You need to take the same approach to each and every assertion of fact in the synopsis or in a statement made to you.

This will involve checks with the township personnel, neighbours, [redacted] employer [redacted] other officers all with a view to corroborating any allegation that you feel constitutes an offence.

This office will be more than happy to assist in prosecuting offences where a thorough investigation has been done and charges are deemed warranted, however, there is precious little in the material you have submitted that will discharge the Crown's burden of proof at a trial. We cannot afford to waste trial time on a tag team match between the [redacted] and the [redacted] and [redacted].

Too many allegations have flown back and forth, including the prior charging of [redacted] before there was clear and cogent evidence that he had committed a criminal offence. Any charge based on his complaint now will be viewed by the [redacted] and perhaps the court, as payback.

There is a natural tendency to avoid these messy neighbour disputes in the hopes that things will calm down. That leads to a lack of thorough and corroborative police investigation and a response from the Crown that if there is no independent evidence distinguishing the good guys from the bad guys the case will go nowhere.

Do not suggest to [redacted] that the Crown will not prosecute their complaints. That is not the reality of the situation. This office will prosecute any complaint, including theirs, if the investigation can be viewed as thorough and corroborative of those complaints. Without that type of investigation judges will castigate the Crown for what it did not do to assist the court in coming to conclusions beyond a reasonable doubt.

Brian Gilkinson,
Crown Attorney

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: August 17, 2009 9:04 AM
To: Banbury, Trevor (JUS); Johnston, Mike P. (JUS)
Cc: Flindall, Robert (JUS)
Subject: RE: PC Jack - deceit

Trevor

No I think it is clear from our conversation. He called and told you he would not be in and was sick at home if anyone cared to check. Since that time you learned that he told a complainant of an incident he was working on he would not be back to work until Wednesday and this would mean he had already intended on missing his Sunday shift as it was Saturday afternoon. Other than that what else would it be that you would add to this? Please advise. Ron

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

From: Banbury, Trevor (JUS)
Sent: Sunday, August 16, 2009 10:11 PM
To: Campbell, Ron (JUS); Johnston, Mike P. (JUS)
Cc: Flindall, Robert (JUS)
Subject: PC Jack - deceit

S/Sgt,

When we spoke tonight about PC Jack's sick time for Sunday's shift, you mentioned speaking with him on Wednesday. As I am the NCO he was deceitful to do you need me present when this discussion occurs, along with yourself and Sgt Flindall?

If so, I am unable to come in early on Wed (I am on nights), however I am available to come in early on Thursday if you would like to schedule a time.

A copy of my notes are in an envelope in the tray on your door.

Sgt Trevor Banbury #10270
Peterborough County OPP
"B" Platoon
(705) 742-0401
VNET 501-4620



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 15 August 2009

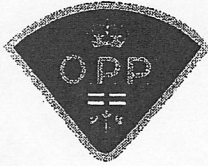
Member JACK, Michael	Badge # 12690
Supervisor FLINDALL, Robert	Badge # 9740

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

RATING
Does Not Meet Requirements

NARRATIVE (Incident # Optional)
RM09096931

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



GENERAL INFORMATION FORM

On the 14th of August, 2009, at 1255hrs, the day before, Sgt. R. FLINDALL had served PC M. JACK with the Commissioner's memo concerning cruiser collisions and officer driving safety. As a result he has been charged under S. 136(1)(A) HTA - Fail to yield to through traffic on highway.

Also on the 15th of August, 2009, Sgt. R. FLINDALL received an email from court officer John HOBBS dated the 12th of August, through Sgt. T. BANBURY. PC J. HOBBS outlines a conversation he had with an upset court clerk (unnamed at her request) who advised that PC JACK had attended her residence looking for a male party. The court clerk did not have issue with PC M. JACK attending the address, as he had the incorrect address, but had an issue with PC M. JACK using her front lawn to turn his cruiser around to leave the driveway. Although there was no permanent damage to her lawn, the cruiser left tire marks across her lawn.

PC M. JACK has been spoken to about his driving behaviour and it's potentially serious consequences should his driving behaviour continue. His file has been appropriately documented and his police cruiser operations has been deemed to not meet requirements.

DISCLOSURE DATE:

August 15th, 2009

DISCLOSED BY:

Sgt. R. FLINDALL #9740

MEMBER'S SIGNATURE

Flindall, Robert (JUS)

From: Campbell, Ron (JUS)
Sent: August 15, 2009 5:06 PM
To: Johnston, Mike P. (JUS); Flindall, Robert (JUS)
Subject: Re: HTA Charge against Mike Jack while operating force vehicle today

Yes I was on the phone with Rob and suggested that as we don't want to put the organization at risk I will look after. Ron

From: Johnston, Mike P. (JUS)
To: Flindall, Robert (JUS); Campbell, Ron (JUS)
Sent: Sat Aug 15 16:30:28 2009
Subject: Re: HTA Charge against Mike Jack while operating force vehicle today

Ron

Can you make inquiries next week.

Thanks

Mike

Sent from my BlackBerry Wireless Device

From: Flindall, Robert (JUS)
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Sent: Sat Aug 15 15:33:59 2009
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

Further to below, I think it would be in our best interest to provide PC JACK with the tools and training to succeed at police vehicle operations. I would suggest we attempt to get him on the police vehicle operations course a number of our other members have had to take over the last little while.

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

From: Flindall, Robert (JUS)
Sent: August 15, 2009 2:24 PM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

I've been made aware by PC MORAN that when she was on the coach course, a Sgt from the Police Vehicle

30/01/2011

Operations at Aylmer was there. He advised her that there were two issues with PC JACK while at the college - his driving and his apparent dislike of women. It's quite apparent that his driving has not improved since then.

This is just for your information should we need it later.

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

From: Campbell, Ron (JUS)
Sent: August 15, 2009 12:12 PM
To: Johnston, Mike P. (JUS)
Cc: Flindall, Robert (JUS)
Subject: HTA Charge against Mike Jack while operating force vehicle today

Mike, I don't know if you want a BN on this but Sgt Flindall called me at 1130hrs to advise of an HTA offence he and Cst Payne obs today which almost resulted in a MVC with a collision. Cst Jack pulled in front of S/B traffic on Hwy 28 after coming from a call. S/B traffic had to brake to avoid a collision and Cst Jack had to drive S/B in the N/B lane to accelerate to avoid collision.

Added to this he got an email from Hobbins concerning another driving issue while Cst Jack was looking for subject drove across ladies lawn after he was at residence. No damage but she was upset and wanted him spoken to. So Sgt Flindall is doing this as well. Ron

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 3:34 PM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

Further to below, I think it would be in our best interest to provide PC JACK with the tools and training to succeed at police vehicle operations. I would suggest we attempt to get him on the police vehicle operations course a number of our other members have had to take over the last little while.

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

From: Flindall, Robert (JUS)
Sent: August 15, 2009 2:24 PM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: HTA Charge against Mike Jack while operating force vehicle today

I've been made aware by PC MORAN that when she was on the coach course, a Sgt from the Police Vehicle Operations at Aylmer was there. He advised her that there were two issues with PC JACK while at the college - his driving and his apparent dislike of women. It's quite apparent that his driving has not improved since then.

This is just for your information should we need it later.

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

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Sent: August 15, 2009 12:12 PM
To: Johnston, Mike P. (JUS)
Cc: Flindall, Robert (JUS)
Subject: HTA Charge against Mike Jack while operating force vehicle today

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Added to this he got an email from Hobbins concerning another driving issue while Cst Jack was looking for subject drove across ladies lawn after he was at residence. No damage but she was upset and wanted him spoken to. So Sgt Flindall is doing this as well. Ron

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 9:20 AM
To: Rathbun, Brad (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS)
Cc: Johnston, Mike P. (JUS); Campbell, Ron (JUS)
Subject: RE: PC Jack

This also applies to him covering shifts for other officers as well.

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

From: Flindall, Robert (JUS)
Sent: August 15, 2009 9:18 AM
To: Rathbun, Brad (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS)
Cc: Johnston, Mike P. (JUS); Campbell, Ron (JUS)
Subject: PC Jack

Gentlemen,

Just a heads up to let you know that PC JACK is no longer allowed to work overtime for your shift shortages. I'll make the necessary changes to our duty schedule to reflect this.

Regards,

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

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 15, 2009 7:22 AM
To: Filman, Shaun (JUS)
Subject: [REDACTED]

Shaun,

This will need to be documented even though there is no formal complaint. Please speak with Mike about his driving and provide documentation.

Thanks,

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

From: Banbury, Trevor (JUS)
Sent: August 14, 2009 6:37 PM
To: Hobbins, John (JUS)
Cc: Flindall, Robert (JUS)
Subject: [REDACTED]

John,

Jack is on Flindall's shift, I have CC'd him for his info

Sgt Trevor Banbury #10270
Peterborough County OPP
"B" Platoon
(705) 742-0401
VNET 501-4620

From: Hobbins, John (JUS)
Sent: August 12, 2009 5:15 PM
To: Banbury, Trevor (JUS)
Subject: [REDACTED]

TREV - one of our court clerks, who is normally quite level headed was asking me today, quite disturbed actually, about the "russian or german" officer that was driving all over her lawn last night?? Further details, he was out there looking for [REDACTED] who just got bail on Mon for 253 cghs, and probably should not have. I can only assume PC JACK was checking up on him, but he had the wrong address and apparently made good use of her front lawn with the cruiser trying to turn it around??

I asked her if she was wanting to complain, and she paused and said no. I applaud the officer if he was actually doing a door knock to try and breach this guy, but his driving antics didn't sound to positive. Anyway, she does not want to formally complain, just passing this along because like I say, she was kinda taken back by it and normally is a pleasant understanding individual that gets along with almost everyone that I am aware of.

Just for year info, no complaint like I said though.

.obby

Flindall, Robert (JUS)

From: Flindall, Robert (JUS)
Sent: August 14, 2009 12:16 PM
To: Johnston, Mike P. (JUS)
Subject: PC JACK

Insp,

Are you going to be at the Jamboree for the remainder of the day? If not, I would like to speak with you about PC JACK and get some guidance about 2 additional issues that have come up.

Thanks in advance,

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