

## ANALYSIS OF THE COMMENTS AND SIGNATURES IN MY PERFORMANCE EVALUATIONS:

On April 26, 2009, I was presented with my Month 1 & 2 performance evaluation (form PCS-066P) (09 Jan 2009 – 09 Mar 2009) (Exhibit 15) by Sgt. Flindall. The evaluation was prepared by Cst. Filman. There were 3 “Does Not Meet Requirements” ratings out of 28 evaluation criteria ratings and 3 work improvement plans (Exhibit 16). **The evaluation was overdue by a month and a half.** Sgt. Flindall advised me that it was his fault and reassured me that it was not going to happen again.

On April 26, 2009, I was presented with my Month 3 performance evaluation (09 Mar 2009 – 09 Apr 2009) (Exhibit 17) by Sgt. Flindall together with the Month 1 & 2 evaluation. The evaluation was prepared by Cst. Filman. There were no “Does Not Meet Requirements” ratings.

On May 14, 2009, I was presented with my Month 4 performance evaluation (09 Apr 2009 – 09 May 2009) (Exhibit 18) by Sgt. Flindall. The evaluation was prepared by Cst. Filman. There were no “Does Not Meet Requirements” ratings.

On August 19, 2009, I was presented with my Month 5 performance evaluation (09 May 2009 – 09 June 2009) (Exhibit 21) by Sgt. Flindall. The evaluation was prepared by Cst. Filman. There were no “Does Not Meet Requirements” ratings. **The evaluation was overdue by two months.** What happened to Sgt. Flindall's assurance that the tardiness of my evaluations would never re-occur?

## ONTARIO PROVINCIAL POLICE ORDERS

### CHAPTER 6: ADMINISTRATION & INFRASTRUCTURE (Exhibit 99b)

#### 6.4.9 PROBATIONARY PERIOD – UNIFORM MEMBER

**Detachment Commander** A **detachment commander** is responsible for the overall development of each probationary constable and shall:

- select a coach officer utilizing the coach officer competency model;
- assign each probationary constable to a coach officer;
- where advised by an accountable supervisor that an irresolvable conflict exists between the probationary constable and his/her coach officer, re-assign the probationary constable to another coach officer forthwith;
- ensure that duty schedules are arranged so the coach officer and probationary constable work corresponding shifts, where practical;
- ensure that the [Form PCS066P—Probationary Constable Performance Evaluation](#) is completed in accordance with the [Probationary Constable Guidelines](#); and
- review, comment and forward Form PCS066P to the **regional commander** each month.

**Probationary Performance Evaluation Guidelines (Exhibit 99a) stipulate the following:**

**Timeline for submitting evaluations**

Evaluations shall be received by region no later than 15 working days after the end of the reporting period for the month. It is imperative that evaluations be completed in a timely manner, as the organization is dependant on the information in the reports to either begin specific development or take remedial action or begin the process to release.

In light of the imperatives in the aforementioned Police Orders I reiterate the following:

- My Month 1 & 2 evaluations were late by a month and a half even though they were combined into one evaluation as per Probationary Constable Guidelines (Exhibit 99a).
- My Month 3 evaluation was presented to me at the same time as my Month 1 & 2 evaluation.
- The copies of these 3 evaluations that were given to me reflected no presence of the Regional Commander's reviews and/or his presence.
- My Month 1 & 2 evaluations are among the most important evaluations since they identify a probationer's immediate deficiencies should the organization (OPP) have a need to begin specific development or take remedial action.
- Alas, in my case, Month 1 & 2 evaluations were a month and a half late!
- My Month 5 evaluation was a little more than 2 months late!

The Detachment Commander failed to carry out his duty under Police Orders 6.4.9 in such crucial stages of my probationary period by ensuring my evaluations were done in a timely manner according to orders and in compliance with the Probationary Constable Guidelines and shockingly the Regional Command followed right along. All of the mentioned are in violation of the Police Services Act – Neglect of Duty.

Probationary Performance Evaluation Guidelines (Exhibit 99a) stipulate the following:

### **Performance Development**

The coach officer is responsible for developing a plan of training based on the Recruit Field Training Manual; the probationary constable's learning needs, and detachment priorities.

When a work performance deficiency is identified, the coach officer must:

- Identify the deficiency using specific examples to support their observations.
- Discuss the issue with the probationary constable and advise the probationary constable of the deficiency prior to making an entry onto the monthly evaluation. Document the work performance deficiency at the time of the incident or shortly thereafter.
- Advise the probationary constable of the expected/required level of performance.

As with regular performance evaluations, there should be no surprises for the probationary constable on the monthly evaluation.

### **Completing the Evaluation**

A number of specific examples are required in each probationary constable performance review.

All assessment sub-categories shall be given one of the following performance ratings:

**Meets Requirements:** Performance consistently meets requirements.

**Does Not Meet Requirements:** Performance fails to meet requirements.

**No Basis for Rating:** Not demonstrated or observed.

Meets Requirements – Probationary constable has demonstrated the expected performance consistently.

Does Not Meet Requirements - It is mandatory that a Work Improvement Plan (see page 9) is implemented by the accountable supervisor for any sub-category that is rated as Fails to Meet Requirements.

No Basis for Rating - There are months when examples of work for some sub-categories will not be observed because there was no opportunity and it will be appropriate to apply No Basis for Rating. If a Probationary constable receives this rating in two consecutive PCS066P reports for the same sub-category, the accountable supervisor shall implement a Work Improvement Plan that includes an opportunity for the member to demonstrate the required performance in that sub-category.

In light of the imperatives in the aforementioned Probationary Performance Evaluation Guidelines I state the following:

- In some categories of many of my evaluations the evaluator goes on to state that he carried over the specific example from the previous evaluation due to the lack of an available example and rated me with a Does Not Meet Requirements again instead of the more appropriate No Basis For Rating as per Police Orders.
- Even more alarming is the usage of a rating of Does Not Meet Requirements in the Self-awareness section of my Month 8 evaluation, which has no specific example when the same section is rated with Meets Requirements with a specific example in my Month 6 & 7 combined evaluation. I was denied the benefit of No Basis For Rating which would be in compliance with Ontario Provincial Police Orders.
- Furthermore, I was literally deprived of the opportunity of having the 3 identified deficiencies in my Month 1 & 2 performance evaluation, the 10 identified deficiencies in my Month 6 & 7 performance evaluation and the 17 identified deficiencies in my Month 8 performance evaluation brought to my attention and discussed prior to being entered onto the evaluations!
- I was genuinely taken by surprise due to the lack of compliance to the stipulated Police Orders state and I was literally shocked in the forthcoming evaluations.

By placing a computerized X mark beside each of the three statements on the last page of each of my first 6 evaluations the evaluator is conveying impression that I have gone over them with my coach officer and/or supervisor beside a computer so that the appropriate boxes could be marked with an X.

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

**That simply was not the case!**



COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments: <i>I ONLY DISAGREE ON THE FLEXIBILITY ASPECT OF MY EVALUATION. SHOULD HAD I BEEN INFORMED TO BE PROACTIVE AT ANSWERING THE PHONES FIRST, I WOULD HAVE KNOWN BETTER AND WOULD HAVE DONE SO.</i>		
Employee's Signature: <i>[Signature]</i>		Date: <i>26-APR-09</i>
Coach Officer Comments: A few issues need to be worked on i.e. flexibility and P.V.O. but ultimately PC JACK is progressing positively.		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): <i>[Signature]</i>		Date: 18 Mar 09
Accountable Supervisor's Comments (Mandatory): PC JACK is progressing positively through his first months at the office. His Coach Officer has identified some deficiencies, which in my opinion, will be easily overcome in the following months. Keep up the good work.		
Accountable Supervisor: <i>FLINDALL, R</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: 15 Apr 09
<b>Detachment Commander</b>		
Comments (Mandatory): <i>Issues Reflected by the member's coach &amp; supervisor are relatively minor. I am sure Cst. Jack will fulfill the outlined short comings in his upcoming evaluation.</i>		
Detachment Commander: <i>Campbell MRS</i>	Detachment Commander's Signature: <i>[Signature]</i> <i>5155+6385</i>	Date: <i>27 Apr 09</i>
<b>Instructions:</b> At the conclusion of each evaluation period: <ul style="list-style-type: none"> <li>Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.</li> </ul>		

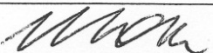
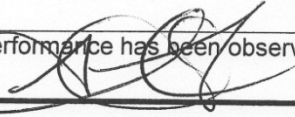
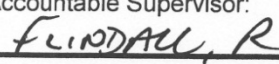
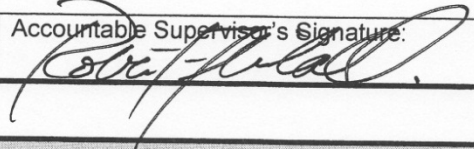
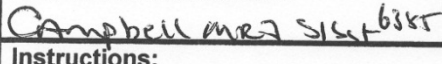
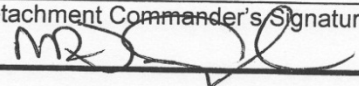
- The evaluation was prepared and signed by my coach officer, Cst. Filman on March 18, 2009.
- Sgt. Flindall purports to have gone over the evaluation with me and noted some comments just above his signature and that this was done on April 15, 2009. He even goes to the extent of printing the words "Keep up the good work."
- I see this document for the first time on April 26, 2009, at which time I note that the three statements had already been answered for me.
- I make my comments in writing in the space allotted for employee's comments.

- How can a supervisor state in an evaluation that he had gone over the evaluation with me on April 15, 2009 when I only saw it for the first time on April 26, 2009, at which time I was given the opportunity to review and sign it? His date would have to postdate April 26, 2009.
- Though, on the top of the last page the statement: **Evaluation Meeting** appears in bold print I never had such a meeting.
- The placement of the X mark beside the first statement would appear to indicate that I did have such a meeting and the same is true for the other two statements.
- How can my coach officer and my accountable supervisor sign it before me?

Regional Commander (or designate)		
Comments (Mandatory)		
Regional Commander (or designate):	Regional Commander's (or designate) Signature:	Date:
<b>Instructions:</b> At the conclusion of the evaluation period. <ul style="list-style-type: none"> <li>• Return a signed COPY of completed document to the member.</li> <li>• Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li> </ul>		

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

- At the bottom of the last page where it states that a completed and signed copy of the evaluation, after it has been reviewed by the Regional Commander has to be delivered to me, never occurred. I was denied a copy of an entire and completed evaluation.

COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments:		
Employee's Signature: 	Date: 26-APR-09	
<b>Coach Officer Comments:</b> PC JACK has made positive progress this evaluation period and most of the issues brought forth in the previous evaluation have been addressed. I would like for PC JACK to remain flexible in his ability to take on calls as the busy summer months are approaching and we all will be expected to take on more work. As well I would like to see PC JACKS practice stats increase with more provincial offences notices issued in the next evaluation period, as the seatbelt campaign occurs in this time frame a number of seatbelt violations should be expected.		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): 	Date: 15 Apr 09	
<b>Accountable Supervisor's Comments (Mandatory):</b> I concur with the above evaluation. PC JACK is progressing well. He is encouraged to increase and maintain his proactive enforcement levels.		
Accountable Supervisor: 	Accountable Supervisor's Signature: 	Date: 26Apr09
<b>Detachment Commander</b>		
<b>Comments (Mandatory):</b> I concur with the results reported. Cst Jack will continue to develop his skills as his experience continues to grow		
Detachment Commander: 	Detachment Commander's Signature: 	Date: 27Apr09
<b>Instructions:</b> At the conclusion of each evaluation period: <ul style="list-style-type: none"> <li>Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.</li> </ul>		

- Again my supervisor never went over the three statements with me for when I was presented with this evaluation I saw that the three boxes had already been marked.
- However, this is the first and only time that an evaluation that followed the chain of command via a date: it was prepared and signed off by my coach officer on April 15, 2009, shown to me on April 26, 2009, by Sgt. Flindall whereby he and I signed it on that same date and only then it was reviewed and signed by the Detachment Commander on April 27, 2009.
- How can my coach officer sign it before me?

Regional Commander (or designate)		
Comments (Mandatory)		
Regional Commander (or designate):	Regional Commander's (or designate) Signature:	Date:
<b>Instructions:</b> At the conclusion of the evaluation period: <ul style="list-style-type: none"> <li>• Return a signed COPY of completed document to the member.</li> <li>• Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li> </ul>		

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- However, I was still deprived of a copy of the entire completed evaluation as per Police Orders, which is reflected at the bottom of the last page of each and every performance evaluation.

COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments: <i>NO COMMENTS</i>		
Employee's Signature: <i>[Signature]</i>	Date: <i>14-MAY-09</i>	
Coach Officer Comments: PC JACK has made very positive progress during this evaluation period and is developing into a productive member. I would only like to see his traffic stats increase		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): <i>[Signature]</i>		Date: <i>15 Apr 09 MAY 09</i>
Accountable Supervisor's Comments (Mandatory): PC JACK is progressing well during his Probationary period. He is now patrolling on his own during the evening. He has shown to be capable of taking on that added responsibility while maintaining his proactive enforcement.		
Accountable Supervisor: <i>R. FLINDALL</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: <i>13 MAY 09</i>
<b>Detachment Commander</b>		
Comments (Mandatory): I have seen Constable JACK on a regular basis since his arrival in Peterborough. The member is often seen well in advance and even at the conclusion of his shift making arrangements or preparations for his next shift. Constable JACK from all accounts in this evaluation continues to progress satisfactorily.		
Detachment Commander: <i>Campbell M27</i>	Detachment Commander's Signature: <i>[Signature]</i>	Date: <i>11May 09</i>

- Again my supervisor never went over the three statements with me for when I was presented with this evaluation I saw that the three boxes had already been marked.
- According to the time line of this evaluation it was prepared by Cst. Filman on May 15, 2009.
- Sgt. Flindall indicated he had gone over this evaluation with me and his comments appear to show that he did that on May 13, 2009.
- I viewed this evaluation for the first time on May 14, 2009, and noted in the employee's comments section, "No comments".



- Apparently the Detachment Commander S/Sgt. Ron Campbell noted his remarks and signed it on May 11, 2009.
- How can my coach officer (note the absence of Cst. Filman's initials next to the corrected date), accountable supervisor and detachment commander sign it before me?
- Basically the evaluation was done with a lack of due care and diligence. Hence its integrity comes into question.

**Instructions:**

At the conclusion of each evaluation period:

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

**Regional Commander (or designate)**

Comments (Mandatory)

Regional Commander (or designate):

Regional Commander's (or designate)  
Signature:

Date:

**Instructions:**

At the conclusion of the evaluation period:

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

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- Again I deprived of a copy of the entire completed evaluation as per Police Orders, which is reflected at the bottom of the last page of each and every performance evaluation.



COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments: <i>EVALUATION IS 2 MONTHS BEHIND. WAS ADVISED THERE WILL BE NEGATIVE ASSESSMENTS/RATINGS IN THE EVALUATIONS THAT ARE STILL OUTSTANDING; CHANGING PLATOONS AND COACH OFFICERS.</i>		
Employee's Signature: <i>[Signature]</i>	Date: <i>19-AUG-09</i>	
Coach Officer Comments:		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): <i>[Signature]</i>		Date: <i>16 AUG 09</i>
Accountable Supervisor's Comments (Mandatory): PC JACK is encouraged to continue working with his peers and building his teamworking skills. He is progressing positively through this evaluation period.		
Accountable Supervisor: <i>FLINDALL, R SGT.</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: <i>16 Aug 09</i>
<b>Detachment Commander</b>		
Comments (Mandatory): <i>NO ISSUES WITH THE MEMBER'S DEVELOPMENT HAVE BEEN RAISED. IT APPEARS FROM ALL ACCOUNTS OF HIS COACH &amp; SGT HE IS PROGRESSING SATISFACTORILY</i>		
Detachment Commander: <i>Campbell M2</i>	Detachment Commander's Signature: <i>[Signature]</i>	Date: <i>17 AUG 09</i>

- It would appear that the evaluation was prepared by Cst. Filman on August 16, 2009. However, Cst. Filman was on vacation that day (Exhibit 66) and Sgt. Flindall drove to his house to obtain his signature.
- It would also appear that the evaluation was reviewed by Sgt. Flindall before me and he noted his responses with a computer generated X mark beside each of three mandatory statements, that he was supposed to go over, and that this was done on August 16, 2009.
- However, I viewed this document for the first time when I signed it on the August 19, 2009.
- August 19, 2009, was the second **Evaluation Meeting** I had.
- More confusing is the fact that the Detachment Commander, who was supposed to be one of the last ones to sign off on an evaluation at the detachment level, clearly did so on August 17, 2009, two days before I had an opportunity to even see it. Note that the date is not computer generated, but a handwritten one so it had been in exactly the order mentioned.

- The fraudulence that is visible in such plain view speaks volumes about the lack of integrity of these evaluations.

**Instructions:**

At the conclusion of each evaluation period:

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

**Regional Commander (or designate)**

Comments (Mandatory)

Regional Commander (or designate):

Regional Commander's (or designate)  
Signature:

Date:

**Instructions:**

At the conclusion of the evaluation period:

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

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

- Yet again I deprived of a copy of the entire completed evaluation as per Police Orders, which is reflected at the bottom of the last page of each and every performance evaluation.

COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments:		
Employee's Signature: <i>REKUSCO</i>		Date: <i>20 Aug 09</i>
Coach Officer Comments:		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category):		Date:
Accountable Supervisor's Comments (Mandatory): PC JACK had been progressing positively during his early evaluations, but it is apparent from this current evaluation that he requires continued direct supervision. PC JACK has been spoken to about the deficiencies noted in this evaluation and a series of Work Improvement plans are being created to best assist PC JACK in successfully completing his probationary period.		
Accountable Supervisor: <i>R. FLINDALL</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: 20 August 2009

Detachment Commander		
Comments (Mandatory): <i>It is readily apparent from this evaluation Cst Jack has needed more supervision &amp; direction than has been provided. In order to ensure he gets the tools &amp; skills to progress he will be assigned to a new coach and go back to a one on one direct supervision routine</i>		
Detachment Commander: <i>Campbell M2J</i>	Detachment Commander's Signature: <i>M2J [Signature]</i>	Date: <i>21 Aug 09</i>
<b>Instructions:</b> At the conclusion of each evaluation period: <ul style="list-style-type: none"> <li>Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.</li> </ul>		

*→ His present coach officer is now gone on parental leave for the remaining time of his probationary period. The work improvement plan needs to be very detailed.*

PROBATIONARY CONSTABLE PERFORMANCE EVALUATION REPORT - PCS-066P (Rev. November 2008)

*Week plans to follow.*

- This evaluation was served on me by Sgt. Flindall on August 20, 2009, and though it would appear that there was an Evaluation Meeting there never was one for this period. There was one yesterday for my

month five evaluation. The three statements were already marked with an X when it was presented to me.

- There is no coach officer's signature and/or comments presence anywhere!
- Rather it was prepared by Sgt. Flindall who purported it to have been done by Cst. Filman, who was on vacation at the time (Exhibit 66).
- It was presented to me at 5:40 pm which was near the end of my day shift (Exhibit 26c, pages 31 - 37)
- I was never given the opportunity to go over it with Sgt. Flindall rather it was literally shoved towards me by Sgt. Flindall with the direction to look it over, sign and return it to him by 6 pm. He also handed me 2 negative 233-10s advising me to review them and sign them as well (Exhibit 26c, pages 31 - 37)
- Especially noteworthy is the Detachment Commander's fraudulent comments at the bottom that Cst. Filman had commenced his parental leave by August 21, 2009. That comment simply was not true. He was still working at the detachment.
  - o First, just look at the author of my Month 8 evaluation.
  - o Second, Cst. Filman actually began his parental leave on December 14, 2009 (Exhibit 66).
- Hence, someone had to have been lying to the Regional Command staff as Regional Command was equally responsible for not having the Professional Fortitude and Insight to pick up on this fraudulence.

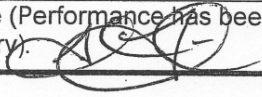
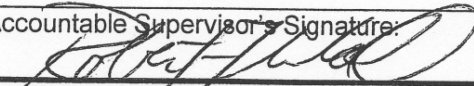
Regional Commander (or designate)		
Comments (Mandatory) <i>Several category ratings cause concern. Further discussions with Det Commander and Career Development Bureau are required</i>		
Regional Commander (or designate):	Regional Commander's (or designate) Signature: <i>[Signature]</i>	Date: <i>31 Aug 09</i>
<b>Instructions:</b> At the conclusion of the evaluation period: <ul style="list-style-type: none"><li>• Return a signed COPY of completed document to the member.</li><li>• Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li></ul>		

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Insp. Dave E. Lee  
Manager  
Staff Development and Training

- This is the first evaluation that I received as per Police Orders – one that was signed off by the Regional Commander.



COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments:		
Employee's Signature:	REFUSED	Date:
<b>Coach Officer Comments:</b> During this evaluation period PC JACK was off on rest days for the majority of the evaluation period. This has resulted in a lack of content for this evaluation period. As well sue to the fact that the previous evaluation had a number of Work improvement plans and PC JACK was off he has not had a significant opportunity to rectify the identified performance deficiencies.		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category):		Date: 11 Sep 09
<b>Accountable Supervisor's Comments (Mandatory):</b> PC JACK has only worked 6 shifts during this last evaluation period due to his vacation leave. A number of the sections in this evaluation have been carried over from his last evaluation. It is expected upon his return to work, that he will actively meet the objectives of his Work Improvement Plans as he continues his probationary period with Platoon D.		
Accountable Supervisor:	Accountable Supervisor's Signature:	Date: 11 Sep 09
SGT. R. FLINDALL		

Detachment Commander
<b>Comments (Mandatory):</b> During this evaluation period, PC JACK, his Supervisor and an OPPA Rep met with S/Sgt. R. CAMPBELL to discuss various issues he has experienced recently with his progress. PC JACK insists he has not had the assistance to meet the goals outlined in the evaluation. PC JACK's Supervisor outlined steps that had been taken to assist but were not utilized by the member.  It also became apparent that PC JACK has created some animosity amongst his fellow officers by "answer shopping" with Detachment members. The other members were not provided with full disclosure of the entire situation and then provided opinions based on partial information. This answer shopping continued until PC JACK found someone who would agree with his own opinion based on partial information.  PC JACK has been offered a fresh perspective with his move to Platoon D. He will be getting closer direct supervision from a new coach officer in an effort to ensure he has the proper tools to succeed.

- This evaluation alleges to have been shared with me by Sgt. Flindall on September 11, 2009, and to have actually gone over the three statements with me by the computerized X marks
- There is no signature in my section, but a hand printed written word "REFUSED".

- On September 11, 2009, I was on my scheduled day off (Exhibit 66) with my next scheduled day being September 14, 2009 (Exhibit 66).
- I was actually delivered this evaluation by Sgt. Butorac in mid-September 2009, and it was the first time I saw it!
- The evaluation, having been signed by the Detachment Commander on September 11, 2009, fraudulently alleges that it was reviewed with me by the Detachment Commander on that date.
- The fraudulence of all contributors in this evaluation raises questions as to the credibility of their points of view and the documentation of the information to support the ratings of each and every one of the 28 evaluation categories.

EXHIBIT 27

Detachment Commander: <i>m/j</i> <i>Ron Campbell</i>	Detachment Commander's Signature: <i>m/j</i>	Date: 11Sep09
<b>Instructions:</b> At the conclusion of each evaluation period: <ul style="list-style-type: none"> <li>• Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.</li> </ul>		

Regional Commander (or designate)		
Comments (Mandatory) <i>Issues noted. Work Improvement plan is attached.</i>		
Insp. Dave E. Lee Manager Staff Development Training	Regional Commander's (or designate) Signature: <i>D. Lee</i>	Date: <i>05 Oct 09</i>
<b>Instructions:</b> At the conclusion of the evaluation period: <ul style="list-style-type: none"> <li>• Return a signed COPY of completed document to the member.</li> <li>• Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li> </ul>		

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- This is the second evaluation that I received as per Police Orders – one that was signed off by the Regional Commander.
- The decisive insight of the Regional Commander is also questionable.



COMMENTS AND SIGNATURE		
<b>Evaluation Meeting</b>		<i>EXHIBIT 32</i>
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments:		
Employee's Signature: <i>Mon</i>		Date: <i>13 OCT 09</i>
Coach Officer Comments: <i>PC JACK HAS IMPROVED IN SOME AREAS BUT NEEDS TO FOCUS ON SEVERAL OTHERS TO CORRECT HIS DEFICIENCIES</i>		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): <i>[Signature]</i>		Date: <i>08 OCT 09</i>
Accountable Supervisor's Comments (Mandatory): Cst. JACK's limited progress has been well documented by his coach officer. I have had an opportunity to discuss identified issues in Constable JACK's development with him and Cst. NIE regularly. There are a number of concerns that Cst. JACK must address. He will be assisted in doing so but must show the initiative and desire to overcome them.		
Accountable Supervisor: <i>P.J. Bucorak</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: 08 Oct 09

Detachment Commander		
<b>Comments (Mandatory):</b> I have reviewed Constable Jack's evaluation and have grave concerns with his lack of progress in certain areas. He has not met requirements in 13 categories. I feel more importantly at this stage of his probation meeting requirements would be in the norm not the minority. It is very important that he work on his personal accountability and problem solving. I have met Constable Jack on many occasions and have no doubts he is a very intelligent person. The problem lies in converting theory into practical solutions in reality. I would encourage Mike to continue to follow the direction given by his coach and hope that as he continues to work his making and self confidence improves.		
Detachment Commander: <i>Campbell</i>	Detachment Commander's Signature: <i>[Signature]</i>	Date: 08 Oct 09
<b>Instructions:</b> At the conclusion of each evaluation period: <ul style="list-style-type: none"> <li>Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.</li> </ul>		

- This evaluation shows that it was:
  - o Reviewed with me by Sgt. Butorac on October 8, 2009, who noted his comments in the Accountable Supervisor's Comments area and checked the applicable boxes beside each of the three statements.
  - o Reviewed by the Detachment Commander on October 8, 2009, who also noted his respective comments
  - o Then signed by me on October 13, 2009.
- However, I was shown this document for the first time on October 13, 2009.
- How can my coach officer, my accountable supervisor and the Detachment Commander sign it before me?

<b>Regional Commander (or designate)</b>			<i>EXHIBIT 32</i>
Comments (Mandatory)			
Regional Commander (or designate):	Regional Commander's (or designate) Signature:	Date:	
<b><u>Instructions:</u></b> At the conclusion of the evaluation period: <ul style="list-style-type: none"> <li>Return a signed COPY of completed document to the member.</li> <li>Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li> </ul>			

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- Once again I was deprived a copy of the entire completed evaluation as per Police Orders, which is reflected at the bottom of the last page of each and every performance evaluation.

COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments: <i>SEE ATTACHED</i>		
Employee's Signature: <i>[Signature]</i>	Date: <i>18 NOV 09</i>	
Coach Officer Comments: <i>DUE TO THE NUMBER OF CATEGORIES THAT STILL REQUIRE IMPROVEMENT, I AM NOT RECOMMENDING PC JACK FOR PERMANENT STATUS AT THIS TIME.</i>		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): <i>[Signature] #10517</i>	Date: <i>10 NOV 09</i>	
Accountable Supervisor's Comments (Mandatory): <i>Off Jack is overwhelmed. He has been given ample opportunity to address his. He is trying but I cannot support permanency at present.</i>		
Accountable Supervisor: <i>P.J. BOTORAK</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: <i>13 NOV 09</i>

Detachment Commander		
<b>Comments (Mandatory):</b> This member still requires a lot of instruction and direction when he should have reached a point of some independence. Constable JACK'S inability to multi-task and his confusion is very concerning when there are more than one thing to do. I have reviewed his work-improvement plan and the examples in this report and concur with the comments. I do not recommend him for permanent status at this time.		
Detachment Commander: <i>CAMPBELL MRS</i>	Detachment Commander's Signature: <i>[Signature] 51516385</i>	Date: 10 Nov 09
<b>Instructions:</b> At the conclusion of each evaluation period: <ul style="list-style-type: none"> <li>Forward the completed and signed ORIGINAL document to Region/Bureau for signatures and tracking purposes.</li> </ul>		

- This evaluation shows that:

- It was signed off by Detachment Commander on November 10, 2009.
- Prepared by Cst. Nie on November 10, 2009.

- Signed off as having had an evaluation meeting with me on November 13, 2009, by Sgt. Butorac and given to me to review and sign.
- Though I recall submitting my comments as an attachment along with the evaluation back to Sgt. Butorac I have a copy to what I stated exactly. My comments are reflected in my statements and rebuttals.
- How can my coach officer, my accountable supervisor and the Detachment Commander sign it before me?

<b>Regional Commander (or designate)</b>		
Comments (Mandatory)		
Regional Commander (or designate):	Regional Commander's (or designate) Signature:	Date:
<b>Instructions:</b> At the conclusion of the evaluation period: <ul style="list-style-type: none"> <li>Return a signed COPY of completed document to the member.</li> <li>Forward the completed and signed ORIGINAL document to Career Development Bureau for tracking purposes.</li> </ul>		

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- Once again I was deprived a copy of the entire completed evaluation as per Police Orders, which is reflected at the bottom of the last page of each and every performance evaluation.



COMMENTS AND SIGNATURES		
<b>Evaluation Meeting</b>		
<input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms. <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.		
Employee's Comments:		
Employee's Signature: <i>[Signature]</i>	Date: 14-DEC-09	
Coach Officer Comments: <i>THOUGH PASSING HIS POLICE VEHICLE OPERATIONS CATEGORY, PC JACH STILL HAS 11 CATEGORIES THAT DO NOT MEET REQUIREMENTS.</i>		
Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category): <i>[Signature]</i> #10517	Date: 14 DEC 09	
Accountable Supervisor's Comments (Mandatory): <i>I am disappointed to see such limited improvement despite Sgt. Butorac's willingness &amp; eagerness to succeed. To this end, despite his efforts, he remains unable to depart these hurdles.</i>		
Accountable Supervisor: <i>PJ. BUTORAC Sgt 6901</i>	Accountable Supervisor's Signature: <i>[Signature]</i>	Date: 14 Dec 09

Detachment Commander		
Comments (Mandatory):		
Detachment Commander:	Detachment Commander's Signature:	Date:

- Everything appears to have done in an orderly timeline.
- It is interesting to note that Sgt. Butorac, in just three months of being my supervisor had the decency to document that he saw in me willingness and eagerness to succeed.
- That being the case, one can only wonder what really happened and why did not those in positions of higher authority did not question what was happening at the detachment to an individual with such a high level of education (Exhibit 02, Exhibit 03, Exhibit 04, Exhibit 05, Exhibit 06, Exhibit 07a, Exhibit 07b, Exhibit 07c, Exhibit 07d, Exhibit 09, Exhibit 10a, Exhibit 13a, Exhibit 13d).

**Instructions:**

At the conclusion of each evaluation period:

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

**Regional Commander (or designate)**

Comments (Mandatory)

Regional Commander (or designate):

Regional Commander's (or designate)  
Signature:

Date:

**Instructions:**

At the conclusion of the evaluation period:

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

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- And of course I deprived of a copy of the entire completed evaluation as per Police Orders, which is reflected at the bottom of the last page of each and every performance evaluation.