

Please take note of the timestamps at the bottom of the pages of the documents below. The timestamps at the bottom of the pages containing the emails represent the date that the emails were downloaded from the mail server, accessed and printed out. The pages containing the below emails have the following timestamps (not in that order):

- January 26, 2011
- January 28, 2011
- January 30, 2011
- February 01, 2011
- February 02, 2011
- February 16, 2011

Hence, in light of the Counsel's request for extension to file a response with the HRTO, which was granted, the Counsel for the Respondent had more than sufficient time to study the material and prepare a truthful response to my Application, which was filed with the HRTO on May 4, 2011.

Though this is just a sample to show how much time counsel for the respondents had to review them and make a truthful response to the HRTO application, if the plaintiff were to include all of the materials with these time stamps then it is a plain fact that most of these documents and emails that were disclosed by January 16, 2012, had these time stamp dates at the bottom of their pages.

**Flindall, Robert (JUS)**

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**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 4:22 PM  
**To:** Johnston, Mike P. (JUS)  
**Subject:** RE: HTA Charge against Mike Jack while operating force vehicle today

Please disregard - I've found the template for a briefing note on the P drive. I'm completing same now and will forward it on once complete.

**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 4:10 PM  
**To:** Johnston, Mike P. (JUS)  
**Subject:** RE: HTA Charge against Mike Jack while operating force vehicle today

Would a cut and paste of the neg 233-10 suffice as the briefing note?

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

---

**From:** Johnston, Mike P. (JUS)  
**Sent:** August 15, 2009 3:58 PM  
**To:** Flindall, Robert (JUS); Campbell, Ron (JUS); Borton, Doug (JUS); Stevenson, Hugh (JUS)  
**Subject:** Fw: HTA Charge against Mike Jack while operating force vehicle today

Rob

Supt. Stevenson would like Briefing Note on this please.

Forward to A/Supt Borton, Supt. Stevenson and Ron and I.

Thanks

Mike

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30/01/2011

Sent from my BlackBerry Wireless Device

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**From:** Campbell, Ron (JUS)  
**To:** Johnston, Mike P. (JUS)  
**Cc:** Flindall, Robert (JUS)  
**Sent:** Sat Aug 15 12:12:01 2009  
**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

10

**Flindall, Robert (JUS)**

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**From:** Jack, Michael (JUS)  
**Sent:** January 9, 2009 3:55 PM  
**To:** Campbell, Ron (JUS); Lawlor, Natalie (JUS)  
**Cc:** Johnston, Mike P. (JUS); Peacock, Randy (JUS); Morphet, Mark (JUS); Shipley, Peter (JUS); Payne, Jennifer (JUS); Filman, Shaun (JUS); Flindall, Robert (JUS); Gozzard-Gilbert, Shelley (JUS)  
**Subject:** RE: Block Training Joining Instructions January 12-15 2009

Hello S/Sgt. Ron Campbell,

I will see you on Monday at 6:00 am at the Peterborough detachment. I won't have an access to my email account over the weekend. In case you need to contact me, my mobile phone number is 705-740-5765.

Thank you

Michael Jack

---

**From:** Campbell, Ron (JUS)  
**Sent:** January 8, 2009 10:42 AM  
**To:** Lawlor, Natalie (JUS); Jack, Michael (JUS)  
**Cc:** Johnston, Mike P. (JUS); Peacock, Randy (JUS); Morphet, Mark (JUS); Shipley, Peter (JUS); Payne, Jennifer (JUS); Filman, Shaun (JUS); Flindall, Robert (JUS); Gozzard-Gilbert, Shelley (JUS)  
**Subject:** Re: Block Training Joining Instructions January 12-15 2009

Mike. Please be at Monday morning at 600 am to travel to Orillia you will need to pack to stay for the time frame Monday to Thurs. S/Sgt Ron Campbell

---

**From:** Lawlor, Natalie (JUS)  
**To:** Jack, Michael (JUS)  
**Cc:** Campbell, Ron (JUS); Johnston, Mike P. (JUS); Peacock, Randy (JUS); Morphet, Mark (JUS); Shipley, Peter (JUS)  
**Sent:** Thu Jan 08 08:44:50 2009  
**Subject:** FW: Block Training Joining Instructions January 12-15 2009

Michael

Please find below your Joining Instructions for Block Training. Please be advised that you will be required to attend the GHQ Range on Monday January 12th at 0900 hrs.

Accommodations and meals have been arranged at the Ontario Fire College.

Thank you,

Natalie Lawlor  
Administrative Assistant  
In-Service Training  
Provincial Police Academy  
705-329-6760  
Natalie.Lawlor@ontario.ca

30/01/2011

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**From:** Lawlor, Natalie (JUS)

**Sent:** November 19, 2008 11:42 AM

**To:** Anderson, Brett (JUS); Barclay, Andrew (JUS); Bassett, Avery (JUS); Baverstock, Brent (JUS); Blackman, Gary (JUS); Bussieres, Mike (JUS); Campbell, Ron (JUS); Carmount, Robin (JUS); Clarke, Tracey (JUS); Corbett, Marsha (JUS); Elliott, Geewadin (JUS); Faulkner, Laurence (JUS); Fraser, Kevin (JUS); Graham, Kerry (JUS); Kummer, Jason (JUS); Lapworth, Sheldon (JUS); Lowe-Wetmore, Tracy (JUS); Maracle, Gary (JUS); Marcellus, Patricia (JUS); Martin, John D. (JUS); McLeod, Sandy (JUS); Morris, Brian (JUS); Newell, Glenn (JUS); Paddon, Julie (JUS); Payne, Jennifer (JUS); Pearsall, Brad (JUS); Pike, Phillip (JUS); Reynolds, Michael (JUS); Salmon, Steven (JUS); Salter, Peter (JUS); Stone, James (JUS); Storey, Sue (JUS); Sutherland, Matt (JUS); Therrien, Brian (JUS); Tibay, John (JUS); Turner, Neal (JUS); 'Jacqueline.Hildenbrand@ontario.ca'; Zeggil, Paul (JUS); McRoberts, Brooke (JUS); Craig, Penny (JUS)

**Subject:** Block Training Joining Instructions January 12-15 2009

**Importance:** High

Attention All Members Attending Block Training January 12-15 2009.

Please find below your Joining Instructions for Block Training.

<<2009 Block Training Joining Instructions CR.doc>>

Thank you,

Natalie Lawlor  
Administrative Assistant  
In-Service Training  
705-329-6760  
Natalie.Lawlor@ontario.ca

## 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](mailto:Sandra.E.Robertson@Ontario.ca)

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**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

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Ron

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

905 973 8877

Colleen

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

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

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

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

Good Morning

Rich

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

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

Ron.

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

Kent:

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

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

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

Dave

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

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

Colleen

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

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

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

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

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

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

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

Let me know

Rich

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

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

Good Afternoon

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

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

Which is good with I am sure everyone

\

Look forward to hearing from you

TX

Colleen

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

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**Flindall, Robert (JUS)**

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**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

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Sent from my BlackBerry Wireless Device

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**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

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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

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## Flindall, Robert (JUS)

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**From:** Campbell, Ron (JUS)  
**Sent:** June 24, 2009 12:26 PM  
**To:** Flindall, Robert (JUS)  
**Subject:** RE: er1303845 - Michael Jack

I had none the other day....I will look. Ron

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

**From:** Flindall, Robert (JUS)  
**Sent:** Wednesday, June 24, 2009 11:31 AM  
**To:** Campbell, Ron (JUS)  
**Subject:** FW: er1303845 - Michael Jack

I was going through my IFIS today and noticed that PC JACK has an IFIS claim in to you for approval. Kathy advises below that he hasn't been paid yet. Can you have a look to see if it is sitting in your IFIS for approval?

Thanks!

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

---

**From:** Chapman, Kathy (JUS)  
**Sent:** June 24, 2009 11:14 AM  
**To:** Flindall, Robert (JUS)  
**Subject:** er1303845 - Michael Jack

I have not seen this come through on IFIS yet. Perhaps you can check with Mike - he can check his IFIS to see the status of this ER #.

The other IFIS claim ER1344738 was paid.

**Kathy Chapman,**  
**Admin. Assistant-Peterborough County O.P.P.**  
**E-Mail: Kathy.Chapman@Ontario.ca**  
**Phone: 705-742-0401 Ext. 4603 Vnet 501-4603**  
**Fax: 705-742-9247**

30/01/2011

**Flindall, Robert (JUS)**

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**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

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**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

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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.

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**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 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 nowhere". The underlying issue to this call was that the dispatch was taken over the

28/01/2011

**Flindall, Robert (JUS)**

7

**From:** Flindall, Robert (JUS)  
**Sent:** September 13, 2009 3:24 PM  
**To:** Filman, Shaun (JUS)  
**Subject:** RE: JACK WIP masterc.doc

You are a good man sir! I was just about to call you. :)

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

**From:** Filman, Shaun (JUS)  
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**Subject:** JACK WIP masterc.doc

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Probationary Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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- 3) Resolution - PC JACK did not meet requirements in this field because 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

28/01/2011



**Flindall, Robert (JUS)**

---



**From:** Flindall, Robert (JUS)  
**Sent:** August 15, 2009 4:22 PM  
**To:** Johnston, Mike P. (JUS)  
**Subject:** RE: HTA Charge against Mike Jack while operating force vehicle today

Please disregard - I've found the template for a briefing note on the P drive. I'm completing same now and will forward it on once complete.

**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 4:10 PM  
**To:** Johnston, Mike P. (JUS)  
**Subject:** RE: HTA Charge against Mike Jack while operating force vehicle today

Would a cut and paste of the neg 233-10 suffice as the briefing note?

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

---

**From:** Johnston, Mike P. (JUS)  
**Sent:** August 15, 2009 3:58 PM  
**To:** Flindall, Robert (JUS); Campbell, Ron (JUS); Borton, Doug (JUS); Stevenson, Hugh (JUS)  
**Subject:** Fw: HTA Charge against Mike Jack while operating force vehicle today

Rob

Supt. Stevenson would like Briefing Note on this please.

Forward to A/Supt Borton, Supt. Stevenson and Ron and I.

Thanks

Mike

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28/01/2011

**Flindall, Robert (JUS)**

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**From:** Flindall, Robert (JUS)  
**Sent:** August 10, 2009 2:26 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** RE: Provincial Communication Centre Notification

I'm doing up a positive 233-10 for the officers involved. Our new auxillary [REDACTED] did a smash up job locating one of the suspects in the water. Chad is going to do up a 233-10 for her good work on the call as well.

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

---

**From:** Campbell, Ron (JUS)  
**Sent:** August 10, 2009 9:44 AM  
**To:** Flindall, Robert (JUS); Laperle, Chad (JUS); Jack, Michael (JUS); Moran, Melynda (JUS); Filman, Shaun (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Subject:** FW: Provincial Communication Centre Notification

Good work by those involved. I could not find the court brief synopsis though. Ron  
-----Original Message-----

**From:** Notification.Administrator@jus.gov.on.ca [mailto:Notification.Administrator@jus.gov.on.ca]  
**Sent:** Thursday, August 06, 2009 11:24 PM  
**To:** OPP DL CR Notifications  
**Subject:** Provincial Communication Centre Notification

CENTRAL Region

**Incident #13202**

**Date/Time:** 06AUG09 2219

**Detachment:** Peterborough County

**Incident Type:** CANINE MANDATED INCIDENT

**Location:** 2725 Chalmers Ave, Youngs Point

**Synopsis:** Break and Enter in progress interrupted by officers following call from neighbour. 5 males flee scene, 4 apprehended after foot pursuits. K9 dispatched to scene and will clear school property.

**RMS#** SP09178964

**Investigating Officer:** Const. DAMICO

**Detachment NCO:** Sgt. FLINDALL

**Duty Officer Immed. Notified:** No

**Detachment Commander/Ops Manager Notified:** Yes -

**Crime Unit Notified:** No

28/01/2011

## Flindall, Robert (JUS)

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**From:** Flindall, Robert (JUS)  
**Sent:** March 19, 2009 1:54 AM  
**To:** Campbell, Ron (JUS)  
**Cc:** Wishart, Cathy (JUS); Wright, Terry (JUS)  
**Subject:** RE: Unit 01-152

S/Sgt. Campbell,

PC JACK was served on 19MAR09 at 0145 hrs with his 233-10 regarding this collision. Same is signed and in your in-tray.

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

---

**From:** Campbell, Ron (JUS)  
**Sent:** March 16, 2009 10:01 AM  
**To:** Wishart, Cathy (JUS); Wright, Terry (JUS); Flindall, Robert (JUS)  
**Subject:** FW: Unit 01-152

Once Jack is back to work on Wed 18 Mar 09 at 1800 hrs I will have Sgt Flindall serve him. Sorry for my confusion. Here is the 233-10 to be served. Ron

Rob once served let me know and I will updated CR site. Tks Ron

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

**From:** Wishart, Cathy (JUS)  
**Sent:** Monday, March 16, 2009 7:55 AM  
**To:** Campbell, Ron (JUS)  
**Cc:** Wright, Terry (JUS)  
**Subject:** RE: Unit 01-152

Ron - In looking at this TP22 it shows Assigned Location of vehicle as being Peterborough as well as the Detachment of Occurrence as being Peterborough. When I look up the Operator (Michael Jack) in Outlook his properties show him as being out of Peterborough Detachment. Even the estimates were done out of Peterborough.

Please see the attachment for your comments with regards to your submission as approver.

This was the TP22 involving Michael Jack and PC Gilliam who was accompanying PC Jack. Cruiser ended up nosing into ditch, motorist tried to pull him out with a rope which resulted in the cruiser going further down into the ditch and being pulled sideways and struck a metal cautionary road sign. Damage was \$2,523 and repaired by Holiday Collision Centre in Peterborough.

I don't think we're on the same page here with reference to 01-152. Could you please get back to me. Thanks very much.

28/01/2011

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**From:** Campbell, Ron (JUS)  
**Sent:** March 13, 2009 5:09 PM  
**To:** Wright, Terry (JUS); Wishart, Cathy (JUS)  
**Subject:** Unit 01-152  
Inspector Wright and Cathy:

I know a lot of vehicles get damaged in Peterborough but this is one I can't complete for the following reasons.

This unit is a specialized unit somewhere down South it is ROPE or SPIN. The officer does not work in Peterborough and in February I had this email and made an inquiry and they switched it over to the proper person. I have no authority on the website to even add remarks to this file number.

Hope this helps but if there is something else I can do please let me know. Ron

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

**From:** terry.wright@ontario.ca [mailto:terry.wright@ontario.ca]  
**Sent:** Friday, March 13, 2009 2:00 PM  
**To:** Campbell, Ron (JUS); Wishart, Cathy (JUS)  
**Subject:** Unit 01-152 TP22 Incident Investigation Finding has been Accepted

NDD to advise the officer about safe operation of a force vehicle. This should be documented on a 233-10 entry.

TW

[Click here to login to Fleet Collision Web Site.](#)

**Flindall, Robert (JUS)**

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**From:** Flindall, Robert (JUS)  
**Sent:** February 10, 2009 9:02 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** RE: Domestic we spoke about earlier

10-4. Filman spoke about the mother and advised that she is quite ill with pneumonia. He isn't going to interview her tonight, but will follow up with her for an interview likely on the weekend. I wasn't familiar with a sister also being present, so I'll talk to Filman about her. As long as we get the key evidence looked after tonight so we can scoop him, we'll look after the followup thereafter.

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

---

**From:** Campbell, Ron (JUS)  
**Sent:** February 10, 2009 8:16 PM  
**To:** Flindall, Robert (JUS)  
**Subject:** Re: Domestic we spoke about earlier

I think the sister who heard the comment as well as the mother in the car at the time can corroborate her info as well as her fear Ron

---

**From:** Flindall, Robert (JUS)  
**To:** Campbell, Ron (JUS)  
**Sent:** Tue Feb 10 18:54:38 2009  
**Subject:** Domestic we spoke about earlier

Ron,

PC FILMAN and PC JACK will be looking after PC MATHER's domestic we spoke about earlier. Heather spoke with the complainant and she is willing to come in tonight to provide a KGB statement. We'll also be obtaining a statement from the CM's father. After that is all said and done, we'll be attempting to bring the suspect into custody this evening for bail tomorrow. I've advised Heather that if we are unsuccessful in locating the suspect, Heather will speak with Sgt. RATHBUN in the morning to have him assist and apprehending the suspect.

Anyways, we'll look after this domestic as much as possible tonight. Hopefully we'll have him in custody for bail tomorrow.

Regards,

**Robert Flindall**  
**Sgt. 9740**  
**Peterborough County OPP**

28/01/2011

## Flindall, Robert (JUS)

---

**From:** Chapman, Kathy (JUS)  
**Sent:** December 24, 2008 9:18 AM  
**To:** Filman, Shaun (JUS); Flindall, Robert (JUS)  
**Subject:** Gun locker for Michael JACK

Michael Jack can have gun locker #C-12

*Kathy Chapman,  
Admin. Assistant - Peterborough County Detachment  
E-Mail: [Kathy.Chapman@ontario.ca](mailto:Kathy.Chapman@ontario.ca)  
(705-742-0401 Ext. 4603 -- Vnet 501-4603)  
Fax: 705-742-9247*

28/01/2011

**Flindall, Robert (JUS)**

---

**From:** Chapman, Kathy (JUS)  
**Sent:** December 24, 2008 8:36 AM  
**To:** Jack, Michael (JUS)  
**Cc:** Filman, Shaun (JUS); Flindall, Robert (JUS)  
**Subject:** WELCOME TO PETERBOROUGH  
**Attachments:** WELCOME JACK.doc

*Kathy Chapman.  
Admin. Assistant - Peterborough County Detachment  
E-Mail: [Kathy.Chapman@ontario.ca](mailto:Kathy.Chapman@ontario.ca)  
(705-742-0401 Ext. 4603 -- Vnet 501-4603)  
Fax: 705-742-9247*

**Flindall, Robert (JUS)**

110

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**From:** Jack, Michael (JUS)

**Sent:** July 29, 2009 6:12 AM

**To:** [REDACTED]

**Cc:** Flindall, Robert (JUS)

**Subject:** Statement from [REDACTED]

Hi Jeff,

It is Cst. Jack from Peterborough County O.P.P. I hope you remember. I wonder if you had a chance to get a statement from [REDACTED] regarding the unauthorized usage of his MasterCard credit card. I have completed my investigation and ready to submit my Crown Brief [REDACTED] statement is the last crucial piece of information that I am still awaiting for. Could you please let me know in either case?

Thank you

Michael

28/01/2011



## Butorac, Peter (JUS)

---

**From:** Nie, Richard (JUS)  
**Sent:** October 7, 2009 4:25 PM  
**To:** Campbell, Ron (JUS); Kohen, Colleen (JUS); Salter, Peter (JUS); Butorac, Peter (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS)  
**Subject:** PC Jack evaluation draft  
**Attachments:** Recruit Prob Eval(jack#9).doc; Recruit Prob Eval (Jack work improve #9).doc

Attached below are the first drafts I completed today of PC Jack's 9th month evaluation and work improvement plan.

Colleen - I am working days again tomorrow so if you have any suggestings prior to the teleconference I can add them into the plan. I followed the format for the work improvement plan that you have suggested in the past. The only difference here is that some of the categories are measureable in that we can fix them by assigning tasks and tracking results, and some are not as measureable. By that I mean that for the categories like Oral, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, and Respectful Relations I struggled a bit with what to write for the action steps. My gut feeling is that I can fix some of the categories, but others fall under the "you can't teach common sense" umbrella, and PC Jack needs to step up and accept some responsibility here. Anyway, let me know what you think,

Rich

16/02/2011

**Butorac, Peter (JUS)**

---

**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

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**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 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.

16/02/2011

---

**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.

16/02/2011

**From:** Johnston, Mike P. (JUS)  
**Sent:** Friday, September 11, 2009 8:31 PM  
**To:** Flindall, Robert (JUS); Campbell, Ron (JUS)  
**Subject:** Fw: PC Michael JACK

**Importance:** High

Rob - FYI

EXTREMELY CONFIDENTIAL

We are to stand down on any other action on this, as PSB will be the lead on any further action.

Mike

-----  
Sent from my BlackBerry Wireless Device

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**From:** Graham, Martin (JUS)  
**To:** Smith, Ken C. (JUS); Beesley, Paul (JUS); Powers, Paul (JUS); Armstrong, Mike (JUS); Stevenson, Hugh (JUS); Cox, Chuck (JUS); Johnston, Mike P. (JUS)  
**Sent:** Fri Sep 11 18:38:11 2009  
**Subject:** PC Michael JACK

Chief Smith et al

I have made some enquiries on this matter. The information from Sgt. Flindall at P'Boro Detachment has been examined. It does not require an urgent response at this time.

I can confirm that the names provided by Sgt. Flindall that were linked to PC Jack are currently part of an investigation that is being undertaken by the RCMP. I have spoken to D/Sgt K. Watson, OPP liaison and seconded to CFSEU. He advised he is unaware of any definitive link that has been made between our member and the targets of this or any investigation.

I suggest that a CPIC/MTO audit of PC Jack be completed. This request can not go in until Monday with Kati Curtis at CPIC operations. Intelligence section should be consulted to determine if any Level 3 CPIC hits on surveillance vehicles can be traced back to PC Jack. PC Jack should not be made aware these checks are being undertaken. I suggest this be completed by PSB investigators.

DS Watson has advised that he is willing to meet with PSB and discuss this matter if required. He will be reporting through his channels at the RCMP the enquiries that are being made but DS Watson assured me that these actions will not compromise any current investigation.

Submitted for consideration

Martin

**Martin J. Graham**  
**Sergeant Major # 8160**  
**Professional Standards Bureau,**  
**Central Region/GHQ**  
**777 Memorial Avenue,**  
**Orillia, ON.**

file://C:\Documents and Settings\Butorap\Local Settings\Temporary Internet Files\OLK6... 16/02/2011

## Nie, Richard (JUS)

**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 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.

01/02/2011

---

**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.

01/02/2011

Nie, Richard (JUS)

---

**From:** Blue Sky Gear [admin@blueskygear.com]  
**Sent:** September 24, 2009 10:36 PM  
**To:** Nie, Richard (JUS)  
**Subject:** PC JACK WIP  
**Attachments:** PCJACK\_WIP.tmp.doc

Hey Rich,

Please find attached a copy of PC JACK's WIP. If you could please type in the Inspectors comments you have on the original WIP, onto this one prior to printing that would be great. Also if you don't mind proof reading that would be great for errors. Before you bitch about the fact that there is no rhyme or reason to the order of the WIP categories, there is. PC JACK always wants things presented to him in a nice neat little organized package with a bow on it, as you may have already found out. I've done this purpose to have him work outside his comfort level - policing and investigations never present themselves wrapped with the little bow.

Thanks in advance!  
Rob

01/02/2011

**Nie, Richard (JUS)**

---

**From:** Campbell, Ron (JUS)  
**Sent:** October 5, 2009 5:01 PM  
**To:** Kohen, Colleen (JUS); Nie, Richard (JUS); Butorac, Peter (JUS)  
**Subject:** RE: DRIVING MEMO - Michael Jack

Peter, Please ensure Rich has time Wed morning to complete this and get it to Colleen. Jason would be a good candidate for Mike to go out with if Rich is going to be in the office. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Monday, October 05, 2009 5:00 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Re: DRIVING MEMO - Michael Jack

I am good thursday at 0900 but really need the draft version to review to see what is there

Let me know which day/time is good

---

**From:** Campbell, Ron (JUS)  
**To:** Kohen, Colleen (JUS)  
**Sent:** Mon Oct 05 16:58:19 2009  
**Subject:** RE: DRIVING MEMO - Michael Jack

I hope so but they are off on rest days and don't return to work until Wed. Rich seem to indicate he has lots of documentation. The common theme here is Mike continues to not be accountable for his own actions. Perhaps Thursday would be the best day for a phone conference. Ron

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

**From:** Kohen, Colleen (JUS)  
**Sent:** Monday, October 05, 2009 4:56 PM  
**To:** Campbell, Ron (JUS)  
**Subject:** Re: DRIVING MEMO - Michael Jack

Hi  
Ron

Will we have a draft verison of pcs66/wip by that date ?

With rich and the sgt on nights will he be able to join ?

Colleen

---

**From:** Campbell, Ron (JUS)  
**To:** Lee, Dave E. (JUS); Kohen, Colleen (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Postma, Jason (JUS); Salter, Peter (JUS)  
**Cc:** Johnston, Mike P. (JUS)  
**Sent:** Mon Oct 05 16:41:26 2009  
**Subject:** RE: DRIVING MEMO - Michael Jack

02/02/2011



The shift is on rest days and work their last 2 day shifts Wed and Thur 07 and 08 Oct this week before starting 2 weeks of days. I have a meeting on Wed at 1000hrs and 1430hrs I would suggest either Wed morning at 0900hrs or Thursday. I don't know if Rich has any court on these two days. Ron

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

**From:** Lee, Dave E. (JUS)

**Sent:** Monday, October 05, 2009 4:18 PM

**To:** Kohen, Colleen (JUS); Campbell, Ron (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Postma, Jason (JUS); Salter, Peter (JUS)

**Cc:** Johnston, Mike P. (JUS)

**Subject:** RE: DRIVING MEMO - Michael Jack

Everyone:

I am on vacation starting 07Oct. S/Sgt Peter Salter is sitting in for me.

Pete: are you available for a meeting tomorrow?

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

---

**From:** Kohen, Colleen (JUS)

**Sent:** October 5, 2009 3:18 PM

**To:** Campbell, Ron (JUS); Lee, Dave E. (JUS); Nie, Richard (JUS); Butorac, Peter (JUS); Postma, Jason (JUS)

**Cc:** Johnston, Mike P. (JUS)

**Subject:** RE: DRIVING MEMO - Michael Jack

Ron

I think it would be a good idea to have a conf call with you folks in Det, Dave and myself. The next PCS66P and WIP is due on the 08 Oct.

It would help to have a draft version of both .

What date works for you folks ?

Colleen

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

02/02/2011

## Nie, Richard (JUS)

---

**From:** Campbell, Ron (JUS)  
**Sent:** October 8, 2009 9:19 AM  
**To:** Kohen, Colleen (JUS); Butorac, Peter (JUS); Nie, Richard (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS); Salter, Peter (JUS)  
**Subject:** FW: PC Jack evaluation draft  
**Attachments:** Recruit Prob Eval(jack#9).doc; Recruit Prob Eval (Jack work improve #9).doc

Rich in reviewing this I was a little confused in the one area of Listening skills and Oral Communication. Is the sudden death the same incident as for Oral you indicated he couldn't get the appropriate info to pass onto the Sgt who was enroute to the call. In the listening skills you state he was able to get the pertinent info from the relatives at the sudden death to complete the investigation? I could not open the second attachment for some reason I will keep trying maybe it is just slow. I have attached my comments on the bottom of the evaluation on the left. Ron

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

**From:** Nie, Richard (JUS)  
**Sent:** Wednesday, October 07, 2009 4:25 PM  
**To:** Campbell, Ron (JUS); Kohen, Colleen (JUS); Salter, Peter (JUS); Butorac, Peter (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS)  
**Subject:** PC Jack evaluation draft

Attached below are the first drafts I completed today of PC Jack's 9th month evaluation and work improvement plan.

Colleen - I am working days again tomorrow so if you have any suggestions prior to the teleconference I can add them into the plan. I followed the format for the work improvement plan that you have suggested in the past. The only difference here is that some of the categories are measureable in that we can fix them by assigning tasks and tracking results, and some are not as measureable. By that I mean that for the categories like Oral, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, and Respectful Relations I struggled a bit with what to write for the action steps. My gut feeling is that I can fix some of the categories, but others fall under the "you can't teach common sense" umbrella, and PC Jack needs to step up and accept some responsibility here. Anyway, let me know what you think,

Rich

02/02/2011

**Butorac, Peter (JUS)**

---

**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 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.

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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.

26/01/2011

---

**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.

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

Thanks

Mike J.

26/01/2011

## Butorac, Peter (JUS)

---

**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

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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 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

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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.

26/01/2011

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**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.

26/01/2011

## Butorac, Peter (JUS)

**From:** Nie, Richard (JUS)  
**Sent:** November 29, 2009 5:32 PM  
**To:** Kohen, Colleen (JUS); Flindall, Robert (JUS)  
**Cc:** Butorac, Peter (JUS)  
**Attachments:** Jack Chronology 09.doc

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

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

take care

Rich.

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

Ron

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

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

Does that work ?

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

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

Ron

<<Jack Chronology.09.doc>>

26/01/2011

## Butorac, Peter (JUS)

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**From:** Nie, Richard (JUS)  
**Sent:** October 7, 2009 4:25 PM  
**To:** Campbell, Ron (JUS); Kohen, Colleen (JUS); Salter, Peter (JUS); Butorac, Peter (JUS); Postma, Jason (JUS); Lee, Dave E. (JUS)  
**Subject:** PC Jack evaluation draft  
**Attachments:** Recruit Prob Eval(jack#9).doc; Recruit Prob Eval (Jack work improve #9).doc

Attached below are the first drafts I completed today of PC Jack's 9th month evaluation and work improvement plan.

Colleen - I am working days again tomorrow so if you have any suggestings prior to the teleconference I can add them into the plan. I followed the format for the work improvement plan that you have suggested in the past. The only difference here is that some of the categories are measureable in that we can fix them by assigning tasks and tracking results, and some are not as measureable. By that I mean that for the categories like Oral, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, and Respectful Relations I struggled a bit with what to write for the action steps. My gut feeling is that I can fix some of the categories, but others fall under the "you can't teach common sense" umbrella, and PC Jack needs to step up and accept some responsibility here. Anyway, let me know what you think,

Rich

26/01/2011



## Occurrence summary

Ontario Provincial Police

Printed: 2011/01/28 14:07 by 9931

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

Date/Time: between.... 2005/07/04 03:35 and 2005/07/04 04:45

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Clearance status: Complete - unsolved

Involved person(s): 1) [Complainant] [REDACTED]

2) [Suspect] [REDACTED]

Involved address(es): 1) [Dispatch address] 4791 28 HWY, NORTH KAWARTHA TWP, ON Canada (BURLEIGH ISLAND LODGE) (Area: 3120, Duty locn: 1121, Beat: 20, ESZ: 15038)

Involved vehicle(s):

Involved officer(s): 1) [REDACTED] GLADU, N. (CAD operator)  
2) #10532 MCDERMOTT, M. (Dispatched officer; Reporting officer)

Flag(s):

Summary: Reportable MCDERMOTT - NO EVIDENCE FOR CHARGE BUT REPORT TO BE ADDED :CCE (3 MALES 1 FEMALE STOLE BOTTLES OF ALCOHOL FROM THE BAR AREA LAST NIGHT ) (CLR'S NIGHT MANAGER SAW THESE PPL DO THIS ) (THEY ARE STILL IN ROOM 201 ) (AND ARE NOT ANSWERING THE DOOR ) (\*\*\*) [REDACTED] (THEY ARE TO CHECK OUT THIS AM SHORTLY ) (REPORT )

Remarks:

**Peterborough County Detachment  
Détachement du comté de Peterborough**

P.O. Box 477  
453 Lansdowne Street East  
Peterborough ON K9J 6Z6

C.P. 477  
453, rue Lansdowne Est  
Peterborough ON K9J 6Z6

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

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Télééc. : (705) 742-9247

File Reference: 291

January 28, 2011

**MEMORANDUM TO:**

**Probationary Constable Michael JACK, #12690**

**RE: WELCOME TO PETERBOROUGH COUNTY DETACHMENT**

Welcome to Peterborough County Detachment. We are looking forward to your arrival and membership on our team.

Peterborough is a great place to live and work. You will be working in a large detachment where you will be exposed to a wide variety of policing experiences.

An Employee Handbook, Peterborough County Business Plan, map and two pairs of epaulets will be issued to you upon arrival. Your Coach Officer is Prov. Const. Shaun FILMAN, an experienced and accomplished officer.

Your supervisor is Sgt. FLINDALL and can be reached at 705-742-0401, extension 4621 or by e-mail (Robert.Flindall@ontario.ca). Please contact him at your convenience to discuss your shift schedule.

Please report for duty at 1800 hrs. on Monday, 12 Jan 2009. At that time you will be briefed.

Again, congratulations and welcome to Peterborough. I look forward to meeting you on your first day.

Welcome,

---

M.R.J. CAMPBELL

Staff Sergeant

Program Manager.

Atts.

/kc

Please take note that the date of the attachment above is NOT the date when the email containing this attachment was sent to me, but rather the date it was printed out and provided as disclosure to Counsel for the Respondent in preparation for the response to my HRTO Application. As a matter of fact, the email containing this attachment was sent to me on December 24, 2008, while I was still in the Provincial Police Academy. The reason the January 28, 2011, date is shown instead of the date the email was actually sent to me (which was on December 24, 2008) is because a Microsoft Word macro date was used instead of a user-written date. (A Date & Time macro can easily be inserted into any Microsoft document that would allow outputting a current date in a variety of formats). Hence, when the soft copy of this document was downloaded from the mail server for printing purposes the macro got automatically activated and time stamped the document with the date the document was accessed and printed.