

Schedule 'B'

1.

-----Original Message-----
From: Rathbun, Brad (JUS)
Sent: Tuesday, August 05, 2008 12:01 AM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: Upcoming recruit

S/Sgt Campbell: On one of our recent shifts I met a gentleman who is apparently coming to our detachment from the next recruitment class. He did a ride-along with our shift and I would like to talk to you about some concerns that have been raised.

Apparently he is a Russian male who has also spent time in the Israeli Army, with the name of Michael JACK (DOB: 16 Dec 1972)

In my short encounter he made a comment about how he likes guns.

He commented about guns continuously during his ride-along. He apparently has 32 registered guns. His obsession with guns was quite disturbing. He also mentioned the persons he killed (shot) during his time in the Army. The officer he rode with will make notes with all concerns, should this be required.

A concern by the officer was what the result would be in making command staff aware of an officer's "instincts" that were a bit "hair raising".

As I was being told, I felt that these points should at least be looked into or brought to the attention of our recruiting department.

I understand this recruit may be riding with PC Pollock today (05 Aug 2008).

Sgt Rathbun

2.

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

From: Johnston, Mike P. (JUS)
Sent: Tuesday, August 05, 2008 10:57 AM
To: Rathbun, Brad (JUS); Campbell, Ron (JUS)
Cc: Thomas, Sandy (JUS)
Subject: RE: Upcoming recruit

Sandy

Please see Sgt Rathbun's concerns about this future recruit coming to Peterborough Detachment.

Mike

From: Thomas, Sandy (JUS)
Sent: August 5, 2008 7:43 PM
To: Trivett, Glenn (JUS)
Cc: Haennel, Steve (JUS)
Subject: Fw: Upcoming recruit

Fyi

This is new recruit for Aug - Steve looked his file all is clean - good employment record etc

We are going to have Denis look at his file and perhaps talk to him. Can you discuss anything further you want done with Steve.

I have asked Det to keep us apprised of anything further - suggested supervisor tak him out.

Sandy

From: Thomas, Sandy (JUS)
Sent: August 6, 2008 8:28 AM
To: Haennel, Steve (JUS)
Cc: McCollum, Angie (JUS)

Steve

Just thinking about this recruit who is going on ride alongs/showing firearm collection etc.

Without seeing the file etc. Do you think he may be a little overly keen - going on ride alongs - trying to impress the officers (showing gun collection) to fit in wanting to be accepted. With cultural differences perhaps going to this extreme to fit in ??? Anything in the file to suggest this?

Sent from my BlackBerry Wireless Handheld

From: Haennel, Steve (JUS)
Sent: August 6, 2008 10:01 AM
To: Traviss, Denise (JUS)
Subject: Candidate Michael JACK

Hi Denise,

As per our discussion, this person is from Israel. There, he did mandatory Military time.

He was educated at Trent University.

During a recent ride along, he mentioned his interest in guns to the extent he showed the officer his gun collection and discussed violent encounters while in the military.

He has been offered employment and start in the Aug intake.

Present or Previous Employer Israeli Navy	
Telephone Number () unknown	Date of Employment From: 1993/05 To: 1996/04
Complete Mailing Address (include Postal Code) unknown	
Supervisor's Name and Title unknown	Position Title Marine Electrician
Brief Description of Duties Provided front-line technical support to special marine forces.	
Reason for Leaving end of mandatory military service	

06 Aug 08

JACK, Michael 080558

Sgt. Joanne Whitney contacted the following in regards to concerns of JACK, Michael in relation to his gun collection.

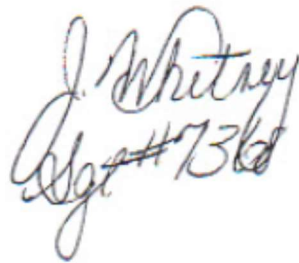
I spoke with two of his references, a Professor Brian PATRICK who is the head of the Computer Program at Trent University. He advises that he has been to Michael's residence and seen the guns. They are all collector's weapons that he has carefully collected and he is very proud of his collection. This is the reason that he shows them off. In no way does he feel that he is "gun happy". He sets his eyes on a specific gun to add to his collection only and many are vintage WWII guns. They are all registered and stored properly.

I also spoke with Andre MELANEY who is Michael's landlord. He advises that he has seen the guns and has been with him when he attended the local gun club which he belongs to and actually shot many of these guns. They are all stored in a special safe and he is not concerned in any way with Michael having these in his household. He is very proud of the collection and doesn't just show them to anyone. He would not describe him as "gun happy" just a proud collector.

Michael Jack also contacted me as he had heard that we were contacting some of his references. I advised him that this was an issue that was not fully pursued during his background investigation. He advised that he had attended the detachment to meet the people he was going to be working with and had gone on ride-alongs with two officers. The two officers were Cst. John Pollock and Cst. Mark Gravelle who were both invited to his residence to see this collection. He advised that he does follow the rules in regards to firearms.

A CPIC check was conducted in regards to CFRO and found that he has 22 firearms registered to him at this time.

See attached CPIC info



J. Whitney
Asst #136

From: Whitney, Joanne (JUS)
Sent: August 8, 2008 4:38 PM
To: Rathbun, Brad (JUS)
Cc: Haennel, Steve (JUS)
Subject: JACK, Michael

Hi Brad,

Just to update you on further inquiries that have been made in regards to this candidate.

I spoke with two of his references, a Professor Brian Patrick who is the head of the Computer Program at Trent University. He advises that he has been to Michael's residence and seen the guns. They are all collectors weapons that he has carefully collected and he is very proud of his collection. This is the reason that he shows them off. In no way does he feel that he is "gun happy". He sets his eyes on a specific gun to add to his collection only and many are vintage WWII guns. They are all registered and stored properly.

I also spoke with Andre Melaney who is Michael's landlord. He advises that he has seen the guns and has been with him when he attended the local gun club which he belongs to and actually shot many of these guns. They are all stored in a special safe and he is not concerned in any way with Michael having these in his household. He is very proud of the collection and doesn't just show them to anyone. He would not describe him as "gun happy" just a proud collector.

Michael also contacted me as he had heard that we were contacting some of his references. I advised him that this was an issue that was not fully pursued during his background investigation. He advised that he had attended the detachment to meet the people he was going to be working with and had gone on ride alongs with two officers. The two officers were Cst. John Pollock and Cst. Mark Gravelle were both invited to his residence to see this collection. He advised that he does follow the rules in regards to firearms.

A CPIC check was conducted in regards to CFRO and found that he has 22 firearms registered to him at this time.

Thanks for taking the time to send us your concerns on this individual. If you have any further questions regarding this or any other concerns of this candidate, please let either Steve or I know.

Take care,

Joanne

*Joanne Whitney Sgt. #7368
Career Development Bureau
Uniform Recruitment Orillia*

 Tel. (705) 329-6723
 Fax. (705) 329-6619
 Email: Joanne.Whitney@ontario.ca

IV. List any qualifications you have which you believe are relevant to this position

Very self-disciplined.

Goal setter and high achiever.

Trilingual--English, Russian, Hebrew.

Graduated from university with A+ cumulative average.

Have lived in four countries and visited 19 others.

Work out at least four times per week and jog twice weekly.

Extensive weapons training.

Possess both non-restricted and restricted firearms acquisition and possession licenses.

Attained "gold level" in the local gun club in handgun target practice.

Adaptable to any location and set of circumstances.

From: Traviss, Denise (JUS)
Sent: Monday, August 11, 2008 2:16 PM
To: Lapalme, Denis (JUS)
Subject: FW: Candidate Michael JACK

Hi there

Steve Haennel sent me this email last week. What do you want to do about this person, do you want to do an interview?

Denise

From: Lapalme, Denis (JUS)
Sent: August 11, 2008 2:30 PM
To: Traviss, Denise (JUS)
Subject: RE: Candidate Michael JACK

Hello

I think I should work with the Academy on this one along with recruitment. The position should be as such: We have offered the candidate employment conditional on his passing academy and OPC and probationary time. We still can discuss with the Academy concerns, decide what to look at, identify different hypothesis that can explain this behavior (such as maybe he thought this would impress the officer), and then strategize on a meeting between psychologist and candidate. So I need to know when he is at the academy?

Denis

From: Traviss, Denise (JUS)
Sent: August 11, 2008 2:31 PM
To: Lapalme, Denis (JUS)
Cc: Haennel, Steve (JUS)
Subject: RE: Candidate Michael JACK

Okay, I am copying Steve on this email so that he can find that out.

STEVE, could you please find this out and let me know.

Denise

From: Haennel, Steve (JUS)
Sent: August 13, 2008 4:01 PM
To: Traviss, Denise (JUS); Lapalme, Denis (JUS)
Subject: RE: Candidate Michael JACK



Hi Dr. Laplame:

The candidate will be at the Academy for the PRE week on 25-29 Aug and the POST program the entire month of December 2008.

Steve

From: Haennel, Steve (JUS)
Sent: August 15, 2008 3:40 PM
To: Rathbun, Brad (JUS)
Subject: Mike JACK

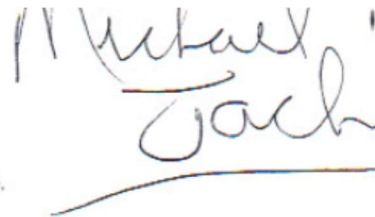
Hi Brad,

I met with Dr. Lapame today. He will be interviewing JACK during his PRE week at the Academy. If there is anymore information, please let me know.

Tx
Steve

S.E. (Steve) Haennel
Sergeant #7336
Ontario Provincial Police
Career Development Bureau
Uniform Recruitment
777 Memorial Ave.
Orillia, Ontario, L3V 7V3
steve.haennel@ontario.ca
Work: 705-329-6721
Fax: 705-3296619

From: Rathbun, Brad (JUS)
Sent: August 19, 2008 5:58 AM
To: Haennel, Steve (JUS)
Subject: RE: Mike JACK

A handwritten signature in black ink that reads "Mike Jack". The signature is written in a cursive style with a horizontal line underneath the name.

Thanks for the update Steve. I haven't heard anything else but will forward if I do. Keep me informed.

- Brad

3.

From: Haennel, Steve (JUS)
Sent: September 4, 2008 3:54 PM
To: Rathbun, Brad (JUS)
Subject: Michael Jack

Hi Brad,
Fyi, Dr. Lapalme say JACK during his pre week at the OPP Academy. He indicates that he does not have any concerns at this time.
Have any others concerns come up from your side?

Steve

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ONTARIO

PROVINCIAL POLICE

CORPORATE SERVICES
CONFIDENTIAL
INTERNAL BRIEFING REPORT

ISSUE:

It came to the attention of Career Development Bureau – Recruitment Section, that members from Peterborough Detachment had concerns about Michael JACK, a candidate in our recruitment process.

BACKGROUND:

JACK was interviewed for Constable on 29 May 08 by Sgt's Haennel and Whitney. He was recommended for background investigation. They noted JACK appeared very proud of his accomplishments and somewhat rigid. They felt his high level of intelligence could be mistaken as being socially awkward.

On or about 05 Aug 08, Insp. Thomas was notified by a member of Peterborough Detachment, they had concerns about JACK because he had gone to the detachment prior to his start date and during a ride along, appeared overly enthusiastic about his gun collection to the extent he took several members to his home and showed them the collection.

A complete background and psyc evaluation had already been completed in the course of the recruitment process with no concerns raised.

Another investigation was subsequently initiated.

Summary of Follow up Investigation:

Sgt. Whitney spoke with two of his references, a Professor Brian Patrick who is the head of the Computer Program at Trent University. He advises that he has been to JACK's residence and seen the guns. They are all collectors' weapons that he has carefully collected and he is very proud of his collection. This is the reason that he shows them off. In no way does he feel that he is "gun happy". He sets his eyes on a specific gun to add to his collection only and many are vintage WWII guns. They are all registered and stored properly.

Sgt. Whitney spoke with Andre Melaney who is JACK's landlord. He advises that he has seen the guns and has been with him when he attended the local gun club which he belongs to and actually shot many of these guns. He also advises they are all stored in a special safe and he is not concerned in any way with JACK having these in his household.

Melaney feels JACK is very proud of the collection and doesn't just show them to anyone. He would not describe him as "gun happy" just a proud collector.

JACK also contacted Sgt. Whitney as he had heard that we were contacting some of his references. He was advised that this was an issue that was not fully pursued during his background investigation. He advised that he had attended the detachment to meet the people he was going to be working with and had gone on ride alongs with two officers. The two officers were Cst. John Pollock and Cst. Mark Gravelle who were both invited to his residence to see this collection. He advised that he does follow the rules in regards to firearms.

CPIC checks were conducted and all firearms are registered and clear.

ACTIONS:

05Aug08- Insp. Thomas aware of concern. Discussed with Sgt. Haennel and reviewed file. No concerns in file.

05 Aug08- Sgt. Whitney began a follow up investigation.

- 05Aug08- Sgt. Haennel notified Denise Travis of the situation seeking Input of Dr. Lapalme.
- 06 Aug08- Insp.Thomas made aware that JACK went on another ride along and demonstrated the same behavior.
- 06Aug08- Sgt. Whitney completed follow up investigation. See the above mentioned summary.
- 11Aug08- Dr. Lapalme aware of situation.
- 15Aug08- Sgt. Haennel discussed situation with Dr. Lapalme who agreed to interview JACK during PRE Recruit week in Orillia. (25-29Aug08)
Sgt. Haennel notified Sgt. Rathbun of Peterborough Detachment of same.
- 25Aug08- Dr. Lapalme interviews JACK during the PRE Recruit course and has no concerns.
- 04Se08- Sgt. Haennel notifies Sgt. Rathbun about the outcome of the interview.
No other known concerns at this time.

CONCLUSION:

Upon further investigation and the interview by Dr. Lapalme, no evidence of a concern could be found.

Sgt's Haennel and Whitney noted the following about JACK;

- Socialized outside of Canada
- Raised in a culture of pride
- Performed mandatory Military time in his country of origin
- Very driven and motivated
- Very high level of intelligence
- Some evidence of awkwardness relating to Canadian social cues

Based on these observations, it is the opinion of Haennel and Whitney that JACK is experiencing some awkwardness as he begins to socialize himself into the police culture.

From: Campbell, Ron (JUS)
Sent: September 12, 2008 1:07 PM
To: Flindall, Robert (JUS); Banbury, Trevor (JUS); Rathbun, Brad (JUS); Butorac, Peter (JUS); Smith, Gerry A. (JUS); Johnston, Mike P. (JUS)
Cc: Illes, Mike (JUS); White, Greg (JUS); Conway, Jane (JUS); Chapman, Kathy (JUS)
Subject: Shift Changes

Detachment Supervisors:

We are attempting to balance out the shifts as we have another influx of new recruits and we also need to have SOCO's and Intoxilyzer members on each shift. We also need to balance out experienced members.

I attempted to contact Ivars cell phone but was unable to make contact.

I have advised S/Sgt Mike Illes that Derek Robertson needs to be our number 1 Priority to be trained in SOCO rather than move a second body. So having said that here is what I see the shifts as.

Review it and pending feedback we will go from there.

Note we still need to ID a DARE member as Scott Thompson has backed out.

Kathy I will look at Vacation to see if this changes anything. Ron

<< File: PLATOON MEMBERS-SEP 08.xls >>

From: Rathbun, Brad (JUS)
Sent: Monday, September 15, 2008 1:34 PM
To: Campbell, Ron (JUS)
Subject: FW: Shift Changes

I don't see Jason CLARKE on my shift (or anywhere). I'm not losing him am I? I would also like to talk about PC GRAVELLE as a coach officer.

- Brad

From: Campbell, Ron (JUS)
Sent: September 22, 2008 3:50 PM
To: Rathbun, Brad (JUS); Butorac, Peter (JUS); Smith, Gerry A. (JUS); Flindall, Robert (JUS); Banbury, Trevor (JUS); Johnston, Mike P. (JUS)
Subject: FW: Shift Changes

Brad, I have added Clarke on your platoon I simply missed him when I added. I have switched Knier and Jacks as Probationary on shift. Any feedback!! Ron

From: Flindall, Robert (JUS)
To: Campbell, Ron (JUS)
Sent: Tue Sep 23 18:12:08 2008
Subject: RE: Shift Changes

Staff,

I see I am now taking one of the male recruits, Michael Jack. Can you advise if he's the recruit that we needed to keep an eye on, ref his love of guns etc. ? I'm just looking for a heads up.

Thanks!
Rob

From: Campbell, Ron (JUS)
Sent: September 23, 2008 7:44 PM
To: Flindall, Robert (JUS)
Subject: Re: Shift Changes

You got it he is the one. Problem was we didn't know Amanda was married to Jeff Knier thus needing to move her. Ron

From: Flindall, Robert (JUS)
Sent: Tuesday, September 23, 2008 8:20 PM
To: Campbell, Ron (JUS)
Subject: RE: Shift Changes

That's no problem at all - as long as I know who my players are, especially this one. I may pop into the academy and speak with them about Jack while I'm over here.

From: Campbell, Ron (JUS)
Sent: September 24, 2008 12:35 PM
To: Flindall, Robert (JUS)
Subject: RE: Shift Changes

ok

From: Campbell, Ron (JUS)
Sent: September 23, 2008 1:02 PM
To: Gozzard-Gilbert, Shelley (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: RE: New recruits

Shelley:
Michael Jack will be on Platoon A with Jen Payne as the coach.
Amanda Knier will be on Platoon D with John Pollock as coach
Mike Davidson will be on Platoon B with Kieran Highland as coach
Daniel Gay will be on Platoon C with Marc Gravelle as coach.

Ron

From: Gozzard-Gilbert, Shelley (JUS)
Sent: September 24, 2008 1:46 PM
To: Flindall, Robert (JUS); Campbell, Ron (JUS); Johnston, Mike P. (JUS); Smith, Gerry A. (JUS); Butorac, Peter (JUS); Rathbun, Brad (JUS); Banbury, Trevor (JUS); Conway, Jane (JUS)
Cc: Hobbins, John (JUS); Schroter, Sarah (JUS); Lafreniere, Bob (JUS); McEwan, Iain (JUS); Kerr, Dan (JUS)
Subject: RE: New recruits

I have just been told that the graduation date for these new rookies is Jan 2/09. So with that being said these officers will report for duty the following week.
Shelley

4.

From: Campbell, Ron (JUS)
Sent: July 17, 2009 2:50 PM
To: Filman, Shaun (JUS); Jack, Michael (JUS); Flindall, Robert (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: oVERDUE MONTH 5 27 JUN 09

Shaun: We got notice from Region that this report month 5 is overdue. I just reviewed a couple of the other Probationary officers the other day. Yours is the only one left. Please submit tks Ron

5.

From: Flindall, Robert (JUS)
ent: August 2, 2009 7:15 PM
To: Johnston, Mike P. (JUS)
Subject: RE: [REDACTED]

Inspector,

I've just gotten back in from a weeks holidays and have been reviewing emails. I was aware of your email below as Jen Payne called me on holidays to discuss issues with PC Jack - I was almost to Chicago when she called. PC Jack's current employment with us is in serious jeopardy as a result of his actions and inactions. I need to speak with you about this asap to get some input and direction from you on this. I was planning on coming in on Tuesday to speak with you, as long as you are available?

Robert Flindall

6.

-----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

Though the name of investigating officer is **Const. DAMICO**, the applicant was assigned the investigation of the case:

175) SP09178964	OPP	B-E bus/res/oth	2009/08/06 22:19	Cleared by charge - [YP] 2725 CHALMERS AVE, SMITH- ENNISMORE-LAKEFIELD TWP, ON Canada (YOUNG'S POINT JUNIOR PUBLIC SCHOOL) (Area: 1044, Duty locn: 1105, Beat: 30, ESZ: 80722) Reportable / 12690 JACK / FOUR MALE ARRESTED / SEE REPORT /
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From: Jack, Michael (JUS)
Sent: August 10, 2009 7:21 AM
To: Moran, Melynda (JUS); Laperle, Chad (JUS); Filman, Shaun (JUS); D'Amico, Maria (JUS); MacArthur, Malcolm (JUS); Shearer, Don (JUS); Flindall, Robert (JUS); Crichton, Heath (JUS)
Subject: SP09178964 B&E 06-Aug-09

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

Thank you in advance.

Michael Jack

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
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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

From: Johnston, Mike P. (JUS)
Sent: August 10, 2009 9:13 PM
To: Campbell, Ron (JUS); Flindall, Robert (JUS); Laperle, Chad (JUS); Jack, Michael (JUS); Moran, Melynda (JUS); Filman, Shaun (JUS)
Subject: Re: Provincial Communication Centre Notification

Excellent work guys and girls.

Mike J.

Sent from my BlackBerry Wireless Device

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

7.

From: Flindall, Robert (JUS)
Sent: August 11, 2009 5:08 PM
To: Campbell, Ron (JUS)
Subject: RE: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009

Sensitivity: Confidential

I've canvassed my shift and no one wishes to attend. I already have quite a few who have already attended. PC JACK asked to go, but I am not supporting this at this time.

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

8.

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

Gentlemen,

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

Regards,

Robert Flindall
Sgt. 9740

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

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

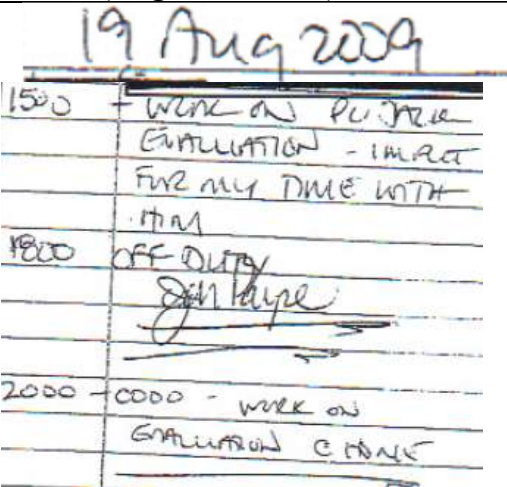
Robert Flindall
Sgt. 9740

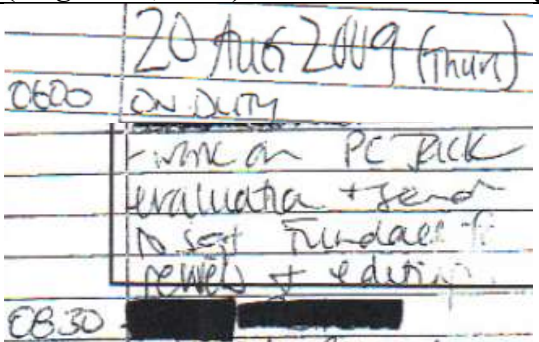
9.

From: Payne, Jennifer (JUS)
Sent: August 15, 2009 6:16 PM
To: Flindall, Robert (JUS)
Subject: Jack's last evaluation ---

This is just a reminder email for tomorrow to send me Jack's evaluation. Filman may have it labelled Jack 4.

Jen :)

(August 19, 2009) Constable Jenifer Payne's notes:	
 <p>19 Aug 2009 1500 - WORK ON PC JACK EVALUATION - input for my time with him 1800 OFF DUTY Jen Payne 2000 - 0000 - work on evaluation @ home</p>	19 Aug 2009 15:00 work on PC Jack evaluation – input for my time with him 1800 – OFF DUTY JenPayne -----> 2000 – 0000 – work on evaluation @ home ----->

(August 20, 2009) Constable Jenifer Payne's notes:	
 <p>20 Aug 2009 (Thurs) 0600 ON DUTY - work on PC Jack evaluation + send to Sgt Flindall for review + edition 08:30 [black]</p>	19 Aug 2009 0600 – ON DUTY - work on PC Jack evaluation + send to Sgt. Flindall for review + edition 08:30 [black]

10.

From: Campbell, Ron (JUS)
Sent: August 18, 2009 3:04 PM
To: Johnston, Mike P. (JUS)
Cc: Borton, Doug (JUS)
Subject: Moving of Cst. Mike JACK

Mike: I know Sgt Flindall was into see you last week and this week when I came back and wanted to move Cst. Jack from shift. Your response at that time was no as he had more or less been in charge of ensuring proper supervision occurred.

Since that decision was made and with the background of Cst. Jack's call to S/Sgt Kohen and Sgt Flindall's statements to Cst. Jack.

- a) his job was in jeopardy - for failing to follow direction given to him on cc investigation- he answer shopped and didn't do as instructed.
- b) he would be watching his every move and documenting it
- c) charge under the HTA for driving error on the 12th of Aug
- d) Apparent discussions Sgt Flindall has asked his entire shift to monitor Jack's actions and contact him for any issues (this is also spread to platoon B)

On the Sunday Jack called in sick and there is some talk by Platoon Sgt "B" Sgt Banbury because he called in sick he thinks he was deceitful and wants to investigate why he told a person at an incident on Saturday prior to calling in Sunday that he was not coming in and was sick. (I will look into this on Wednesday the first shift back)

It is my feeling that it is because he is feeling vulnerable as a new employee, with a language issue, and an immigrant to the country that he is feeling the stress of his supervisors comments no matter how well intentioned it is likely resulting in a poisoned work environment and or a possible H.R. complaint. I think the supervisor has lost the focus he is here to assist and correct Cst. Jack as well as discipline him for transgressions that are not learning issues. I have touched on this with Sgt Flindall and will do so again on Wednesday in private.

Mike both you and I discussed this and it appears this officer is being left on his own to fully investigate matters beyond his experience level. When Sgt Flindall came to me this was addressed as he knew it was an issue. Sgt Flindall insists he was given proper direction and fully understood the directions he just did not complete.

11.

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

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

Robert Flindall
Sgt. 9740

12.

From: Campbell, Ron (JUS)
Sent: August 21, 2009 9:22 AM
To: Johnston, Mike P. (JUS)
Subject: RE: Re; Michael Jack Platoon D

In answer to your question why was he moved.

I had cc you and A/Supt Borton regarding the driving issue. I also added my thoughts on the NCO Flindall losing objectivity with him. He has his shift and Sgt Banbury's shift all watching this officer and reporting any screw ups. Couple this with statements from Sgt Flindall he admits making but not in the context that Cst Jack has reported.

1. his job is in jeopardy
2. he will be documenting his every move and he will be getting paper on issues that have been discussed. (this was after not following his direction on Criminal Harassment charge)

Then he screws up with the cruiser witnessed by Flindall and Payne and is given a ticket under the HTA and a 233-10.

Sgt Banbury comes to me complaining Jack has feigned illness the next day. I investigated and thank goodness he wrote his medical issues in his daily journal Sat afternoon along with a witness who assisted him a CP office in Buckhorn the Sat afternoon. He reports this continued through the night. I really think it is stress related from the scrutiny he is under. (Banbury wanted him charged with deceit...he should know all about that) In any event this is unfounded.

Finally his present coach Shawn Filman is going off on 4 months parental leave starting in Sept. So with all the issues in the email to yourself and Doug Borton Doug Borton advised he felt the only thing to do was move him. You will note I advised this was against an earlier decision you had made but with this further info I think we were heading to an issue as Mike is basically an immigrant of Jewish background. You and I discussed we felt he was being targeted. To his own demise he has alienated his shift by not being 100% truthful when shopping for answers..

On Wednesday Mike Jack, Rob Flindall, his OPPA alternate rep. Mitch Anderson and myself sat down and all the issues surrounding Mike were discussed in his presence with OPPA rep.

Long and short Sgt Flindall was advised that supervision is an issue here. That Cst. Jack needs **one on one** supervision to correct the problems. **Work Improvement plans need to be** in place and direct supervision from a coach. Both he and Mitch brought up that everything has been thrown at him at once without prior issues reported on his PCS 066. It is also apparent Cst. Jack is not following direction.

Cst Jack will be given an independent assessment by Rich Nie to avoid a possible HR complaint. Interestingly Cst. Jack brought up in the meeting he felt he had been left on his own to investigate matters in which he had no experience. He also brought up but refused to name officers on his shift for inappropriate remarks and berating him in front of the shift as well. In other words work place harassment and discrimination policy...I assume it is in relation to his ethnic origin. Anyway I stressed the importance of him coming forward and have also stressed this issue to his new coach. I stressed in Rob's presence the duty of management to stop it if it occurred.

13.

From: Postma, Jason (JUS)
Sent: Monday, August 24, 2009 5:08 AM
To: Campbell, Ron (JUS)
Subject: Probationary Constable Michael Jack Staff,

I believe in giving guys a second chance - and I mean that. Some concerns however.

Documentation: If Mike is not going to work out, do we have a structure of incidents laid out from Filman and Flindal so we are not starting fresh?

Supervision: I believe Pete will be back shortly on shift in September (unless there are developments I'm not aware of). Will Pete be ready for this task? If I'm to remain, who will be the next 2ic if Rich is coaching?

Coaching: Rich is a good officer, but he has been in this coaching roll way to long. He needs a few years of no recruits to get that front line groove back (my opinion). I don't want him to burn out if Mike requires extra documentation and process. He will do the job and will do it right, but I'm sensing the negative side of him of late.

Moral: D platoon is the laughing stock of this office because of these developments. People are not viewing this as second chance or re-focus, they look at this as "its not our problem anymore." Our shift is not happy, but will give Mike every chance to succeed. Its surprising how many people knew about this before I did, and before Rich made any comment on this.

Another note, from experience - problem officers or the rising stars define which coaches are successful in terminating probationarys or making positive recommendations. Everyone wants the good one, but very few are equipped to document and terminate employment if they don't meet the standards. We need to examine potential coaches more thoroughly in the future.

Just some thoughts Ron. Thanks for letting me "vent."
Jason.

14.

From: Campbell, Ron (JUS)
Sent: Thursday, September 03, 2009 5:40 PM
To: Johnston, Mike P. (JUS)
Subject: Rob Flindall

Served Rob your 233-10 and discussed the brief issues. I advised him he would be getting one and I would draft up 233-10 for this as there are aggravating factors. He was not happy about this.

We then discussed his comments to Mike Jack and we have left that as a discussion and it has been covered off.

We also discussed the domestics he advises he is aware of all and will review the matter I brought to his attention and will get them done tonight.

He then proceeded to tell me info that he thinks Mike Jack was hanging out with organized crime at the Gym he went to as Jamie Brockely recognized people who are his friends that he knows from Drug unit dealings.

I told him to put it in a email and attempt to confirm some of these statements. To send it to you and he may need to do a briefing note on after you review. He did not have the full names and was going to spell it out in an email tonight. Ron

15.

From: Flindall, Robert (JUS)
Sent: September 11, 2009 4:41 PM
To: Johnston, Mike P. (JUS)
Subject: PC Michael JACK

Inspector,

As your request, here is the information that I provided to you today, however I must reiterate that nothing has been sourced on this :

relationships that we have in regards to this: Our concerns regarding PC JACK's involvement with this group has been brought to the attention of D/Sgt. Scott MAHONEY who was to look into this association with PC JACK and the Albanians. I currently do not have a time frame for when the photograph was taken, but regardless, the association was there in the past and the concerns are, what are the associations presently?

PC BROCKLEY has advised that the 2 males play their cards close to their chest and either you know absolutely nothing about what they do, or you know everything. Again, the manner in which PC JACK provided the information, led PC BROCKLEY to believe he didn't know anything.

I was made aware in passing some time after that, that PC JACK had worked out with some undesirables in the past at the gym but was never told the above information concerning their Albanian drug ties or the RCMP project.

16.

From: Thompson, Tym (JUS)
Sent: November 19, 2009 5:13 PM
To: Jack, Michael (JUS)
Subject: RE: Internal Complaint 2545009-0173

Constable Jack,

I submitted my final report today on your investigation. The allegation of you associating with undesirables was not substantiated. I am not sure how long it will take to work through the chains of command, but thought you would like to know as soon as I was able to tell you.

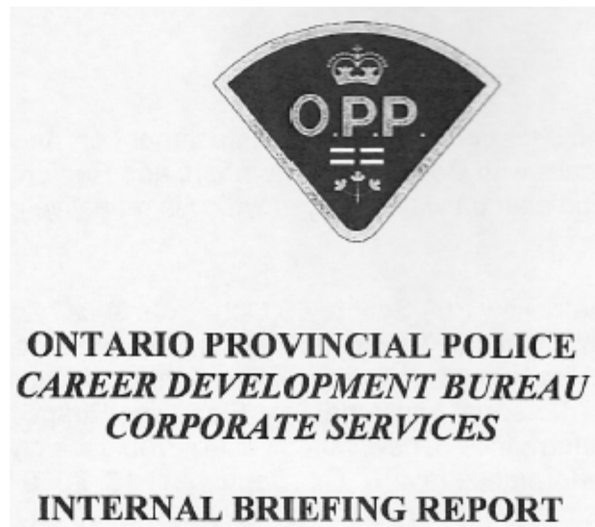
If you have any questions, don't hesitate to contact me.

Tym

Tym Thompson

Detective Sergeant
Professional Standards Bureau
Ontario Provincial Police
desk-(705) 329-6473
cell-(705) 238-7107
fax-(705) 329-6050
vnet-518-6473

17.



ISSUE: Release from employment: Probationary Constable Michael Jack

BACKGROUND:

- Probationary Jack started with the OPP on August 25, 2009 and upon graduation started his probation period on January 09, 2009.
- Prob. Jack is posted to Peterborough County, Central Region.
- Month 1 and 2 (09 Jan to 09 Mar) which is a combined performance review. Prob. Jack had 3 sub categories where he did not meet requirements: Police Vehicle Operation, Radio Communication and Flexibility. The work improvement plan was not given to him until April 15, 2009 which was one month after the fact.
- Month 3 (09 Mar to 9 Apr) performance review, Prob. Jack was meeting the requirements on his performance review.
- Month 4 (09 Apr to 09 May) performance review, Prob. Jack was meeting requirements on his performance review.
- Month 5 (09 May to 09 Jun) performance review, Prob. Jack was meeting requirements but his performance review was given to him on August 16, 2009 which was two months after the fact.
- Month 6 and 7 which is a combined performance review (09 Jun to 09 Aug) Prob. Jack had 10 sub categories where he was not meeting the requirements:: Provincial Statutes, Federal Statutes, Listening Skills, Radio Communication, Resolution, Follow up, Personal Accountability, Planning and Organizing, Respectful Relations and Self Confidence. This performance review was given to him on the August 20, 2009 and he refused to sign it.

- Month 8 performance review (09 Aug to 09 Sept) Prob. Jack had 17 sub categories where he was not meeting the requirements: Attitude Towards Learning, Provincial Statutes , Police Vehicle Operations, Oral and Written Communication, Listening Skills, Radio Communication, Analytical Thinking, Resolution, Follow Up, Personal Accountability, Planning and Organizing, Respectful Relations, Self Confidence , Team Work, Self Awareness and Deportment. This performance review was given to Prob. Jack on September 11, 2009. He refused to sign the performance review but later on the September 25, 2009 provided comments.(Attached)
- Staff Sergeant Kohen became involved with Detachment on August 27, 2009 since that time several conference calls with Detachment members and Region have occurred. As a result Prob. Jack coach officer and platoon was changed which is reflective in his 9 month performance review.
- Month 9 performance review (09 Sept to 09 Oct) Prob. Jack had 13 sub categories where he did not meet requirements: Attitude Towards Learning, Fed Statutes, Police Vehicle Operations, Traffic Enforcement, Oral Communication, Radio Communication, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, Respectful Relations and Self Confidence. This performance review was given to Prob Jack on the October 13, 2009. Prob. Jack did sign this performance review. On September 18, 2009 Prob. Jack completed a " Driver Competency Assessment with Sergeant McNeely, East Region (Report attached)
- Month 10 performance review (09 Oct to 09 Nov) Prob. Jack had 12 sub categories where he did not meet requirements: Attitude Towards Learning, Fed Status, Police Vehicle Operations, Oral Communication, Radio Communication, Decisive Insight, Analytical Thinking, Resolution, Personal Accountability, Flexibility, Respectful Relations and Self Confidence. This performance review was given to Prob Jack on the November 14, 2009 and Prob. Jack did sign this performance review and only provided comments on a disagreed with the sub category of Federal Statutes. This member was not recommended for permanent status and advised to keep working on the areas with his coach officer in conjunction with the Work Improvement Plan that had been created. During this review period Prob. Jack attended two additional driving assessments with Sergeant Kent Taylor from the Academy.
- On November 12, 2009, a conference call was held with Staff Sergeant Kohen, coach officer Constable Rich Nie, Detachment Sergeant Peter Butorac, Detachment Commander Ron Campbell and Central Region Command Staff Superintendent Hugh Stevenson. Central Region is supporting the release from employment of Prob. Jack.
- On November 23, 2009 Staff Sergeant Kohen consulted with Legal Branch Ms. Chris Donszelmann and provided her an overview of Prob Jack's performance of the last 10 months. Legal Branch supports the recommendation of releasing Prob. Jack from employment as a result of failure to meet the requirements of his position based on unsatisfactory work performance.
- On the 30 November, 2009, Detachment members have submitted to Staff Sergeant Kohen a chronology overview of the last 10 months of Prob Jack at Peterborough Detachment. (Attached)

PROPOSED DIRECTION:

- Release Probationary Jack from employment as a result of failure to meet the requirements of his position based on unsatisfactory work performance.
- Probationary Jack signed the *Performance and conduct requirements of a probationary constable letter which outlines the expectations of each member during his/her probation period(Attached)*

Prepared By: Staff Sergeant C.S. Kohen

CONSULTATION RECORD:

Superintendent Hugh Stevenson, Director of Support Services, Central Region

Inspector Dave Lee, Staff Development & Training, Central Region

Staff Sergeant Ron Campbell, A/Inspector Detachment Commander, Central Region

A/Superintendent Sandy Thomas, A/Director of Human Resources, Career Development Bureau

Ms. Chris Donszelmann, Legal Service Branch

- Recommendation Approved**
- Recommendation Approved/Amended**
- Recommendation Denied**

Commissioner/Provincial Commander

Date

Prepared By: Staff Sergeant C.S. Kohen