

## **Rebuttal to Probationary Constable Performance Evaluation Report (PCS-066P)**

**By: JACK, Michael (former OPP badge # 12690)**

**Report Month: 4**

**Evaluation period: 09 April 2009 to 09 May 2009**

### **Analytical Thinking**

Rating: Meets Requirements

In this section Cst. Filman wrote that I had completed a detailed investigation and had since turned the investigation over to the regional intelligence officer. The problem with that statement was that first of all, Cst. Filman never asked me how the investigation was going, let alone assisting me with it. Second, as it turned out, the regional intelligence officer was not the investigating officer, which I was unaware of until late June 2009 when Sgt. Flindall told me that I was the investigating officer. Third, it was a complicated multi-jurisdictional investigation which required detective skills, which I, being a rookie, did not have and could not have had at the time. I subsequently invested many hours of my personal time both at home and at work researching, educating myself and investigating the case and eventually led it to completion in August 2009 (I did not complete it during my Month 4 performance evaluation period as Cst. Filman wrote). I was, however, reprimanded by Sgt. Flindall and by Cst. Filman on August 3, 2009, for taking too long to complete the investigation. The tenderness in my service at the time of this investigation and the lack of any direction and guidance from my Coach Officer and especially considering the fact that it was a multi-jurisdictional investigation which in itself falls under the mandate of the Crime Unit attests to the alienation that I was already feeling and experiencing.