

22-June-05- Mr. Gary Perdue left me a voice-mail to call him as soon as I got the  
About message.  
2:05pm

22-Jun-05- I was listening to Mr. Gary Perdue's message when he approached me at  
About my desk and asked me if I had a moment to meet with him. Mr. Perdue  
2:06pm said to me that he had a feeling that I would be somewhere in the building.  
Just prior to entering Mr. Perdue's office he informed me that he had  
asked my supervisor Ms. Maureen Carrel to join us. Ms. Carrel was  
already waiting in Mr. Perdue's office. I found this to be odd that she was  
already in his office.

Mr. Perdue informed me that he had received a call from Sgt. Dave Jones of the Barrie Police Service with some concerns about one of his staff members. Mr. Perdue asked me if I knew where this was going. I said "yes." Mr. Perdue informed me that Sgt. Jones had been informed by the North Bay Police Force about two charges that were pending against me. Mr. Perdue stated that the first charge was Cause a Disturbance which the police were not too concerned about. The second charge was Escaping Lawful Custody in which the police were concerned about. Mr. Perdue stated that the Barrie Police Service stated that they were concerned about working with myself, Derek Dunlop with these charges pending.

02-Jun-05- Mr. Perdue ask me to explain what had happened. I informed  
About Mr. Perdue and Ms. Carrel about being in North Bay, ON for  
2:06 that weekend. I explained that myself and two of my good friends all  
turned 34 years within 10 days in February of 2005. In informed him that  
myself and my friends had gone out in downtown North Bay. I told  
Mr. Perdue & Ms. Carrel that I was embarrassed and not proud of my  
actions. I said that the word sorry was not good enough for me. I said  
that I was very sorry and that I could say sorry until I was blue in the face.  
I said that I felt so bad that I did not even really not how to apologize but  
that I did apologize and was sorry. Mr. Perdue was inquisitive about the  
Escape Lawful Custody charge. I informed him and Maureen Carrel that  
both of the police officers were beating me up and that I continue to plead  
with them to put me in the cruiser as they had initially informed me that I  
was being charged with being intoxicated in a public place. The officers  
continued to beat on me. All I could think about was my job and I kept  
telling myself in the back of my mind was not to fight back because I  
knew what the

22-Jun-05- implications of assaulting a police officer could bring to my life.  
About I did not hit either of them but did break free from their grasps and ran  
2:06 away from them. I felt this was my only defence at that moment. I  
was eventually caught and brought to the ground in which I was then  
peppered sprayed by the police. I informed Mr. Perdue that the case may  
be thrown out of court on the 28-Jun-05 or it may proceed to trial.  
Mr. Perdue stated that I seemed fairly confident that the case may be  
thrown out. I said that I am not sure what will happen but that I am  
confident that I have a good case because the North Bay Police have lied  
and they will have to perjure themselves on the stand. I also informed  
Mr. Perdue and Ms. Carrel that I had an investigator assisting me. I  
informed them that the investigator was a former Toronto Police Officer.  
I informed them that Victor Matanovic had helped me immensely and that  
he was instrumental in convicting Francis Roy in the Alison Parrot case. I  
informed Mr. Perdue and Ms. Carrel that I have made mistakes and I  
would have to live with these. I said them that Mr. Matanovic explained it  
best when he said

22-Jun-05- that I woke and said to myself what I had done was wrong but when  
About the police officers woke up they realized what they had did was wrong.  
2:06pm There was a discussion about if I could work without workers finding out  
that the Barrie Police Service was not willing to work with me. Sgt. Jones  
had informed Mr. Perdue that the members of the Barrie Police Service  
was not willing to work with me at this time because they did not feel that  
Mr. Derek Dunlop was credible to work with them. Ms. Carrel and I  
agreed that other staff members would question why I would not be able  
to work with the police. Ms. Carrel and I agreed that staff question  
everything and that people are aware of people not getting a 12-hour  
response when they are supposed to. Mr. Perdue asked if working family  
service would have less contact with the police. Mr. Perdue stated that he  
thought this may be an alternative. There was a discussion and it was  
determined that a family service worker probably would not have less  
contact with the police. Mr. Perdue asked about me swearing at the  
police. I informed Mr. Perdue that it was an intimidation factor and that

22-Jun-05- it was to do with a small man's syndrome on behalf of the one  
About police officer. I informed him that I was not proud of swearing at the  
2:06pm police. In discussion with Mr. Perdue and Ms. Carrel it was determined  
that we would wait until my court date of the 28-Jun-05 was over until any  
further discussions about where we went from here was determined.

26-Jun-05- I sent Gary Perdue and e-mail  
9:32am

To: Gary Perdue

Hi Gary:

I left you a voice-mail on Friday about our meeting on Wednesday 22-Jun-05. I would also greatly appreciate it if you could write a letter stating your contact with Sgt. Dave Jones. I would appreciate it if you could include when he contacted you, how he contacted you, what he told you and what the two of you discussed.

Secondly, I would also appreciate if you could comprise a comprehensive letter outlining what was discussed in our meeting on the 22-Jun-05.

Thank you for your attention to these matters.

Yours truly,

Derek Dunlop  
Family Service Worker.

27-Jun-05- Gary Perdue responds to my e-mail from 26-Jun-05 at 9:32am.  
2:15pm

To: Derek Dunlop

Hi Derek:

I think it might be a good idea if we had a further discussion before we get into significant letter writing and before I request letters of others. I am in meetings most of Monday but will try to call you before the end of the afternoon.

Gary

27-Jun-05- Gary Perdue had left a message on my voice-mail at work. Gary stated that he was trying to get a hold of me in relation to my e-mail. Gary stated that he was not sure if I was in the office or not as my voice-mail had not been updated from Thursday of last week. Gary stated that he may try me at home.

27-Jun-05- Gary Perdue left message on my cell phone stating that it was about  
6:15pm 6:15pm on Monday evening. Oh I am sort or running around doing a bunch of things tonight. I do have my cell phone with me, um most of the time if you did want to reach me, 791-5523. As you may have seen in an e-mail and I think I left you a voice-mail as well. Probably helpful if we have another discussion uh, before we start sending letters back and forth. Anyway let's talk when you get a chance. Thanks.



27-Jun-05- I called Gary Perdue back from the message that he had left me.  
7:11pm Gary and I discussed that it may be better to wait until my court date was over on the 28-Jun-05 just in case my case was thrown out of court. Gary stated that it is a small town and it is all about relationships. Gary asked me if it was me or my lawyer that was requesting the information. I informed Gary that some of it was at the request of my lawyer and some of it was on my own. I informed Gary that it would really be helpful if he could remember how Sgt. Dave Jones found out the information about my charges. I informed Gary that on Wednesday 22-Jun-05 that he had informed me that Sgt. Dave Jones was informed by someone from the North Bay Police Force about my charges. Gary stated that he could not remember what Sgt. Dave Jones had said and that he did not have his notes in front of him and that he was not in his office. I then said it would be really be helpful if I could find out this information. I said to Gary that I did not need to know tonight

27-Jun-05- but that it would be nice to find out in the next couple of days or so. Gary  
7:11pm hesitated and then stated that Sgt. Jones had informed him that the charges  
were a matter of public record and that I was charged on 2 counts and that  
he was concerned. Gary stated that he knew that this must be a stressful  
time for me. Gary stated that I could call him back tonight if I needed to.  
Gary wished me luck. I stated that I appreciate it that he was being  
understanding and I appreciate him getting back to me so quickly.

04-Jul-05-  
10:08am

I sent Gary Perdue an e-mail

To: Gary Perdue

I spoke to Maureen on Thursday. I am assuming we are going to have to meet at some point. My cell phone number is 791-1472 if you need to call me.

Thanks

Derek

04-Jul-05-  
2:42pm

Gary Perdue responds to my e-mail above.

To: Derek Dunlop

Hi Derek:

Yes, we should meet early this week. I am fairly flexible Tuesday afternoon at this point. Do you have some time then. FYI, I have called Sgt. Jones and expect to hear back from him within the next day. I also briefed Ted on the situation.

Let's talk about where we go from here.

Gary

05-Jul-05-  
9:15am

I met with Mr. Ted Soucie to inform him that I knew that Mr. Gary Perdue had briefed him about my situation and my charges. Mr. Soucie and I discussed the difficulties of not being able to perform duties that were required to work in coordination with the police. Mr. Soucie and I agreed that if case designation to myself continue to not include investigation with the requirement of the Barrie Police Service that fellow employees at CAS may start to question why I was not doing those investigations. Mr. Soucie informed this worker that in August of 2005 that there may be opportunities to work in intake. Mr. Soucie also stated that in my situation that I need to consider the perspectives of the police and CAS. Mr. Soucie stated that Mr. Perdue is trying to minimize the damage between CAS and the Barrie Police Service. Mr. Soucie stated that Mr. Perdue is also concerned about me. Mr. Soucie discussed the fact that I may have thought about 7 or 8 possible ways to have this situation turn out. Mr. Soucie stated that it may be worth thinking about possible alternatives prior to going to trial on the 16-Nov-05. Mr. Soucie stated that he was not telling me do this but that it may be worth seeing if I could find out if I dropped my pursuit of going to trial whether the police would be willing to drop the case. I informed Mr. Soucie that I may be able to do this but that then if I pursued this that I may get into a problem of obstructing justice. Mr. Soucie agreed. I informed Mr. Soucie that Mr. Perdue wanted to meet with me today. I informed Mr. Soucie about the e-mail I sent Mr. Perdue in relation to possibly waiting to hear back from Sgt. Jones. I asked Mr. Soucie if he would be willing to sit in any meeting with Mr. Perdue. Mr. Soucie stated that he would be willing to do so.

05-Jul-05-  
1:35pm In speaking with Ms. Joanne Purvis who was sitting at her desk which is located behind me. Ms. Purvis stated that I called in on the 04-Jul-05 to say that I could not do a case. Ms. Purvis was upset because this was a domestic.

\* I did not call into say that I could not do a case.

05-Jul-05-  
2:00pm

Mr. Gary Perdue, Mr. Ted Soucie and myself Derek Dunlop meet in Mr. Perdue's office. I had requested Ted Soucie be there and he said that he would. Mr. Perdue informed me that Sgt. Dave Jones had informed him that I was not welcome on the Barrie Police Services premises at their station on Sperling Drive or at their satellite office on Bellfarm Road. Mr. Perdue informed me that the Barrie Police Service would be willing to respond to calls with me at people's residences in the community. Mr. Perdue said that he had made a lot of effort just to get the police to agree to do this. Mr. Perdue asked what that means for case assignment and me being able to perform my duties. I stated that I still would not be able to do any 11A through to 11G or 13A through to 13G in the Eligibility Spectrum. I stated that it was positive that the police would be willing to work with me in the public, however, that still would put a stress on the supervisors and case assignment. I stated that I did not want to put any stress on the supervisors and did not want them covering for me as Mr. Ted Soucie already did on the 04-Jul-05. Mr. Soucie said that all he had said to Ms. Joanne Purvis was that he had to make a switch in case assignment was she willing to do so. Mr. Soucie agreed that

05-Jul-05-  
2:00pm        it would be difficult for me to carry out and 11A-11G and any 13A-13G. Mr. Soucie also stated that I would not be able to conduct any cases that would required me to make contact with me or acquire any police reports. Mr. Gary Perdue asked if family service would be any better and it was discussed that it probably would like have as much police contact.

\*-Mr. Perdue suggested to Mr. Ted Soucie that he should inform Mrs. Joanne Bednarz and Mr. Michael Fitzgerald who are other supervisors in the Barrie Units.

\*I did not feel that this was necessary but I did not feel I had any choice in the matter. Mr. Soucie agreed that he would.

\*Mr. Perdue stated that the Barrie Police Service have never questioned my professionalism and neither is anybody in the office at CAS questioning my professionalism.

\*Mr. Perdue asked what the harm would be in everyone knowing. I stated that I have nothing to hide, however, there are legal proceedings and I wanted to speak to my lawyer prior to make any further decision. Mr. Perdue that he would wait until I spoke to my lawyer but that we needed to act on this as soon

05-Jul-05- possible.  
2:00pm The possibility of me talking or asking somebody from the telephone (Intake/Overload) team to switch was mentioned. Mr. Jamie Turner's name was mentioned as a possible candidate.

Mr. Perdue stated that he believed that people should be supportive in this situation. Mr. Perdue stated that he has not had a situation such as this but that other people have had other problems in the agency and that people have received support from their colleagues. Mr. Perdue stated that members of the intake team may need to be informed.

\*Mr. Perdue stated that supervisor Kim Heim may need to be informed. I again requested of Mr. Perdue that I would appreciate it if I could speak to my lawyer prior to informing people. I was not in agreement with informing people but felt that I really did not have a choice. I felt pressured.

\*I had asked Mr. Perdue about testifying as a witness. Mr. Perdue stated that we would probably have to deal with that as it comes. Mr. Perdue also stated that Ms. Pamela Krause our CAS legal counsel may have to be informed as well. I also did not agree that she needed to be informed



05-Jul-05- at this time either but felt that I did not have a choice once again.  
2:00pm

\*I flat out asked Mr. Perdue why he said in our first meeting on the 22-Jun-05 why he said that a member of the North Bay Police Force had informed Sgt. Dave Jones of the Barrie Police Service about my charges and then on our discussion on the 27-Jun-05 at 7:11pm why he said that Sgt. Dave Jones said it was a matter of public record. Mr. Perdue stated that during his initial conversation with Sgt. Dave Jones that Sgt. Dave Jones he had talked about the North Bay Police but that it must of been Mr. Perdue's misunderstanding because he said that Sgt. Dave Jones had informed him that it was a matter of public record. Mr. Perdue stated that this was his mistake.

\*Mr. Perdue had asked me why I have requested documents and for our meeting to be tape-recorded. Mr. Soucie stated that this make things different. Mr. Soucie stated that this sounded like a client who wanted their interviews tape recorded. (I just agreed to appease the two of them, I in my heart truly

05-Jul-05-  
2:00pm believed that this meeting should have been recorded).  
I told Mr. Perdue that somebody is out there to get me and that I need to make sure that I am protecting myself. I said that I did not want to get his back up and I believed that he was trying to help me. (In my mind I believe he is more worried about the agency than me!) I said I thought twice about it before coming to the meeting and believed that it would be more productive to have the meeting without it recorded.

\*Mr. Perdue asked Mr. Soucie to inform Ms. Joanne Bedarz and Mr. Michael Fitzgerald. Mr. Perdue believed that they should know for case assignment.

\*Mr. Perdue asked me to get in contact with my lawyer as soon as possible and think about my options. (Talking to Mr. Jamie Turner, transferring to one of our satellite offices (Collingwood, Alliston) or coming up with other suggestions or solutions.

Meeting concluded about 2:55pm

05-Jul-05-  
3:15pm

Mr. Perdue called me at my desk to inform me that he had received a telephone call from Sgt. Dave Jones of the Barrie Police Service. Mr. Perdue stated that we had taken 2 steps forward and 3 steps backwards. Sgt. Jones informed Mr. Perdue that he had spoke to his Inspector. The Inspector had informed Sgt. Jones that the police would not be willing to work with Derek Dunlop by responding to joint investigations at people's homes.

06-Jul-05-  
Voice-mail  
on my work  
phone.

Hi Derek it is Gary Perdue just as a follow-up to our last conversation yesterday. The more I think it through probably the telephone intake piece is the most reasonable one to pursue at this point. I am not sure if perhaps you have had a discussion with Jamie. I should probably should have a discussion with Kim Heim she still has some supervisory responsibilities over intake until Tracy returns uhm just to give her a heads up that we may be asking for volunteers from telephone intake to switch with you and I think it will be necessary to have a discussion fairly soon with other team members as well. I mean the other option is is for you to be assigned to one of the offices where we have a vacancy the Collingwood Office and Alliston. I am little bit concerned about that because this uh information from the police may spread to other departments and we will have a similar problem there. So as I say probably the telephone intake piece makes the most sense but it is at this point it is dependent on a volunteer to come forward. Anyway we should talk again tomorrow we need to get something sorted out so that Ted & Maureen can make reasonable assignments. I'll talk to you later.  
Bye- Bye.

07-Jul-05-  
10:00am

I contacted Gary Perdue and we had a discussion and Gary was suggesting the transfer to intake with a worker or more than one worker. Gary believed that telephone intake would be the best option. Gary and I discussed the possibility of transferring to the Collingwood or Alliston Office but presented the problem of other police departments becoming about my information about my charges and have the reoccurring problem in other areas. Gary stated that he believed that it may be an option to meet with the intake team at their team meeting next Tuesday the 12-Jul-05. Gary stated that he would not be against me contacting individuals on the intake team. Gary stated that he would not be contacting the police in relation to this matter at this point. I agreed that it was best to respect the Barrie Police Services stance at this time. Barrie stated that he had mentioned to Sgt. Dave Jones about his frustration about this matter on a couple of occasions. Gary stated that he was frustrated with the fact that the had changed their mind about how they were handling this. Gary stated that he felt the police were being somewhat harsh about this but that he understood their position.

07-Jul-05- Gary Perdue sends an e-mail to me and many others including  
5:21pm Ted Soucie, Maureen Carrel, Kim Heim and Heather Henderson.

To: Derek Dunlop

Cc: Ted Soucie, Maureen Carrel, Kim Heim, Heather Henderson

Subject: confidential

Hi Derek:

This is to summarize our recent discussions concerning the charges against you and the implications on your work.

As you know I have been informed by Sgt. Dave Jones of the Barrie P. D. that due to two charges that you are currently facing (ie causing a disturbance and fleeing lawful custody) that they are not prepared to work with you as a child protection worker. With the latter charged he feels there could be a risk to his officers and/or public. Furthermore there is a credibility issue, especially if matters proceeded to court and you were needed to testify.

With your current position of investigation worker in the Barrie office a very high percentage of your cases requires contact with the Barrie Police. As we discussed, it would not be possible to assign only cases that do not involve police, given the volume of cases and our inability to predict when police involvement might be required.

You have told us that the matter is expected to be dealt with at trial in mid November 2005. We are prepared to work with you in the interim to try to arrange other casework assignments that would involve minimal police contact. Of course you are free to apply for any position posted in the organization. The prospective supervisor and team would need to know that there are potential limitations to the scope of your functions.

It would appear that the most appropriate interim assignment would be in the Intake/Overload department. I have briefed Kim Heim. You indicated to me this afternoon that you will call Kim and ask to attend the unit meeting next week to explain the situation to the team and to ask for their cooperation in arranging this interim assignment. You indicated that you may approach a couple of the intake overload workers in advance of that meeting.

Gary

11-Jul-05-  
8:45am I contacted Jamie Turner to ask him to meet with me confidentially. Jamie agreed to do so at the Lockerroom on Cundles at 6:00pm tonight. Before getting off the telephone Jamie asked me if I could brief him so that he did not worry all day. I told Jamie that I am in a jam and I am going to ask him for a work favour. I told him that it is personal to me. Jamie said I do not need to bring a lawyer or anything. I joked back and said that I am the one who may need a lawyer. Jamie said okay and I will see you then. We exchanged cell phone numbers in case things needed to be changed for either of us.

11-Jul-05-  
11:00am

Maureen Carrel asks me if I have a second. I said "yes." Maureen and I go into her office. Maureen asks me where things are at with my work options. I informed her that Gary, Ted and I had met last Tuesday and that it was discussed that Intake (telephone) would be an option. I said that this was a possibility. Maureen immediately jumps to I thought it was already what was going to happen. I said to Maureen that I had sent Gary an e-mail this morning asking for some grace in order to speak to Jamie. Maureen states that I thought you were supposed to make contact with Kim Heim and attend the intake meeting tomorrow. I said I have not made contact with Kim as of yet as I did not necessarily feel this was in my best interest at this time. Maureen states that I was under the impression that you had to go to this meeting and that you had no choice. I told



11-Jul-05-  
11:00am

Maureen that I felt that was going to give me some grace period to speak to my lawyer after our meeting on the 05-Jul-05. I said that I felt that anti was already increased when I received Gary's message on the 06-Jul-05. I said Gary has already informed Kim Heim and I said that I was also not comfortable with the fact that Joanne Bednarz and Michael Fitzgerald needed to be notified as well. Maureen said that her and Gary met this morning and that when she asked Gary whether Kim Heim or others had been contacted, Maureen stated that Gary said to her that he just believed it would have already been done. Maureen said that whether my position changes now or next week it really is not going to matter because it is going

11-Jul-05-  
11:00am

to happen. Maureen said that you do realize that you are going to be asking somebody for a change for a really long period of time. Maureen stated that the court case in November may even be remanded or there may be another date. Maureen said that she would be willing to do anything she could do. Maureen said my door is always open and you know how to reach me. I said that I would make contact with Kim Heim and I guess I should attend their team meeting tomorrow no matter what.

11-Jul-05- 8:42am I sent Gary Perdue an email.

To: Gary Perdue

Subject: Confidential.

Hi Gary:

I was unable to touch base with Jamie Turner over the weekend as he apparently was away. I will try to make an arrangement to meet with Jamie as soon as possible. I would appreciate the opportunity to speak to him as initially discussed in our meeting on the 05-Jul-05. I would like this to happen prior to notifying the entire intake team which I do not believe is a necessity at this point. I do not believe that I will be attending their meeting tomorrow. I believe that pursuing other alternatives/options would be better at this time. I believe that we should further discuss this before I attend a meeting and inform the entire team.

Thanks

Derek

11-Jul-05- Gary Perdue responds to my e-mail from the 11-Jul-05 at 8:42 am,  
11:19am however, Gary sends a carbon copy to Maureen Carrel, Ted Soucie  
and Kim Heim.

To: Derek Dunlop

Cc: Maureen Carrel, Ted Soucie, Kim Heim

Subject: Confidential.

Derek:

I don't really know how we can arrange things until November with the Intake team without the cooperation of the whole team. If, for example, Jamie agrees to 'switch' with you, would he not be questioned significantly by his team mates about the why, when and how long of it. As we talked about last week, we need to get alternate arrangements figured out by the end of tomorrow as it is not possible for the supervisory staff to keep bypassing you with assignments. I am available today if you would like to discuss this. I have copied this to the involved BSD's as they may have some observations as well.

Gary

11-Jul-05- Kim Heim sends Gary and myself and e-mail.  
1:12pm

To: Gary Perdue

Cc: Derek Dunlop

Subject: Re: Confidential

Hi Gary. Derek just called me; I reiterated our position(below) re: his hope that Jamie can “switch” with him. Derek has agreed to come to team tomorrow and discuss this matter with the group; he may share some info. in advance with Jamie (as a friend) but will not ask him to “switch”. Kim

11-Jul-05- I sent Gary Perdue an e-mail.  
1:52pm

To: Gary Perdue

Subject: Re: Confidential

Hi Gary:

I am assuming you already know that I will be speaking to Jamie tonight with no expectations of him and that I have spoken to Kim and will be attending the intake team meeting tomorrow.

Thanks  
Derek

11-Jul-05- Gary Perdue responds to my e-mail sent to him on the 11-Jul-05 at  
3:56pm 1:52pm.

To: Derek Dunlop

Subject: Re: Confidential

Hi

Yes, Kim e-mailed me. Thanks for the update.

Gary.

11-Jul-05-  
6:00pm

Jamie Turner meets me at the Lockerroom on Cundles in Barrie, ON. I said to Jamie thanks very much for showing up that I greatly appreciate it. I said to him that he must have been surprised to find out that I called his house. Jamie said that Cindy had said to him that she believed that they needed a girl. Cindy said to Jamie that they would not need him that they would be calling because they need a girl. (Jamie never did say what for. – I only assumed he meant baseball.) I said to Jamie that there was no expectations on him and that I just wanted to run something by him. I said to Jamie that I was not proud and was embarrassed about why I had to ask him to meet with me. I told him that I got into trouble with the police in North Bay, ON in February of 2005. I told him that I had swore at a North Bay Police Officer and that the two police officer proceeded to beat me up.



11-Jul-05-  
6:00pm

I told him that I was going to tell him more than I would tell his team members on 12-Jul-05. I told Jamie that as a result of the officers continuing to beat on me and me pleading to put me in the back of their cruiser that I eventually threw each officer off of each one of my arms. I told Jamie that all I could think about in the back of my mind was my job. I told Jamie that sometimes you can only take so much. I said that I did not want to fight back and that I could feel my adrenaline going. I told Jamie that I took off and got about 100-150 metres in which they caught up to me and then they peppered spray me . Jamie never asked about the incident or if I was hurt or if I was okay. He appeared to have maybe already known about the incident. Jamie did ask what is the agency

11-Jul-05-  
6:00pm

saying. I informed Jamie that the Barrie Police Service had found out and they have informed the agency. I told Jamie that Sgt. Dave Jones had informed Mr. Gary Perdue. I said that I believed Gary was being supportive in one sense and that he was making calls to the police to try and patch things up. I said to Jamie but I no Gary can be a weasel and I am just wondering if he was just doing this to make the agency look good. I said to Jamie that I felt that I was being pressured and being back into a corner. I told Jamie that the only option for me really to pursue now is the telephone intake position. I said Gary and I had discuss a possible transfer to another branch but that there could be a possible reoccurrence with the police departments in those areas.

11-Jul-05-  
6:00pm

I said it was also discussed that I could pursue members on my current teams now and inform them of my dilemma to see if they would be supportive. I said to Jamie I feel like I am being hung out to dry on my own and I am expected to do it on my own. I said to Jamie that I would be meeting with his team members on the 12-Jul-05 to inform them of my problem to see if they would be willing to help out and switch with me. I said to Jamie that I was not expecting him to do this. Jamie said he said that he probably could switch and that he just had to speak to his wife Cindy about it. Jamie said that he has been thinking about getting off the intake team anyway.

11-Jul-05-  
6:00pm

Mary Ballantyne just happen to pull up outside of the lockerroom just where we were sitting. Jamie said that he hoped that she did see and maybe I had not picked the best seats. Jamie said that a man had walked by that looked like Dave Yawney earlier. Jamie said that he may switch and that someone like Marianne O'Neill may switch as well. Jamie said that he did not think that his team would be that supportive in this situation. I had informed Jamie that I needed to get through until November when my trial was set for the 16-Nov-05. Jamie said what if the court goes past that. (I thought this to be odd as I am not sure why he was concerned about this or I he had already been briefed.) Jamie asked me what kind of

11-Jul-05-  
6:00pm support I was getting from Maureen Carrel. I hesitated and said that is a whole other story I do not even want to get into. I told Jamie that I was getting no support from Maureen. I said that her and the other one were in cohorts. Jamie looked at me and said I do not understand. I said Maureen and Maria. I said to Jamie that Maureen and Maria are very dangerous. I said that until your on the inside you have no understanding of that. I told Jamie that I had been writing notes on Maria Malvaso since July 04. I told Jamie that Maria had told me that she was pregnant on 09-Feb-05 and that she had a miscarriage on the 10-Feb-05. I told him that Maria had put one of her friends up to calling me on the 19-Feb-05 because I would not respond to her calls. I said that Maria manipulated her way

11-Jul-05-  
6:00pm

back into my life on that day and that was the day that I got into trouble. I said to Jamie that I apologized for talking to him about this. I told Jamie Maureen & Maria hate me. Jamie and I discussed his accident at the cottage. Jamie stated that he had run over his leg while four wheeling and that he has to live with this every day. Jamie said that he has to watch who he talks to about this especially at a ball tournament if Gary Perdue is around. Jamie said that he hopes Shirley & Tom Harper do not slip up or somebody else for that matter. Jamie stated before we left that he would not know which Director of Service to trust but that it probably not be Chris Wheeler and that Heather Henderson hung him out to dry when all

11-Jul-05-  
6:00pm

of the issues with the e-mail were happening. I said to Jamie I feel that they are trying to push me out the door. During our discussion Jamie had said what if the intake team is not willing to help you out then what are your options. I said I was not sure. I informed Jamie that I met with Janice Lamarche in February because I felt that Maureen & Maria may turn against me someday and I felt that they may have now. I informed Jamie that this discussion was off record for both of us and that I would not be documenting it. However, when I got home after our meeting I felt for my own protection I needed to document our conversation.

12-Jul-05-  
1:30pm

Maureen called this worker into her office to ask me if I had spoke to Jamie Turner. I informed her that I had spoke to him and that he was going to get back to me about his decision. I said to Maureen that Jamie has things to think about as well. I said I am going to present my situation to the intake team as well and see what their response will be. I said I do not know where we go if somebody from the Intake Team is not willing to help out.



12-Jul-05-  
2:10pm I spoke to Mr. Gary Perdue about my meeting with the Intake Team at 2:30pm. I asked Gary what should I say to the team when or if they ask about a time frame. Gary stated that I should say as soon as possible in relation to me transferring. Gary wished me luck.

12-Jul-05-  
2:30pm

I met with the members of the intake team (Maria Malott, Jackie Zweerman, Connie Joseph, Marianne O'Neill, Barb Shakell, Debbie O'Neill, Kim Heim (Supervisor). I informed them that I was there to speak to them under difficult circumstances and that it was a private/confidential matter that I was there to speak to them about. I told them that an altercation had occurred between myself and the North Bay Police Force in February of 2005. I stated that I was in trouble and that they were in trouble as well. I said that this had created implications on my work and that the police were not willing to work with me. I informed them that the police did not want me on their premises and did not want anything to do with me. I said that Gary had contacted Sgt. Dave Jones who had called Gary initially and Gary tried to make in roads with Sgt. Dave Jones and did. Sgt. Dave Jones had informed Gary that the police would be willing to respond with me to people's residences. Subsequently to me meeting with Gary and Mr. Ted Soucie, Sgt. Dave Jones contacted Gary and informed him that his Inspector had told him no that the police were not willing to work with me at all. I told the team that other options at work had been discussed but there were not really many viable options for me other than the telephone intake piece. I said positions with Branch Offices had been discussed but that there was the possibility of other police services finding out and having the recurring problem. I said that the police are not questioning my professionalism and neither are people at work. Kim Heim jumped in to say that the reason that I was at the meeting was to possibly request some assistance from the team. Out of the meeting came the following:

12-Jul-05-  
2:30pm

- 1)- that I would speak to Maureen about possibly when I would be ready to transfer to intake.
- 2)- that Kim Heim would look at slotting me into the first two weeks of August to fill Maria Malott's position.
- 3)- that I would speak to Maureen about possibly using vacation time.
- 4)- that Kim Heim would get back to me Wednesday 13-Jul-05 or by the Latest 14-Jul-05 with any other assistance the team may be willing to provide.

Kim asked me if I had thought about telling members of my current teams. I said that I had so much coming at me that I not thought that far. I said that initially that this option had been discussed with me approaching the teams and asking them to allow me to do only certain cases that did not involve the teams.

12-Jul-05-  
3:20pm I spoke to Maureen Carrel about what had happened. I told Maureen that the team appeared to be supportive. I told her that it may be an option for me to move into the first two weeks of August to cover for Maria Malott. Maureen informed me that those days have already been covered by members of the Barrie Units. Maureen said that this may be an option and that those people would have to go on the schedule instead. I mentioned to Maureen about the possibility of me taking more of my vacation. Maureen asked how I was doing I said I am fine.

12-Jul-05-  
3:45pm I spoke to Jamie Turner to inform him that I spoke to his team and that they appeared to be supportive. Jamie stated that he had run this situation by Cindy Turner(wife) and that she had not given him an answer yet. Cindy said to him that Derek may need to pick-up Cameron at 5:30pm if need be. Jamie stated that he would be in touch.

- 13-Jul-05-  
9:05am I called Wendy Gubb at CAS to inform her that I was not feeling well and that I would not be making it in for at least the morning. I said that I was Trying to get up and get into work but I could not. Maureen Carrel was in her BSD meetings.
- 13-Jul-05-  
12:00pm I called Maureen Carrell on her cell and stated that I did not think I was going to make it in at all. I asked her if she had talked to Wendy. Maureen stated that she had just talked to Wendy and just found out I had called this morning. Maureen asked if I had the flu. I informed her that I was sick during the night and that I was bed written right now. Maureen said that we needed to talk about my situation with work and that she had spoke to Kim Heim. I said could we do that tomorrow. Maureen agreed. I told Maureen that I had an interview with the foster care department at 3:00pm and that I probably would try and make it to that.
- 13-Jul-05-  
5:15pm I speak to Maureen Carrel in her office. Maureen has stated that she had just received a call from Kim Heim and there had been a change. I said for the good or bad. Maureen stated that they were just trying to determine whether Nick from the intake team could help out. Maureen went on to say that the times the Barrie Units were required to cover the intake team was probably going to be me and that the other people may just be put on the

13-Jul-05-  
5:15pm

schedule in my place. Maureen stated that it appears that things are going to work for August 01/05 and that this should happen it is just the semantics of covering my position that she is going to have to figure out. Maureen did say that with all of this juggling that people on the Barrie teams will need to be informed. I said that I see that this is the way it has to be. ( In my mind I am not impressed but I have nothing to hide and I know it is already out there anyway)

14-Jul-05-  
12:45pm

I asked Samantha Orr and Jaime Marks to meet with me for a few minutes. I explained to them that I had got in trouble back in February 2005 in North Bay when I was home one weekend. I explained to them that I had a Cause Disturbance charge and Escape Lawful Custody charge from and altercation from the North Bay Police Force. I said to them that I had sworn at a cop and that two cops decided to beat me up. I told them that eventually I through both of the police officers off of me because all I could think about was my job as they continue to beat on me. I said that I could feel my adrenaline going and I knew not to hit them. I told Jaime and Sam that I through them off each arm and took off. I told Jaime and Sam that initially they were supposed to charge me with intoxicated in a public place but they started beating on me. I informed Jaime and Sam that somebody had ratted on me and informed the Barrie Police Service about 3 weeks ago on the 22-Jun-05 about my charges. I said that the Barrie Police Service has stated that they do not want to work with me and they do not want me on their premises. I said that I respect that and have no issues with the Barrie Police Services stance on the matter. I informed Sam and Jaime that apparently Gary Perdue had made a call to Sgt. Dave Jones and persuaded him to work with me in the public. Sgt. Dave Jones apparently agreed that the police would be willing



14-Jul-05-  
12:45pm

to work with me in the public and responding to people's homes. I informed them that 15 minutes after a meeting I had with Gary and Ted on the 05-Jul-05 that Gary had called me on my office phone and said that we had taken 2 steps forward and 3 steps back and that the police were not willing to work with me. Gary stated that Sgt. Dave Jones's Inspector had told him that there was no way that they were willing to work with me. I informed Jaime and Sam that I felt the agency had pushed me into a corner and that I virtually had no options but to pursue a position with the Intake team. I informed them that I had to go and meet with the Intake Team and inform them about my dilemma. I said that they were a very supportive group of people. I said but I virtually being forced to tell all the members of all Barrie 5 teams on Tuesday at team meetings. I said I do not believe this should happen. I said I have nothing to hide but I am being asked to do this all on my own. Jaime said Diane Campeau is currently on a modified work schedule and nobody knows why. I said that this has happened numerous times over the years for people and people do not know why people move around or are on modified work schedules. Jaime said that I need something good to happen to me. Sam that that she has to Human Rights Code and that she would be willing to give it to me to look over. Both Jaime and Sam said that they did not believe that it was right that I had to tell everyone. I said I feel like I am being hung out

14-Jul-05-  
12:45pm

to dry and the agency is trying to push me out the door. I said that there have been issues with my computer. I said that if though I do not want to tell everyone I believe that it would be better coming from me. I told Sam & Jamie that I have a trial in November of 2005. Sam asked if Maureen was a support and I said I am not even going to talk about that. They both appeared to be supportive.

- 14-Jul-05- I spoke to Maureen Carrel about the movement of me to the intake team within the agency. Maureen stated that I would be covering for Maria Malott for the first two weeks of August and that last week of August. Maureen stated that the intake team would probably supply Nick for the other two weeks and he would be able to help where he could. Maureen explained that Nick was still not really given medical clearance to do any first calls. Maureen then asked me if I was frazzled yesterday when I was in. I said I may have been. I said I was sick and came in for a foster care interview that I was not as prepared as I should be. I said and really like to be prepared for interviews and I said I have a lot going on. Maureen stated that I know it must be stressful for you. I said it has but I can handle it.
- 14-Jul-05- Kim Heim's e-mail came out in relation to the plan for me.  
3:48pm

14-Jul-05- 3:48pm Kim Heim sends e-mail to her Intake Team, Maureen Carrel, Gary Perdue, Heather Henderson and myself.

To: SIMCAS\_Intake

Cc: Maureen Carrel, Derek Dunlop, Gary Perdue, Heather Henderson

Subject: Derek and the plan

Hi all. I think a plan has been finalized for Derek. Here it is...

-Derek will come to Intake Aug. 2<sup>nd</sup> and will cover for Maria's 3 weeks in Aug.

-the remaining 2 weeks of Aug. (15<sup>th</sup>-26<sup>th</sup>), Nick will be doing work in Barrie 2 to compensate for Derek being out; at times it may be necessary to have Jamie assist instead of Nick, depending on what's needed but it is hoped Nick will be able to provide most help (only one will leave intake at a time)

-Maureen has agreed that Jamie and Nick will both stay in intake on Fri. Aug. 26<sup>th</sup> to assist with our coverage issue (Derek, if this is your golden, can you change that one?) Therefore, it's only 9 days in Aug. Nick (Jamie) will help with.

-At the beginning of Sept. intake will provide an additional overload person to compensate for Derek (probably one person for 8 to 12 weeks but that will be sorted out with Tracy)

I hope this is clear. I expect I'll have further discussion with Derek, Nick, Jamie and anyone else with questions, when I'm in Barrie next week (I'm there Wed. and Thurs.) Thanks to everyone for your support of Derek and the intake team, and to Maureen, Nick and Jamie for helping me evolve this plan. Kim.

14-Jul-05- Heather Henderson sends an e-mail in response to Kim Heim's  
4:20pm e-mail of the 14-Jul-05 at 3:48pm

To: Kim Heim, SIMCAS\_Intake

Cc: Maureen Carrel, Derek Dunlop, Gary Perdue,

Subject Re: Derek and the plan

Thanks everybody for flexibility and creative problem-solving! H

14-Jul-05- I send an e-mail in response to Kim Heim's e-mail of the 14-Jul-05 at  
5:37pm 3:48pm.

To: Kim Heim

Cc: Gary Perdue, Heather Henderson, Maureen Carrel and  
SIMCAS\_Intake

Subject Re: Derek and the plan.

Thank you to everyone for their support.

15-Jul-05-  
11:22am

Maureen sends Ted Soucie an e-mail.

To: Ted Soucie

Cc: Derek Dunlop

Subject: Derek

Hi Ted

Hope you had a good vacation. I think we have finalized a plan regarding Derek. Next week he should be only used on schedule if absolutely necessary, he should be using his time to complete all his paperwork. He is on vacation the following week. Derek met with Intake on Tuesday afternoon and it went fairly well. He plans to meet separately with all Barrie teams on Tuesday morning. The plan is as follows:

Derek to start in Intake on August 1- we will not need to have the others who signed up to go to Intake go there now but I was hoping we could use them on the crisis schedule instead.

For weeks 1,4, 5 Derek would have been on our schedule August 2, 3, 11, 12, 29, 31 and Sept 2- this is actually less days then we would have been providing to Intake. As Wil, Susan and Bill had signed up for dates in Intake it would make sense to slot them into these days. I didn't want to discuss this with them until after Tuesday, so can you firm that up with them.

For weeks 2 and 3 (August 8-26) the plan is to have Nick come here I will forward you an email from Kim that explains that situation, as he will just be able to assist in a variety of ways but can not actually go out on first calls. It has been agreed that if we get slammed during that time that Nick would return to Intake to do phones and we could assign cases to Jamie.

Starting September 6 Intake will provide us with one full time person to replace Derek.

After Derek meets with the teams on Tuesday a think a e-mail should go out the Barrie teams explaining the plan as everyone will not be here.

Thanks  
Maureen.

18-Jul-05- I sent Gary Perdue an e-mail  
8:51am

To: Gary Perdue

Subject Re:

Hi Gary:

I have spoke to my lawyer and after speaking to him I have been advised not to speak to anyone else about this matter. As anyone that is notified about this could possibly be called as a witness. I may just inform my own team that I am moving to Intake for personal reasons.

Thanks  
Derek



18-Jul-05- I forwarded the e-mail I had sent to Gary Perdue on the 18-Jul-05 at  
10:23am 8:51am to Ted Soucie

To: Ted Soucie

Subject I had sent Gary this e-mail.

Hi Gary:

I have spoke to my lawyer and after speaking to him I have been advised not to speak to anyone else about this matter. As anyone that is notified about this could possibly be called as a witness. I may just inform my own team that I am moving to Intake for personal reasons.

Thanks  
Derek

Ted I would appreciate it if the 4 supervisors in their meetings tomorrow could inform their teams that I am moving for personal reasons and I will inform my team the same thing.

If you have any questions lets get together.

Thanks  
Derek

27-Sep-05- Tracy Johnson, Intake Supervisor approached me and she stated  
11:10am that Gary Perdue had had a meeting cancelled and she was wondering if I had time to meet for 5 minutes. I stated that I did. Tracy and myself went to Gary Perdue's office. The discussion was about what would happen should I possibly be convicted of my charges on the 16-Nov-05. Tracy Johnson was trying to plan for the members of her Intake Team after that date. Gary Perdue asked me if there was any new information about my case. I informed Gary that there was nothing really new and it looked as if the case was going to trial. Gary Perdue asked me if there was any discussions about pleading to a lesser charge. I informed Gary that I was trying to get off of both charges. Gary stated that this was an all or nothing thing. I said yes. Gary Perdue was also suggesting that I may want to pursue one of the openings in one of our branch offices- (Midland, Alliston, Collingwood, Orillia)  
\*This was the first I had heard of this and Gary was not the person who wanted to have a meeting so it did not appear that he was

27-Sep-05- going to be approaching me with this\* This contradicted previous discussions that Gary and I had had in the past. Gary was concerned in the past that if I moved to a branch office in may only be a short-term resolution because if the police service in that jurisdiction found our about my charges we may be back in the same situation as with the Barrie Police Service. Gary suggested that there may not be a position open back in Barrie Units for me after my trial on the 16-Nov-05. Gary also stated that I may need to take a leave of absence until a position opens up in Barrie.

**\*Once again this is the first I have heard about either of these two things. I did not even know that they (the agency) was not considering to have me not return to my position in Barrie.\***

Gary also stated that if I did move to a branch office that there would probably be an expectation for me to stay there for at least a years period of time. (1 year). Gary stated that if convicted of my charges that the agency was not just going to terminate me. Gary stated that the agency would try to work with me the best

27-Sep-05- that they could but could not guarantee anything. Gary stated that if not found guilty that Sgt. Dave Jones had given him his word that the Barrie Police Service would be willing to work with me again. Gary also stated that Sgt. Jones Inspector had overruled him before when we trying to have the police agree to work with me. Gary and I discussed that if I was convicted that myself and Gary would have to plan how we would possibly approach this with the Barrie Police Service. I stated to Gary that regardless of the outcome of court I still wanted to speak to Sgt. Dave Jones and members of the Barrie Police Service to deal with that matter.

Gary stated that if he did not hear from me about pursuing another position in a branch office that he would assume that I would just want a position back in Barrie. Gary also stated that he would want to approach the Barrie Police Service as soon as possible after my court decision. I agreed that this would be best. Tracy Johnson was wondering about this in order that she could plan for her staff. Particularly Jackie Zweerman who was on overload assignment

27-Sep-05- in the Barrie Units. I said to Gary that I did not know if he was asking me to pursue another position in another branch office or not. I said if that is what he was asking that I had no problem in doing that. Gary stated that he was not looking for an answer from me at this time. Gary also stated that he was not sure if he had informed Mike Dupuis about my charges or not. Gary was suggested that it might be worth notifying Mike. Mike would also need to know if I was going to pursue another position in a branch office or not. Gary stated to Tracy and myself that initially they only wanted a small group of people to know about my charges.  
**(\*This was definitely not the case\*) (\*More people found out about this than needed to know at the time)** Gary's not even sure if he told Mike Dupuis or not. It appears that Gary's not sure who he has and has not told. Gary thought Mike should know in case I was going to pursue a position in one of the branch offices. \*Gary Perdue also stated that there were no Barrie Police Officers going to testify

27-Sep-05- at my trial. I said no. (\*\*I found this to be a very odd thing for him to say as if he knew something\*\*)

Gary Perdue also asked if any officers had made any comments to me about my charges. I informed Gary no and that I had not even bumped into anybody. I informed Gary Perdue about Det. Peter Kluczyznski calling in to the intake department and hesitating when speaking to me. I stated that I believed that members of that department would know about my charges. I informed Gary that I thought that Peter may have hesitated as if he was shocked to hear my voice as if he could not understand me still working at CAS. Tracy Johnson stepped in and she stated that the day I mentioned to her about Det. Peter Kluczyznski calling in that she thought that he initially hesitated because he was shocked to get me in the intake department. Tracy stated that that was the impression she had got from me. I informed Gary and Tracy that I believed in may be a bit of both but who knows. Gary was wondering about setting a date to meet on the 17-Nov-05 or 18-Nov-05 after my trial. This was

27-Sep-05- not set up but will be set up.

14-Oct-05- 9:05am I met with my Human Resources Manager, Gary Perdue to discuss how I would approach Sgt. Dave Jones of the Barrie Police Service upon a court decision about my case. Gary and I discussed that it probably would be best for me to contact Sgt. Dave Jones by telephone. I wanted Gary's feedback from Gary whether he thought it would be best to write a letter or a phone call. Gary suggested it would probably be best for me to make a telephone call a request a meeting. Gary and I agreed that it would be best for me to start the conversation with my respect for the Barrie Police and their mutual respect for my professionalism when working with. Gary and I discussed how my case in North Bay should just be talked about as needed or required. I stated that I wanted to ask how to best repair the relationship and Gary suggested that would probably be done with approaching the Barrie Police and Sgt. Dave Jones. I asked Gary if he would or to have another representative from



14-Oct-05- 9:05am Simcoe C. A. S. attend my trial on the 16<sup>th</sup> of November in North Bay. Gary stated that he would have no problem driving to North Bay but that he had to be somewhat selfish. He said that he would be representing the entire agency and what message would that be sending to the police. Gary stated that he wanted to support me but did not think that he would attend. Gary asked me what difference would it make. I said to Gary I guess it would not make that much difference (Even though I felt it would make a difference). \*I just knew Gary was not interested in attending.

Gary stated that he had informed Mike Dupuis that I may be interested in a branch office position. I am not actually interested in a branch office position but feel that I am being almost pushed into doing so.  
\*Once again Gary told another member of our organization. I am not sure what Gary said or if he actually told Mike why I would pursue a job in a branch office.

15-Nov-05- 5:05pm I made contact with Gary Perdue after playing telephone tag with him throughout the day. I inform Gary that my charges are going to be withdrawn and that I do not have to attend court. Gary stated that that was great. I maintained as I always have that I did not do what the North Bay Police Service had alleged that I did. I said that the Crown had requested I make a \$300 donation. I informed Gary that it would have probably cost me at least \$1 500 in lawyer fees and the best outcome was that I could have the charges withdrawn at my trial. I said that it financially made more sense for me to make the donation. Gary said that that was great news.

17-Nov-05- This was the first time that I made contact with Sgt. Dave Jones. I informed Sgt. Jones that the charges against me in North Bay had been withdrawn. Sgt. Jones was requesting that I obtain documentation from the Crown Attorney or CPIC notification that the charges had been dropped and provide the documentation to him. I also suggested that I would appreciate meeting with him. Sgt. Jones said that he required the documentation first and then we would take it from there. Sgt. Jones stated that he would also pass this information onto his Inspector. I said that I would try and get this to him as soon as possible.

18-Nov-05- This worker left Sgt. Dave Jones a voice message stating that all I could get from my lawyer was a copy of the laying of the information. My lawyer (Dennis Fenton) informed me that the Crown Attorney would not provide a letter stating that the charges had been withdrawn. I asked if this would suffice. I also asked if could check my name through CPIC and that would be greatly appreciated it. I left Sgt. Jones my cell phone number to call me back if he could.

18-Nov-05- I sent Gary Perdue an e-mail.  
11:52am

To: Gary Perdue

Subject: RE: Sgt. Dave Jones

Hi Gary:

I have made initial contact with Sgt. Dave Jones and he is requesting documentation from the Crown Attorney of a CPIC notification. I have spoke to my lawyer and he will be able to provide a laying of the information(?) which apparently outlines that the charges have been withdrawn. My lawyer will Purolating this information on Monday the 21-Nov-05.

My lawyer had informed me that the Crown would not provide documentation stating that charges have been withdrawn. I left Sgt. Jones a voice-mail in relation to this information. I have proposed to meet with Sgt. Jones as well. I have also asked him a favour to check my name with CPIC if he could do that.

I know that you and I have not discussed my return to Barrie 2 but I am excited about returning and hope this can happen as soon as possible.

I hope that this can move forward and I may need you to make contact with the Barrie Police Service as well.

Thank you for all of your assistance and co-operation in this matter.

Yours truly,

Derek Dunlop  
Family Service Worker.

21-Nov-05- 9:20am I met with Barrie 2 supervisor Linda Sauhammel for the first time. We met in her office. I asked Linda if she knew much about my situation. Linda said Oh yeah something about me being in intake because there were some charges against me and that the Barrie Police Service was not willing to work with me. I said to make a long story short that there were charges against me from February 2005 and that work found out in June of 2005. Linda said so like somebody decided to inform the Barrie Police in June. (\*Almost as if she knew something) I said yeah. I informed Linda that I was still awaiting a decision from the Barrie Police Service about whether they are willing to work with me or not. Linda said she can't understand the big concerns that the Barrie Police have. I said I do not know. I said to Linda that I would inform her as soon as I found out from the Barrie Police. Linda said that she was wondering what if the Barrie Police did not want to work with me. I said I do not know. (\*Almost as if she knew something)

21-Nov-05- I also requested if I could have Monday 28-Nov-05. We discussed  
9:20am about having to find out about who was on schedule or not.

22-Nov-05- I made contact with Sgt. Dave Jones and asked him if he had  
About received my message on the 18-Nov-05. Sgt. Jones said that he had.  
9:00am Sgt. Jones stated that he had taken matters into his own hands and that he  
had made a call and was hoping to have an answer today. Sgt. Jones  
stated that he would call me back as soon as he found out anything.  
Sgt. Jones said he was trying to expedite this process and that he would  
have an answer for me today. I asked Sgt. Jones if he wanted  
documentation from me and he said "no."



- 22-Nov-05- 4:35pm I try to make contact with Sgt. Dave Jones. I call his cell phone at 795-2503 and get his voice-mail but do not leave a message.
- 22-Nov-05- 4:37pm I try to make contact with Sgt. Dave Jones. I call his office at 725-7025, ext. 2931. I get his voice-mail but did not leave a voice message.
- 22-Nov-05- 4:40pm Gary Perdue calls me at my desk and says that he had received a voice-message from Sgt. Dave Jones. Sgt. Jones had informed Gary that the charges against me had been withdrawn but that Sgt. Jones wanted to meet with Gary. Gary asked if there was any updates or anything that he needed to know. I said to Gary I have no idea. I informed Gary that Sgt. Jones was supposed to get back to me after he found out but that he had not. I asked Gary if Sgt. Jones had asked for me to be there. Gary stated that he did not believe that this was the case. I informed Gary that I would be around if they needed me.
- 22-Nov-05- 4:43pm I called Sgt. Dave Jones's cell phone and left him a message to see what he found out and wondering where we going from here.

23-Nov-05- 4:15pm I met with Gary Perdue and he informed me that he had met with Sgt. Dave Jones, Det. Sgt. Mark Holden and Mark Holden's boss. Gary stated that he was not aware that the other two gentlemen were going to be there, he thought it would be just Sgt. Dave Jones. Gary stated that the police continue to maintain that they are very concerned about working with me. **Gary stated that I have pleaded guilty to the charges against me because I accepted a diversion.** Gary stated that the police whom he met with had read a statement from the North Bay Police Officer's notes. Gary stated it was in relation to a statement of profanity that I had used against the North Bay Police. Gary stated that the officer's were believing the notes were accurate and that they were concerned about my aggressive context of words. Gary also said that the police were extremely concerned because very very few people ever touch the police and they were concerned about the Escape Lawful Custody charge. Gary stated that he was given the impression from the three officer's with whom he met that there may be a pattern of incidents that I have had with the North Bay Police. Gary stated that he was wondering if there was notes out there outlining that I have had previous incidents with the North Bay Police. I informed Gary

23-Nov-05- that I had not plead guilty to the recent charges against me. I said  
4:15pm to Gary that I have always maintained that I did not do what they said that I did and their notes were fabricated. I said that the police (North Bay) would have had to perjure themselves on the stand. Gary said that he knew the where the police stood and where I stand on the recent charges. Gary said that I did not have to answer this question if I did not want to and that I may want to speak to my legal counsel. Gary asked me if there were other known incidents with the North Bay Police. I said that I was not wanting to comment about this at this time. Gary said that the officer's were also suggesting that I may want to sign consents for them to speak to Simcoe C. A. S. Gary said that the officer's said they could not disclose any other information about me. Gary said that at the beginning of the meeting that the officers said that they were not willing to work with me and by the end of the meeting that they were not sure and that they were going to try and give him a decision by Monday the 28-Nov-05.

23-Nov-05- 4:15pm I said to Gary so that we would wait until Monday to see what there decision was and Gary nodded his head and agreed. I said to Gary should I be making contact with them or do they want to speak to me. Gary said he did not know because he had not asked that question. Gary suggested that I probably should not speak to the police at this time. Gary informed me that he would comprise an e-mail and send it to Linda Sauhammel, Tracy Johnson and myself and Susan Carmichael. Gary stated that Susan needed to be kept apprised and that Susan was upset that she had not been informed about the recent discussions that I was possibly returning to Barrie 2 and that I had met with Linda Sauhammel and Tracy and Gary discussing this issue. Gary also said that he should inform a Senior Manager about the pattern of my involvement with the North Bay Police. Gary stated that he felt he needed to inform a Senior Manager about this to run this by somebody to have their input. I said to Gary you need to do what you need to do. I said that I guess we will just wait until Monday to see what the police decide. I said that in my

23-Nov-05- life I have made mistakes a long the way but I have nothing to hide.  
4:15pm I said to Gary that I hope this works out for everybody. Gary said  
"we'll see, we'll see."

23-Nov-05- Gary sends an e-mail to Derek Dunlop, Linda Sauhammel, Tracy Johnson,  
5:15pm and Susan Carmichael.

To: Derek Dunlop, Linda Sauhammel, Tracy Johnson

Cc: Susan Carmichael

Subject: Meeting with Barrie PD

Re: Derek Dunlop

A their request, I met with Sgt. Dave Jones, Detective Sgt. Mark Holden and Inspector Jim Farrell of Barrie PD this afternoon. They continue to very concerned about the prospect of Derek working with the Barrie PD. Following our discussion they said that they wanted to review the matter further internally and will let me know approximately Monday what their position is.

I will advised when I have further information.

Gary

23-Nov-05- Tracy Johnson responds to all parties from Gary Perdue's e-mail  
5:26pm on the 23-Nov-05 at 5:15pm.

To: Gary Perdue

Cc: Derek Dunlop, Linda Sauhammel, Susan Carmichael

Subject: Re: Meeting with Barrie PD

Hi,

I'm just wanting to clarify to make sure we're all on the same page. My understanding is that regardless of the police response, Derek is going to start in Barrie on Monday and Jackie will come back to intake. Linda, Derek and Maureen and I (in separate conversations) have discussed temporarily having him do other invests that don't involve police until the matter is resolved in some fashion. Let me know if I'm misinformed.

Thanks,  
Tracy

28-Nov-05- I sent Gary Perdue an e-mail.  
2:35pm

To: Gary Perdue

Subject: RE: Decision

Hi Gary:

I was just wondering if you have heard anything from the Barrie Police Service as of yet. If you hear anything could you please call me on my cell at 791-1472.

Thank you.

Derek



28-Nov-05- Gary Perdue responds to my e-mail from 28-Nov-05 at 2:35pm  
5:47pm

To: Derek Dunlop

Subject: Re: Decision

No news yet. Message left on your voicemail.  
Gary

30-Nov-05- I sent Gary Perdue an e-mail.  
10:46am

To: Gary Perdue

Subject RE: Barrie Police

Hi Gary:

I am assuming you have not heard anything as of yet. Please let me know.

Thanks

Derek

30-Nov-05- Gary Perdue responds to my e-mail from the 30-Nov-05 at 10:46am.  
8:09pm

To: Derek Dunlop

Subject Re: Barrie Police

No I have had no calls yet

02-Dec-05- Gary Perdue sends an e-mail out about me.  
1:12pm

To: Linda Sauhammel, Maureen Carrel, Tracy Johnson

Cc: Susan Carmichael, Derek Dunlop

Subject: Derek Dunlop

I have received confirmation from Sgt. Jones at the Barrie P. D. that they will not be continuing to place restrictions on Derek's involvement with the police, so more normal scheduling can commence. I will leave it with the service managers to determine the location and timing of scheduling. Obviously any further problematic interactions between Derek and police would be of significant concern to the police and to us, and the matter would have to be revisited.

Gary

28-Dec-05- 10:31am I had sent Gary Perdue an e-mail in relation to acquiring written confirmation from the Barrie Police that they were willing to work with me.

To: Gary Perdue  
Subject: RE: Barrie Police

Hi Gary:

I was wondering if you have received any correspondence from the Barrie Police. If you could please let me know that would be greatly appreciated.

Thank you for your attention to this matter.

Yours truly,

Derek Dunlop  
Family Service Worke

28-Dec-05- 6:11pm Gary Perdue responds to my e-mail from the 28-Dec-05 at 10:31am.

To: Derek Dunlop

Subject: Re: Barrie Police

Hi  
Nothing received yet. I'll let you know if I do.

Gary

29-Dec-05- I respond to Gary Perdue's e-mail from the 28-Dec-05 at 6:11pm.  
8:49am

To: Gary Perdue

Subject: Re: Barrie Police

Thanks