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March 12, 2010

Mr. Carl A. Redus, Mayor
City of Pine Bluff
200 E. 8th Street
Pine Bluff, AR 71601

Ms. Carol Billings
Pine Bluff City Attorney
200 E. 8th Street, Suite 201
Pine Bluff, AR 71601

Members, Pine Bluff City Council

Re: Police Chief John Howell
Date of termination 3/8/10
Request for Immediate Reinstatement and Demand for
Procedural Due Process in the Alternative

Dear Ladies and Gentlemen:

This office represents Chief Howell. We write to you to request his immediate reinstatement as the Chief of Police of the Pine Bluff Police Department. Should his immediate reinstatement be denied, we are demanding he be afforded full procedural and substantive due process, and an immediate appeal.

We are also investigating filing suit on behalf of Chief Howell for wrongful termination. The Chief was terminated on March 8, 2010. The press reports indicate the termination was related to a meeting between the Chief, the Mayor, his assistant and three Deputy Chiefs on that date. Press reports also indicate there is no dispute that crime in Pine Bluff is down under Chief Howell. The Mayor has confirmed to the Pine Bluff Commercial that he fired Chief Howell for "insubordination."

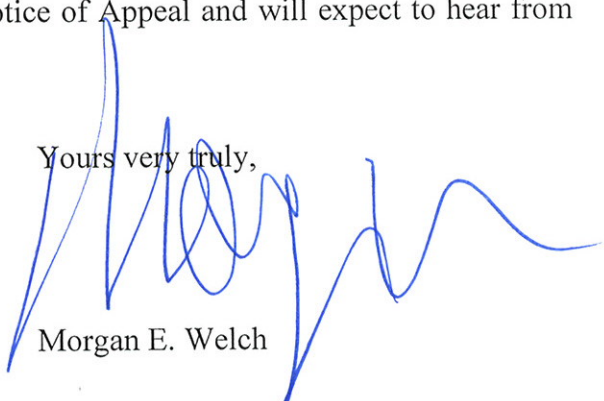
Chief Howell, in thirty-plus years of policing, has not been the subject of any reprimand, either at the State Police or Pine Bluff Police Department, and so we are at a loss as to the reason for the abrupt termination.

Mayor Carl Redus,
Ms. Carol Billings
City Council Members
March 12, 2010
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I know that the City of Pine Bluff has changed its administrative treatment of the police and fire chiefs and has taken them from under the jurisdiction of the Civil Service Commission. Accordingly, I am assuming his due process and administrative appeals would next include a request for a fair hearing before the City Council. Please accept this letter as our notice of appeal and request for a hearing, at which time we could receive evidence about the "insubordination" which led to this drastic measure, and we could present evidence countering any such allegation through witnesses and other documents.

I thank you in advance for your consideration of our Notice of Appeal and will expect to hear from the City Attorney as soon as possible.

Yours very truly,



Morgan E. Welch

MEW/mz

cc: Mr. John Howell
Mr. Mark Hayes, Ark. Municipal League
Pine Bluff City Council Members:

Ms. Irene Holcomb
Mr. Wayne Easterly
Mr. Bill Brumett
Ms. Janice L. Roberts

Ms. Thelma Walker
Mr. Charles Boyd
Mr. Glen Brown
Mr. George Stepps