



**PULASKI COUNTY
OFFICE OF THE SHERIFF
Doc Holladay, Sheriff**

2900 S. Woodrow, Little Rock, AR 72204
Tel: (501) 340-6600

February 17, 2010

Deputy Timothy Files
Pulaski County Sheriff's Office
Little Rock, AR 72204

Re: Letter of Termination

Deputy Files:

On January 9, 2010, you attempted to contact the driver of a vehicle on East Justice Road. The driver evaded you and sped off. You attempted to catch up with the vehicle in non-pursuit mode. The fleeing vehicle wrecked on East Justice Road and then you collided with it. As a result of the collision, your patrol vehicle sustained substantial damage.

You stated in your PSU interview that you were traveling no faster than 71 MPH. You stated that you were traveling 50-55 MPH at the time of impact. The speed limit is posted at 35 MPH. The patrol car's Crash Data Recorder shows that the patrol car was traveling 94 MPH five seconds prior to the crash. One second prior to air bag deployment, the patrol car was traveling 75 MPH.

Violation(s) and Meeting:

An Internal Investigation has determined that your actions or inactions in this matter may be in violation of Pulaski County Sheriff's Office Uniform Standards of Conduct:

Standard 6...Committing Unsafe Acts or Endangering Self or Others

Standard 11...Dishonesty or Untruthfulness

**Standard 17...Knowing, Observing and Obeying All Directives, Rules,
Policies, Practices and Traditions**

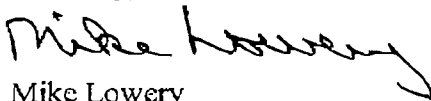
Standard 21...Use and Care of Property and Equipment

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On February 17, 2010 at 1:30 p.m., a hearing was held in my office concerning this matter. At the conclusion of this meeting, you were found to be in violation of Standards 6, 11, 17 and 21. As a result of this finding, you are hereby **"Terminated"** from employment with the Pulaski County Sheriff's Office, effective this date. You are to return all property belonging to the Pulaski County Sheriff's Office, to the Training Division, within forty-eight (48) hours.

The personnel information relative to this matter will be available pursuant to the Arkansas Freedom of Information Act.

Sincerely,



Mike Lowery
Chief Deputy

Cc: Major Sylvester, Captain Haynes, Professional Standards, Personnel, File



**PULASKI COUNTY
OFFICE OF THE SHERIFF
Doc Holladay, Sheriff**

2900 S. Woodrow, Little Rock, AR 72204
Tel: (501) 340-6600

February 17, 2010

Deputy David Douglas
Pulaski County Sheriff's Office
Little Rock, AR 72204

Re: Letter of Suspension

Deputy Douglas:

On January 9, 2010, Deputy Files and you attempted to contact the driver of a vehicle on East Justice Road. The driver evaded you and sped off. Deputy Files attempted to catch up with the vehicle in non-pursuit mode. The fleeing vehicle wrecked on East Justice Road and then Deputy Files collided with it.

You stated in your PSU interview that you were traveling no faster than 65-70 MPH. You estimated that you were traveling 40 MPH just prior to impact. The speed limit is posted at 35 MPH. The patrol car's Crash Data Recorder shows that the patrol car was traveling 94 MPH five seconds prior to the crash. One second prior to air bag deployment, the patrol car was traveling 75 MPH.

Violation(s) and Meeting:

An Internal Investigation has determined that your actions or inactions in this matter may be in violation of Pulaski County Sheriff's Office Uniform Standards of Conduct:

Standard 11...Dishonesty and Untruthfulness

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Results:

On February 17, 2010, at 10:30 a.m., a hearing was held in my office concerning this matter. At the conclusion of this meeting, you were not found to be in violation of Standard 11. However, you were found to be in violation of Standard 17, Knowing Observing and Obeying All Directives, Rules, Policies, Procedures, Practices and Traditions. As a result of this finding, you are hereby **"Suspended"** from the Reserve Deputy Program for thirty days. The days of suspension will be Wednesday, February 17, 2010 through Thursday, March 18, 2010. During this period, you are not to conduct any law enforcement functions other than any court appearances to which you may have been subpoenaed. You are also admonished that if future events of a similar nature occur, more severe sanctions may be imposed.

The personnel information relative to this matter will be available pursuant to the Arkansas Freedom of Information Act.

Sincerely,



Mike Lowery
Chief Deputy

Cc: Major Doty, Captain Ward, Sgt. Lawson, Professional Standards, Training, File