



May 6, 2019

Police Officer Charles Starks #34308
Northwest Division
700 West Markham
Little Rock, AR 72201

RE: Letter of Termination

Dear Officer Starks:

You are hereby notified that your employment with the Little Rock Police Department is terminated effective at 0800 hours on Monday, May 6, 2019. You are being terminated for violation of the following listed section of the General Orders of the Little Rock Police Department:

**General Order 303
Section II.E.2.**

Which states, "Officers will not voluntarily place themselves in a position in front of an oncoming vehicle where Deadly Force is the probable outcome. When confronted by an oncoming vehicle, officers will move out of its path, if possible, rather than fire at the vehicle."

You violated the aforementioned section of the General Orders when you:

- On February 22, 2019, employed deadly physical force during an incident at 7305 Kanis Road, Little Rock, Arkansas.

The evidence supporting this termination is contained in investigative file #II2019-0005, which is available for your review as provided in General Order 211.

On April 25, 2019, you initially requested to have an administrative hearing; however, on April 26, 2019, you waived your right to an administrative hearing concerning the above listed violation. Your supervisors have reviewed the facts contained in Internal Affairs File #II2019-0005 and a determination was made that your employment as a Little Rock Police Officer be terminated.

All uniforms, equipment, and any other Department-owned items issued to you during the course of your employment must be returned to the Training Division Property Officer. You must also report to the Property Room and advise Property personnel the current disposition of property you have stored.

Information concerning the status of fringe and retirement benefits may be obtained from the City of Little Rock, Department of Human Resources, (501) 371-4590.

Police Officer Charles Starks #34308

May 6, 2019

Page 2

If you do not feel this termination is proper and just, you may appeal this action to the Little Rock Civil Service Commission. Such appeal must be submitted in writing to the Commission within ten (10) days from the date you were notified of the termination, setting forth your reason why you do not feel this action is proper.

A handwritten signature in black ink, appearing to be 'KH', with a long, sweeping horizontal line extending to the right.

Keith Humphrey
Chief of Police

KH:sks

cc: Captain Heath Helton
Lieutenant Dana Jackson
Sergeant Harold Scratch
Colleen Young, Administrative Services Manager
Stacey Witherell, Human Resources Director