



City of Little Rock

Police Department

700 West Markham
Little Rock, Arkansas 72201-1329

Det. 9-4-13 ST

September 4, 2013

Police Officer Jeffrey Harris #32794
Little Rock Police Department
Downtown Division
700 West Markham
Little Rock, AR 72201

RE: Letter of Termination

Dear Officer Harris:

You are hereby notified that your employment with the Little Rock Police Department is terminated effective at 1000 hours on Wednesday, September 4, 2013. You are being terminated for violation of the following listed sections of the General Orders and Rules and Regulations of the Little Rock Police Department:

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

Which states, "Officers may draw or display firearms when there is a threat or reasonable belief that there is a threat to life, or when they have a reasonable fear for their own safety and/or the safety of others."

**Rules and Regulations
Section 1/4001.00**

Which states, "Dereliction of duty on the part of any officer, detrimental to the proper performance of the functions of the Department, is cause for disciplinary action. The offender shall be punished according to the severity of the violation, the results brought by the dereliction, and the effect it has upon the discipline, good order, and best interest of the Department. The following subsections constitute dereliction of duty:

Subsection 1/4001.09, which states, "Use of loud, indecent, profane, or harsh language in the performance of official duties or in the presence of the public."

**Rules and Regulations
Section 1/4002.00**

Which states, "Officers shall not engage in any conduct which constitutes conduct unbecoming an officer or neglect of duty."

**Rules and Regulations
Section 1/4003.00**

Which states, "No officer shall engage in any personal act or conduct which, if brought to the attention of the public, could result in justified criticism of that officer or the Department. No officer shall be personally involved in disturbances or police incidents to his/her discredit."

Rules and Regulations
Section 1/5024.00

Which states, "Officers shall not be intoxicated while on-duty. They shall not, at any time, on or off-duty, be intoxicated in public view."

Rules and Regulations
Section 1/8005.00

Which states, "No officer shall willfully misrepresent any matter, sign any false statement or report, commit perjury or give false testimony before any court, grand jury, commission, official hearing or departmental hearing or investigation."

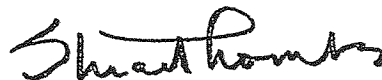
You violated the aforementioned sections of the General Orders and Rules and Regulations on April 12, 2013, when you were intoxicated and became involved in a public disturbance in which you drew your weapon and recklessly waved it at patrons of the bar. You used profane language on numerous occasions and made a racially derogatory statement during the incident. In addition, you made untruthful statements during this investigation.

On August 20, 2013, you were afforded an administrative hearing concerning the above listed violations. Your supervisors have reviewed the facts contained in Internal Affairs investigative case file #II2013-00016 and a determination was made that your employment as a Little Rock Police Officer be terminated. Your actions in this matter are unacceptable and are not in compliance with the high standards of the Little Rock Police Department.

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, 371-4590.

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.



Stuart Thomas
Chief of Police

ST:sks

cc: Captain Mike Davis
Lieutenant Ora Jenkins
Sergeant Zac Farley
Lisa Hinshaw, Payroll Clerk
Don Flegal, Human Resources Director