



Mike Beebe
Governor

State of Arkansas



JR Howard
Director

ARKANSAS STATE POLICE

1 State Police Plaza Drive Little Rock, Arkansas 72209-4822 www.asp.arkansas.gov

"SERVING WITH PRIDE AND DISTINCTION SINCE 1935"

July 27, 2012

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Corporal Royce Denney
3200 Highway 367 North
Newport, AR 72112

Re: Final Administrative Decision, Office of Professional Standards
File No. A12-009

Dear Corporal Denney:

I have reviewed OPS File No. A12-009 and the findings of the Command Staff Review Board (CSRB). Your conduct and repeated demonstrations of a lack of judgment clearly shows that you are unable to conform to the standards of professionalism that is expected of a commissioned officer of the Arkansas State Police. Accordingly, your employment is hereby terminated.

The May 11, 2012 complaint filed against you by Major J.R. Hankins alleged that you violated various provisions of ASP Policy, including but not limited to policy provisions involving operation of in-car cameras. Following the completion of the OPS investigation, a Command Staff Review Board (CSRB) was held on July 19, 2012. Upon review of the evidence and testimony presented by yourself, the complainant, and other department members, the CSRB unanimously found that you violated the following Rules of Conduct in General Section 3 by your actions during a traffic stop that you conducted on March 10, 2012: (1) General Section 19, In-Car Cameras; (2) General Section 3, Conformance to Laws; (3) General Section 3, Conduct Unbecoming.

I have reviewed the OPS investigation file and concur with the CSRB's findings. Specifically, the CSRB found that you violated General Section 19 when you purposely turned off your in-car camera recording system. Additionally, the CSRB determined that you violated General Section 3 by your failure to conform to law and use of poor judgment in confiscating a weapon without legal justification. Finally, the CSRB found that you also violated General Section 3 with your conduct in disposing of potential drug evidence discovered during a traffic stop.


Corporal Royce Denney
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Under Ark. Code Ann. § 12-8-104(f)(1), I am charged with the responsibility of executing "supervision and control for the purposes of discipline and proper management" of this Department. In making disciplinary decisions that are my duty as Director, I am guided by factors that include the following provided by ASP Policy Law Enforcement Section 4: the nature of the violation; whether the violation was intentional; whether the officer was candid and forthcoming about the violation; the extent to which the violation reflects adversely on the ASP's reputation for honesty, integrity, and professionalism; and the officer's prior disciplinary history.

In determining the appropriate disciplinary action in this matter I considered the nature of your violations of policy, which reflect poorly on your professionalism and judgment as well as the reputation of this Department. Further, you were disciplined by this Department less than three months ago for conduct during a traffic stop that violated ASP Policy General Section 3, again demonstrating unprofessional behavior and a lack of judgment. Your conduct leaves me with no other choice than to terminate your employment with the Arkansas State Police.

You have the right to appeal my decision to the Arkansas State Police Commission in accordance with Arkansas Code Annotated § 12-8-204, ASP Policy, and the Commission's Rules. Any such appeal must be in writing and lodged with the commission within ten (10) calendar days from receipt of this letter. You may file the appeal with the Director of the Arkansas State Police.

Sincerely,



JR Howard
Colonel

Cc: Lt. Colonel Tim K'Nuckles
Major J.R. Hankins
Lt. Jim Howington
Human Resources
OPS File A12-009
12-177



BEFORE THE ARKANSAS STATE POLICE COMMISSION
NOTICE OF APPEAL OF TERMINATION

I, Royce Denney, hereby appeal my termination from the Arkansas State Police. (The letter from Colonel Howard uses the word "terminated." The statutes and regulations use the terms "removal" and "discharge.") Whatever the appropriate term is, I hereby appeal the action of the Colonel served on me on July 27, 2012.



ROYCE DENNEY

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ATTORNEY AT LAW

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