

City of Little Rock

Police Department

700 West Markham
Little Rock, Arkansas 72201-1329

Served by
Chief Thomas
10-19-12
11:00 AM

October 18, 2012

Police Officer Joshua Hastings
Little Rock Police Department
Northwest Division
700 West Markham
Little Rock, AR 72201

Re: Letter of Termination

Dear Officer Hastings:

Recently, you have been the subject of two internal investigations regarding substandard performance as a Little Rock Police Officer. These cases have been fully investigated and serious misconduct on your part was sustained; therefore, I have made the decision to terminate your employment with the Little Rock Police Department. You are hereby notified that your employment is terminated effective Friday, October 19, 2012, at the beginning of your shift. 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:

Re: Internal Investigation #II2012-00027

**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 1/8003.00**

Which states, "Officers shall be truthful at all times, whether under oath or not, when conducting official police business."

You violated the aforementioned sections of the Little Rock Police Department's Rules and Regulations on June 25, 2012, when you responded to a burglary alarm at the City Market located at 6800 Colonel Glenn and failed to properly check the business and failed to make contact with the responding party. The responding party found that the business had been broken into and items stolen. In addition, you were untruthful in statements made during this investigation.

On September 7, 2012, you were afforded the opportunity for an administrative hearing regarding the above listed violations. Your supervisors have reviewed the facts contained in internal investigative case file #II2012-00027 and recommended disciplinary action.

Re: Internal Investigation #II2012-00036

**General Order 303
Section II.D.**

Which states, "The Authorization To Use Deadly Force – Officers may only use Deadly Force to protect themselves or others from what they reasonably believe to be an immediate threat of death or serious physical injury."

**General Order 303
Section II.E.1.**

Which states, "Discharging firearms at a moving or fleeing vehicle is prohibited, unless it is necessary to prevent imminent death or serious physical injury to the officer or another person."

**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 sections of the General Orders on August 12, 2012, when you employed deadly physical force during an incident at 13111 West Markham. The investigation into this matter also resulted in your being charged with Manslaughter in violation of Arkansas Statute 5-10-104.

On September 18, 2012, you were afforded the opportunity for an administrative hearing regarding the above listed violations. Your supervisors have reviewed the facts contained in internal investigative case file #II2012-00036 and recommended disciplinary action.

I have reviewed these files and have determined that the cited violations are sustained. I find that your performance, actions, and conduct in these matters are unacceptable and are not in compliance with the high standards of the Little Rock Police Department. I am, therefore, terminating your employment with the Department effective Friday, October 19, 2012, at the beginning of your shift.

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.

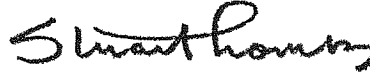
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Information concerning the status of fringe and retirement benefits may be obtained from the City of Little Rock, Department of Human Resources, 371-4590.

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:gs

cc: Assistant Chief Eric Higgins
Assistant Chief Wayne Bewley
Captain Ty Tyrrell
Lieutenant Dennis Ball
Sergeant Jackie Parker
Lisa Hinshaw, Payroll Clerk
Don Flegal, Human Resources Director