

Charles Starks

September 11th, 2020

Chief Keith Humphrey
Little Rock Police Department
700 W. Markham
Little Rock, AR 72201
LRPDChief@littlerock.gov

Re: *Letter of Resignation*

Dear Chief Humphrey:

I regrettably submit this letter of resignation from my position with the Little Rock Police Department effective September 26th, 2020. This resignation is because of the manner in which I have been treated by you or at your direction since having to use deadly force to protect myself. You and Mayor Scott have never acknowledged that Mr. Blackshire put my life in danger. You have done everything possible to make my working conditions intolerable and, you have succeeded.

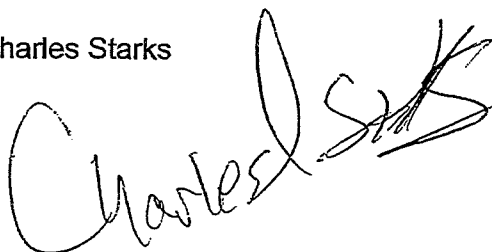
My fellow officers have been substantially supportive but, that doesn't overturn the manner in which you have treated me or caused me to be treated. A large percentage of the public have been supportive. The City of Little Rock has not been supportive. For example, I had to sue to get the City to pay into my retirement account the money it owed as a matter of law. No one apologized for this action. I can only conclude the City would have kept the money it took out of my paycheck.

The Wellness Unit arranged for me to see a counselor. That counselor has recommended I resign because of the toxic environment that I am forced to work in because of how I have been treated. While I am physically capable of performing the job of a police officer; in the opinion of that counselor the working conditions at L.R.P.D. have unnecessarily caused and are continuing to cause extreme stress, which is not conducive to the performance of law enforcement duties or good mental health.

I have concluded that it is impossible for me to work at the Little Rock Police Department as long as you remain Chief.

Sincerely yours,

Charles Starks

A handwritten signature in black ink that reads "Charles Starks". The signature is written in a cursive, somewhat stylized font. The first name "Charles" is written in a larger, more prominent script, and "Starks" is written in a smaller, more compact script to its right. The signature is positioned below the typed name "Charles Starks".