

IN THE CIRCUIT COURT OF PULASKI COUNTY, ARKANSAS  
SIXTH DIVISION

CHARLES STARKS

APPELLANT

VS.

CASE NO. 60CV-19-7042

LITTLE ROCK POLICE DEPARTMENT  
AND THE CITY OF LITTLE ROCK

APPELLEES

**ORDER**

On the 10<sup>th</sup> day of December, 2019, this matter came on appeal with the Appellant appearing in person and by and through his attorneys and the Appellees appearing by and through their attorneys, and from the testimony presented, the evidence admitted, the transcript of the Little Rock Civil Service Commission hearing containing both testimony and evidence, and the argument of counsel, the court doth find as follows:

1. The decision of the Little Rock Civil Service Commission that Appellant Starks violated Little Rock Police Department General Order 303.II.E.2 is affirmed.

2. The decision of the Little Rock Civil Service Commission to terminate Appellant Starks is reversed.

3. Appellant Starks is ordered suspended without pay for the period from May 6, 2019, through June 4, 2019, the maximum thirty-days allowed for suspension pursuant to A.C.A. § 14-51-301(b)(10).

4. Appellant Starks is ordered reinstated effective June 5, 2019.

5. Pursuant to A.C.A. § 14-51-301(b)(11)(A), Appellant Starks' salary shall be reduced to that of the entry level salary for the Little Rock Police Department newly hired

officers, as of June 4, 2019.

6. Appellant Starks shall be paid all salary at the reduced level, together with payment or reimbursement for all health benefits, retirement benefits, vacation accrual, sick leave accrual, together with all remuneration due and payable from June 5, 2019, through implementation of this *Order*.

7. Appellant Starks is to be reimbursed any and all transcript costs incurred in prosecuting this appeal.

8. If Appellant Starks seeks the award of his reasonable attorney's fees and costs incurred in this matter, he is to submit his motion together with all supporting documentation and argument in accordance with the Arkansas Rules of Civil Procedure. Appellees shall be given the response time as set forth in the Arkansas Rules of Civil Procedure.

9. The court is entering *Findings of Fact and Conclusions of Law* on even date herewith. Such *Findings of Fact and Conclusions of Law* are incorporated herein as though set forth word for word.

IT IS SO ORDERED AND DECREED.



TIMOTHY DAVIS FOX  
CIRCUIT JUDGE

1/2/20

DATE