

"Our LRPD Family also believes that 21st Century Policing is our guide to accountability, greatness, and building a better blue."

From: Humphrey, Keith

Sent: Wednesday, February 26, 2020 10:29 AM

To: Fulk, Alice <AFulk@littlerock.gov>; Helton, Heath <HHelton@littlerock.gov>

Subject: Kristen Watson

Importance: High

Alice and Heath,

I met with Kristen Watson for more than an hour this morning. Let me start by saying that she has a case against her chain of command that would make her the poster child for a hostile work environment and possible discrimination case. She has clear documentation that she was told by Sgt. Davis that she was not his first choice for the position. Not once, not twice, but three times. Even in his written document. None of the concerns he expressed were ever documented in her evaluations. I will not start a pattern of removing someone from a position when their supervisor has not taken the opportunity to mentor and discuss any type of personnel concerns with that employee. Although, I read the documents containing what her supervisor submitted requesting her to be transferred, I was impressed with the documentation outlining her concerns.

I believe in unified command. I believe in allowing my supervisors to do their jobs. However, the information initially brought to me justify her being sent back to patrol. We don't move people back to patrol for perceived behavior. I will not be a part of someone's personal agenda to remove an employee based on perceived sub-par personnel performance that was never directly addressed.

So, effective this Friday or Saturday (whenever the new pay period begins) Officer Watson will be temporarily assigned to TRU until further notice. I will be making a decision in the future where she will be assigned. Please let her know today what her new assignment will be.

Also, Heath what is are your plans for the GEMS program supervisor? I really think that this program does not need a supervisor and can be managed by all of the SRO Sergeants. Thoughts? The reason for my question is because Rodney Davis has been selected for SRO?

Keith L. Humphrey
Little Rock Chief of Police
700 Markham St.
Little Rock, Arkansas 72201
khumphrey@littlerock.gov
501-371-4621

Our LRPD Family's Value Statement:

Committed to Our Community

subjective. Also, was there ever an Employment Improvement Plan (EIP) outlined for Officer Watson.

Sergeant Davis, my directions to you are meet with your captain and assistant chief. This can be done individually or collectively. Once this has been done I will continue to honor your request to meet with me. However, I will not approve a meeting with you and the Mayor until you have followed the proper grievance process.

I will not discuss this issue any further via email. Only in the format that I have provided. I await your decision.

Thank you

Statement at 1053Am 02/27/20:

I was very detailed with the captain and the assistant chief how I came to my final decision.

She has very compelling case for both a hostile work environment and gender discrimination cases.

Contact Sandra or Melanie to schedule.

Sent from Workspace ONE Boxer

On Feb 27, 2020 10:21 AM, "Davis, Willie"

<WDavis@littlerock.gov> wrote:

Respectfully Chief, I was not assuming that you would. I will await your invitation to meet

Thank you!

From: Humphrey, Keith

Sent: Thursday, February 27, 2020 10:18 AM

To: Davis, Willie <WDavis@littlerock.gov>

Cc: Ellison, Troy <TEllison@littlerock.gov>

Subject: Meeting Request

Willie I will meet with you. However, I will not be changing my decision.

Sent from Workspace ONE Boxer

Fulk, Alice

From: Fulk, Alice
Sent: Sunday, April 12, 2020 12:59 PM
To: Fulk, Alice
Subject: Fwd: Meeting

Alice Fulk
Assistant Chief of Police, Field Services Bureau
Little Rock Police Department
700 West Markham
Little Rock, AR 72201
(501) 371-4621

Begin forwarded message:

From: "Helton, Heath" <HHelton@littlerock.gov>
Date: February 28, 2020 at 7:25:27 PM CST
To: "Fulk, Alice" <AFulk@littlerock.gov>
Cc: "Humphrey, Keith" <khumphrey@littlerock.gov>, "Davis, Willie" <WDavis@littlerock.gov>, "Ellison, Troy" <TEllison@littlerock.gov>
Subject: Re: Meeting

Yes ma'am

Sent from my iPhone

On Feb 28, 2020, at 19:20, Fulk, Alice <AFulk@littlerock.gov> wrote:

Heath- why don't you reach out to Sgt. Davis and see if he would like to meet with us on Monday? If he does, then let's me and we can brief the Chief before Sgt. Davis meets with him. Thanks, Alice

Alice Fulk
Assistant Chief of Police, Field Services Bureau
Little Rock Police Department
700 West Markham
Little Rock, AR 72201
(501) 371-4621

On Feb 28, 2020, at 5:55 PM, Humphrey, Keith
<khumphrey@littlerock.gov> wrote:

I stand corrected Captain Helton did approve. Chief Fulk needs to be contacted next. Also, if Captain Helton is in an acting capacity, then the next step will be to schedule a meeting with me.

From: Humphrey, Keith

Sent: Friday, February 28, 2020 6:51 PM

To: Davis, Willie <WDavis@littlerock.gov>; Ellison, Troy <TEllison@littlerock.gov>; Helton, Heath <HHelton@littlerock.gov>; Fulk, Alice <AFulk@littlerock.gov>

Subject: Meeting

Sergeant Davis:

Listed are the email threads between you and I 02/27/20. I hope you understand that as the chief of police I do have the authority to modify decisions when I believe that it is the best interest of the department and the city. One of the things that I will not tolerate is you attempting to request Mayor Scott to discuss a personnel issue involving one of direct reports. Which under charter, he does not direct directors to hire, promote, or discipline employees. As a matter of fact, you are placing him in a very awkward position by requesting to a meeting to discuss the personnel matter of an officer. Also, your entire chain of command has not been contacted regarding your request to meet with me or the Mayor. There is still Captain Helton and Chief Fulk. I didn't see them included in the memo dated to day. While you were the main station delivering the memo you could have scheduled the meeting that I agreed to have.

I have reviewed the documents and evaluations for Officer Watson. My statement to you was based on documented details that she provided during our conversation. So yes, based on the documents that she has, she would have the right to submit at EEOC complaint. I will not apologize for making this statement to you, "She has a very compelling case for both a hostile work environment and gender discrimination cases." At no time did I ever accuse you of either violation. ***Compelling means evoking interest, attention, and possibly convincing.*** The word has nothing to do with being accused. When a person believes they are in a hostile work environment, it is my responsibility to address their concern. I will not apologize for moving Officer Watson temporarily from the Gems Program. I have had a similar complaint of this nature presented to me since coming to LRPD, and I took the same steps. Temporarily transferring Officer Watson has nothing to do with me questioning your ability to supervise, or your motives. I am offended and shocked that you would make statements such as the following, ***"hint of retaliation and personal attack on my character, over one-hundred years of experience was not afforded the same opportunity given to Officer Watson's eight years of service, It is apparent that Officer Watson's personnel file was not viewed by Chief Humphrey, I***

perceive the tone of his response as not being openly receptive to meeting with me, I expect to be treated honestly and fairly when it comes to questioning my decision making and performance as a supervisor with the Little Rock Police Department, I cannot allow my reputation as a well-respected community member and highly evaluated supervisor to be tainted so unfairly." Also, I do not understand how I am tarnishing your stellar reputation in the community by my actions. This is a personnel issue. There should never be any discussion regarding personnel issues outside of this department. So, if any citizens are aware of this topic it was not from me.

Sergeant Davis, I have never refused to meet with you. As a matter of fact I met with you well after business hours, in my office, to discuss you being denied access to documents you consistently received from major case. The documents in question were narratives from homicide cases that you use during and annual OK program event. I initially agreed with the major case supervisor based on being told the information was somewhat confidential. However, I sent you an email reversing my decision after talking with others regarding consistency and fairness. You were then provided the information you requested. I find it interesting that there were no concerns regarding me over turning the initial denial to an approval from you. Why I am considered unfair and different when I overturn a higher ranking officers decision? I advised you to schedule a meeting, as you have previously done in recent months. How can you sense my tone or purpose from an email advising you to schedule a meeting to discuss?

As you know, I do not have the authority to stop any employee from filing an EEOC complaint. As a matter of fact I would be in violation of federal law if I did attempt to prevent an employee from doing so. I also cannot force a person to file an EEOC complaint. That is totally up to that employee. By telling an employee, "you was not my choice to fill the position" is totally unacceptable. That statement alone can be considered inappropriate. To also make the statement, *"Officer Watson in my opinion does not have the mental capacity to work in this arena. I don't hear the passion in her words nor do I see it in her actions. I am not certain this is where her heart is."* Sergeant Davis, statements related to an employee's "mental capacity" should never be openly discussed. Unless there are specific actions that reasonably provide cause that a person is in crisis. If you were concerned regarding her mental capacity did you ever suggest Wellness or EAP? Keep in mind addressing changes in an employee's performance is part of mentoring. Was her mental capacity taken into consideration when she was left alone for months, while her co-worker was out on FMLA, to work with students on a daily basis. Sergeant Davis, how does passion sound? I think you would find that the word can be considered