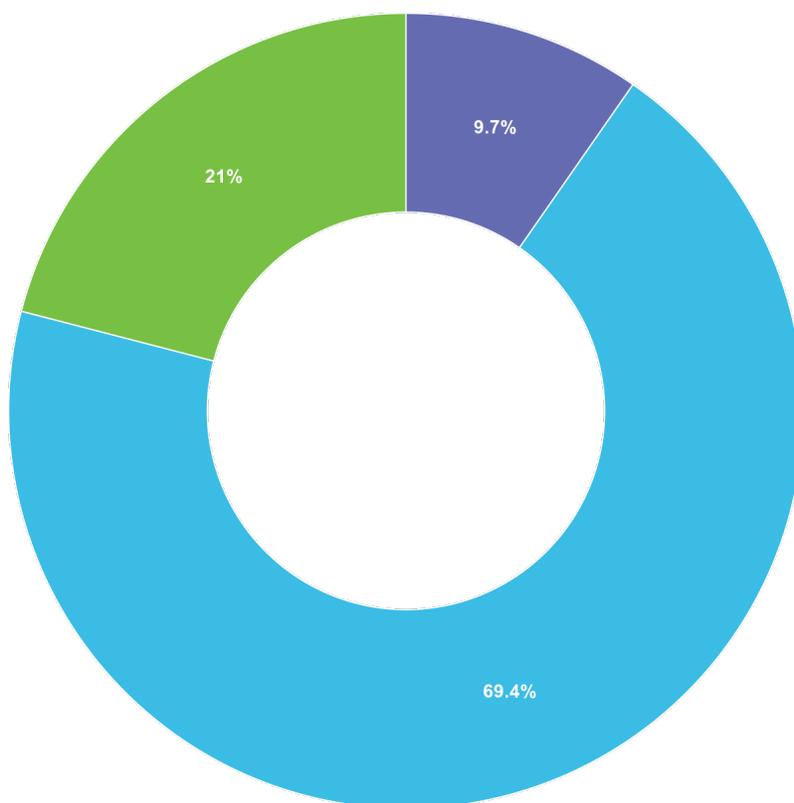


## Charlottesville Police Survey

Please answer the following questions as honestly as possible. The term "Command Staff" refers to the Chief of Police, Major, and Captains. The term "PCRB" refers to the Police Civilian Review Board.

**Q1** Considering the current national concern about increasing crime and the scrutiny of policing policies and procedures, do you feel the current Chief of Police has the ability to lead the CPD into this new era?

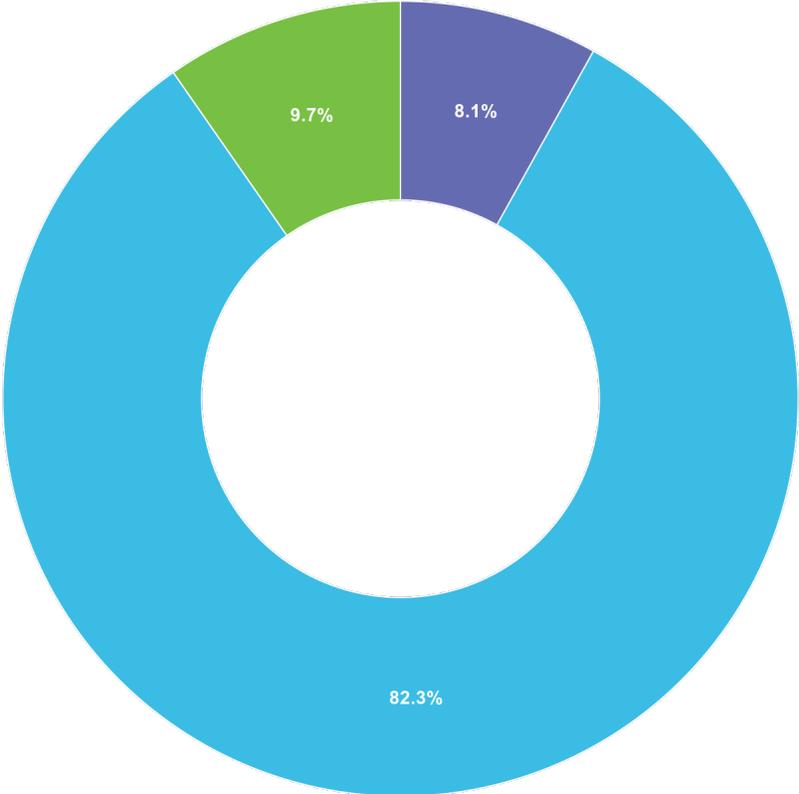


Answered: 62 Unanswered: 2

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Choice	Total
 Yes	6
 No	43
 Undecided	13

**Q2** If you are accused of violating policy, do you believe you will receive a fair administrative process?

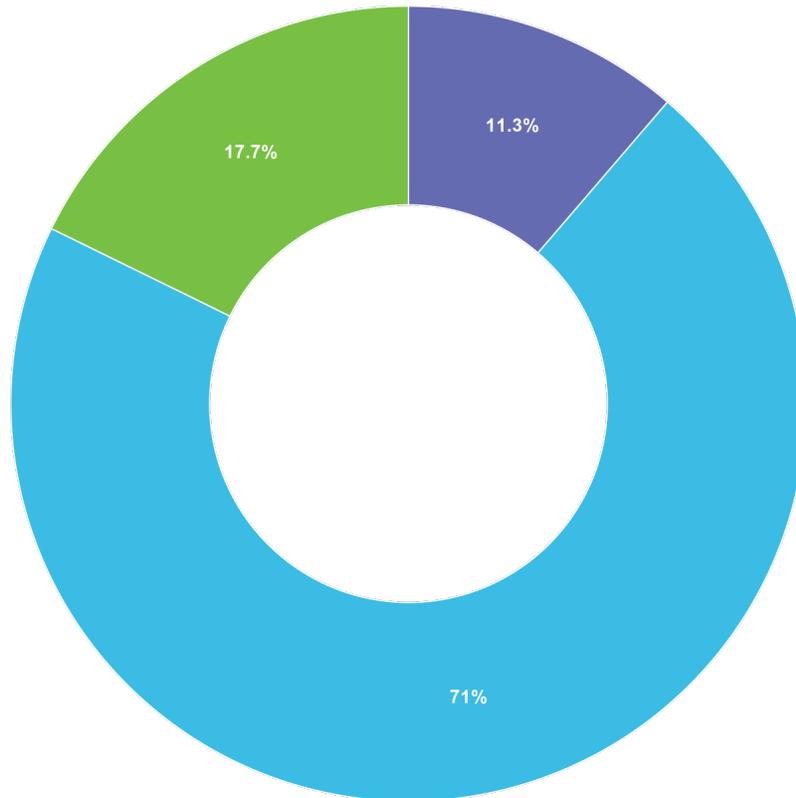


**Answered:** 62 **Unanswered:** 2

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Choice	Total
Yes	5
No	51
Undecided	6

**Q3** Do you believe a well-run PCRB, working in concert with internal affairs, would improve the current administrative process?

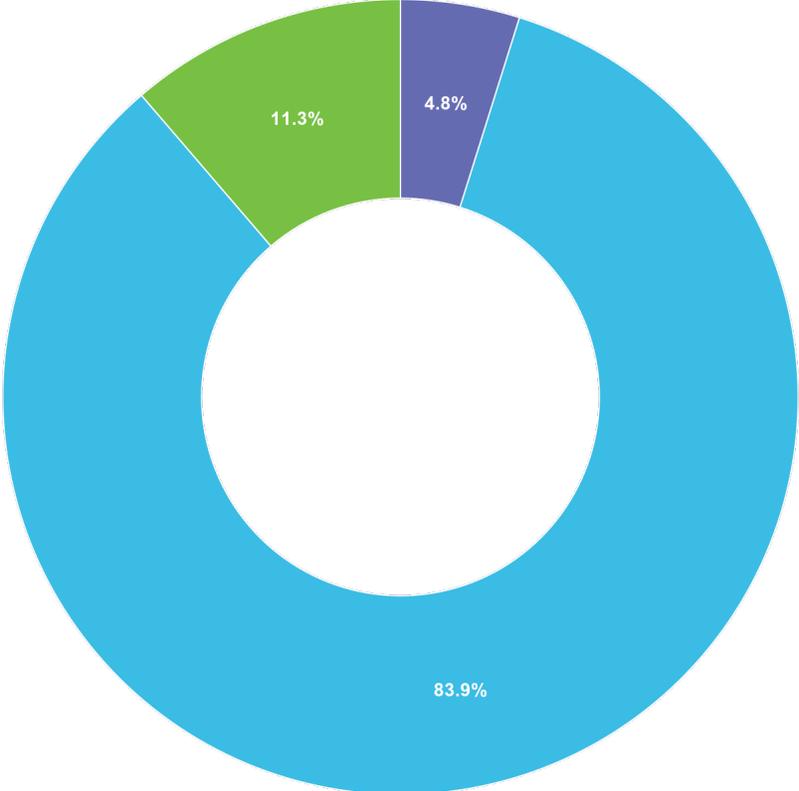


Answered: 62 Unanswered: 2

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Choice	Total
 Yes	7
 No	44
 Undecided	11

**Q4** Is a strong PCRB with binding discipline, independent investigative authority, and subpoena power a good alternative to the current administrative process?

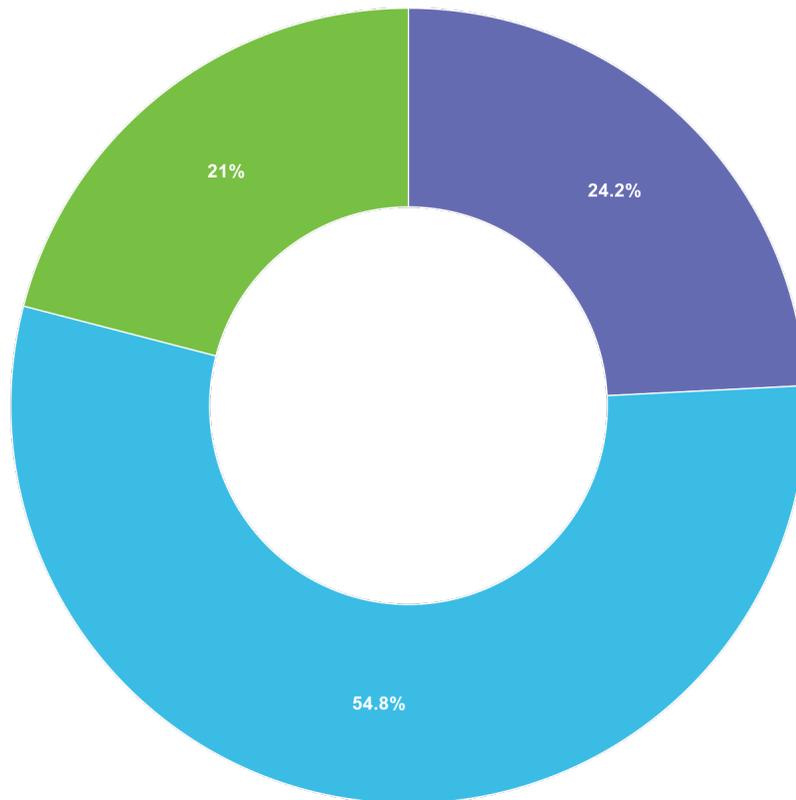


Answered: 62 Unanswered: 2

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Choice	Total
Yes	3
No	52
Undecided	7

**Q5** Do you believe your actions during an arrest will be honestly reviewed by the current Command Staff?

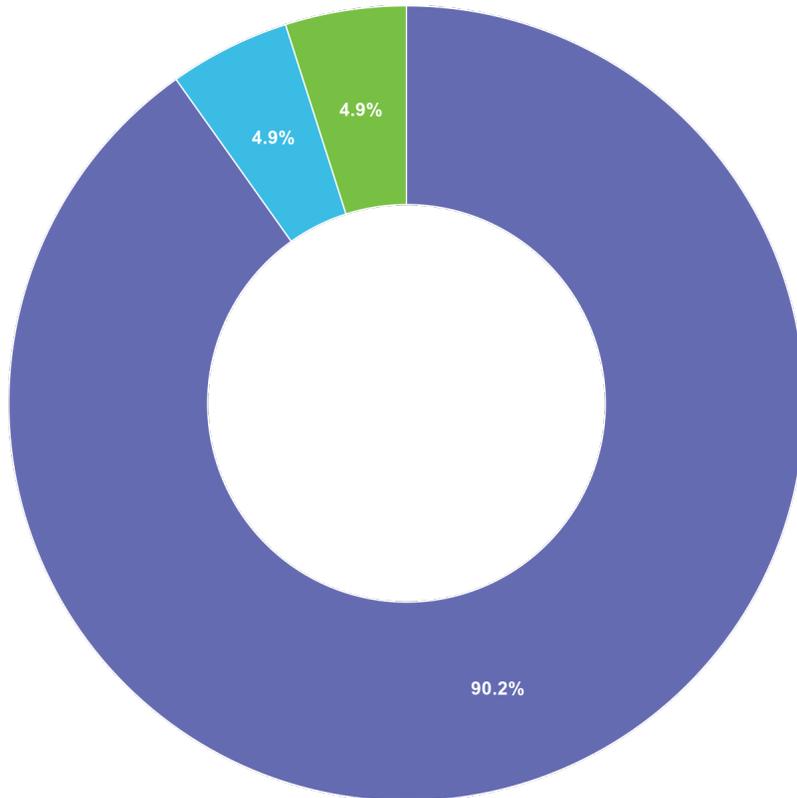


Answered: 62 Unanswered: 2

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Choice	Total
 Yes	15
 No	34
 Undecided	13

**Q6** Has the current political climate in the city caused you to reduce your normal policing activities (traffic stops, arrests, community policing, etc.) for fear of being targeted by community groups?

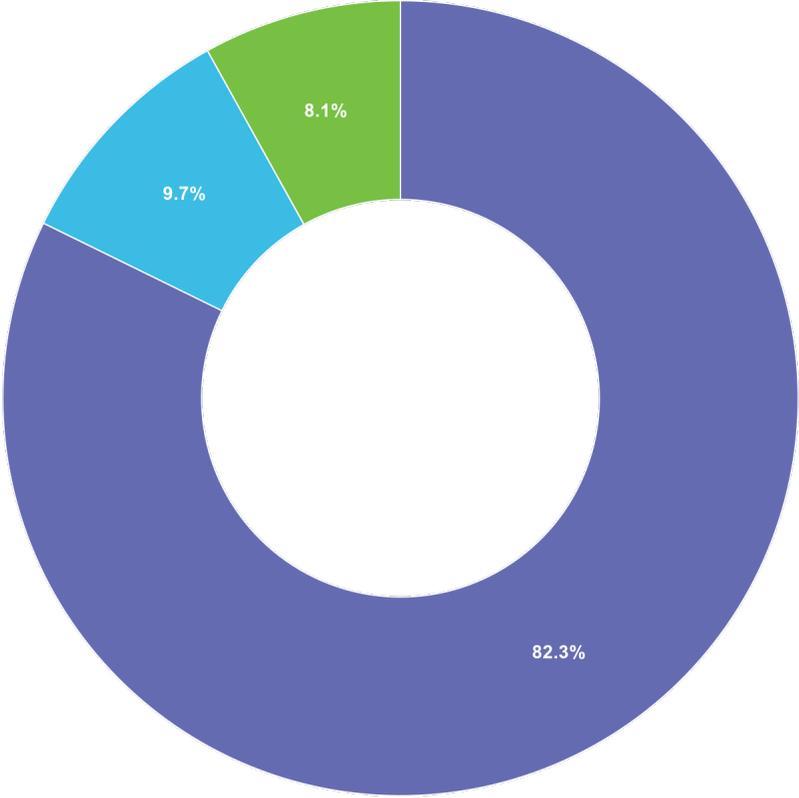


**Answered:** 61 **Unanswered:** 3

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Choice	Total
 Yes	55
 No	3
 Undecided	3

**Q7** Have the actions of the Command Staff caused you to reduce your normal policing activities (traffic stops, arrests, community policing, etc.) for fear of being unfairly targeted by CPD leadership?

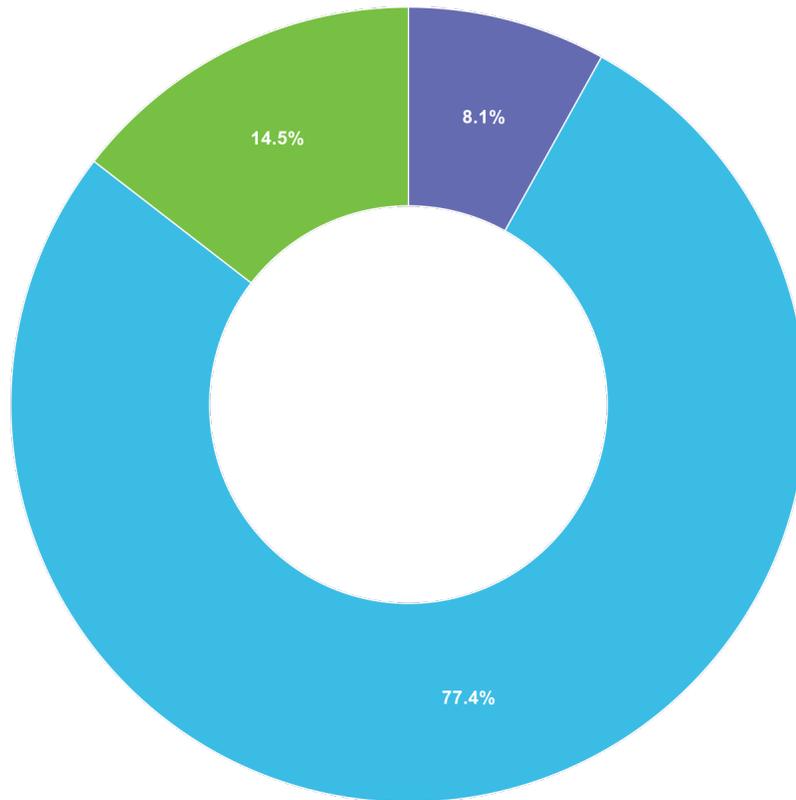


**Answered: 62   Unanswered: 2**

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Choice	Total
Yes	51
No	6
Undecided	5

**Q8** Do you believe the Command Staff are strong leaders and have the best interests of officers in mind?

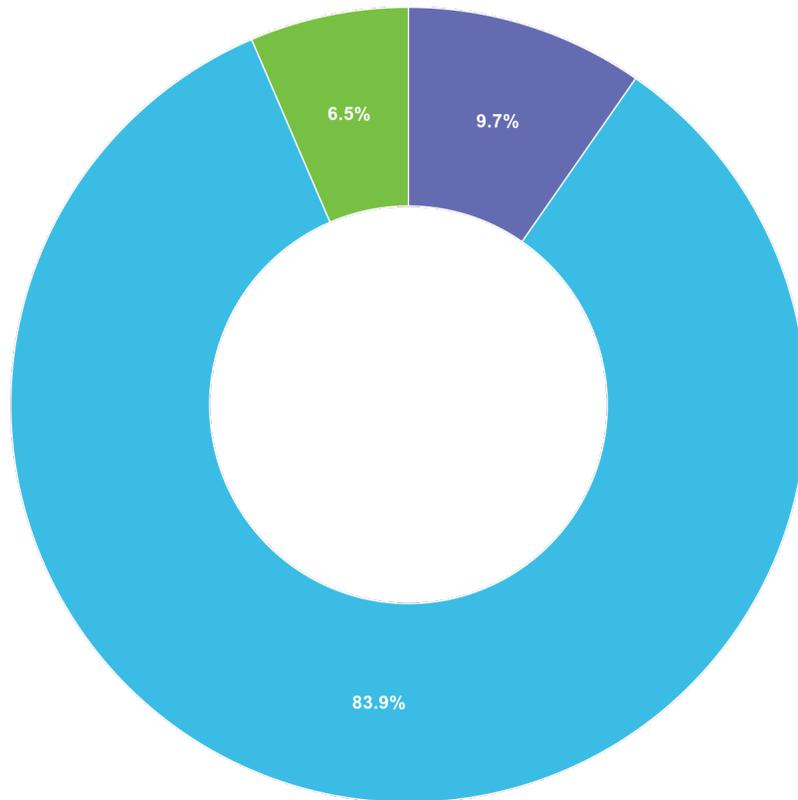


Answered: 62 Unanswered: 2

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Choice	Total
 Yes	5
 No	48
 Undecided	9

**Q9** Do you believe the Chief of Police has the best interests of the CPD in mind?

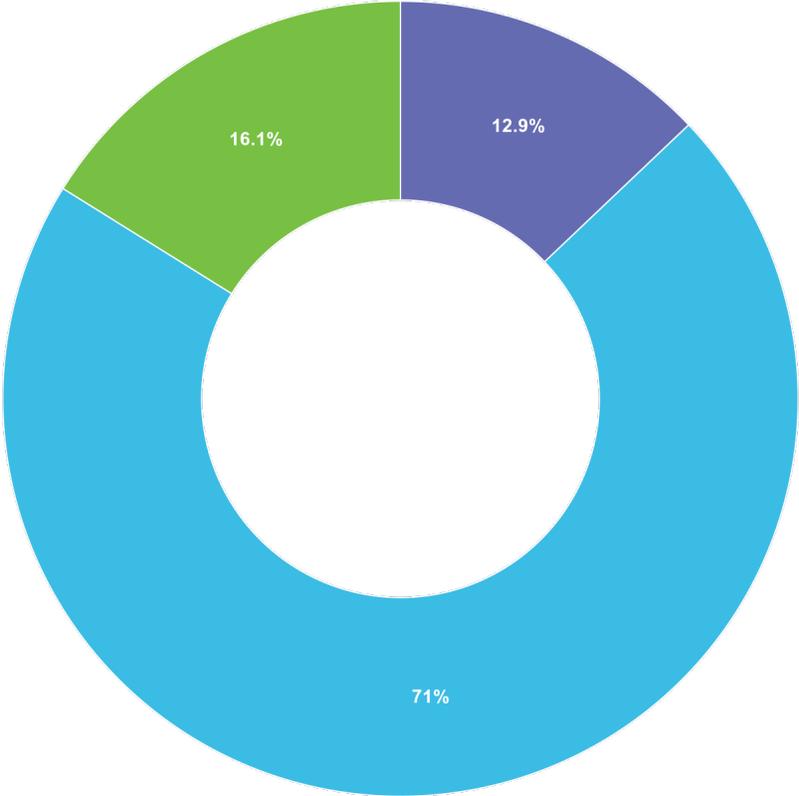


**Answered: 62 Unanswered: 2**

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Choice	Total
 Yes	6
 No	52
 Undecided	4

**Q10** Do you feel professionally supported by the Command Staff?

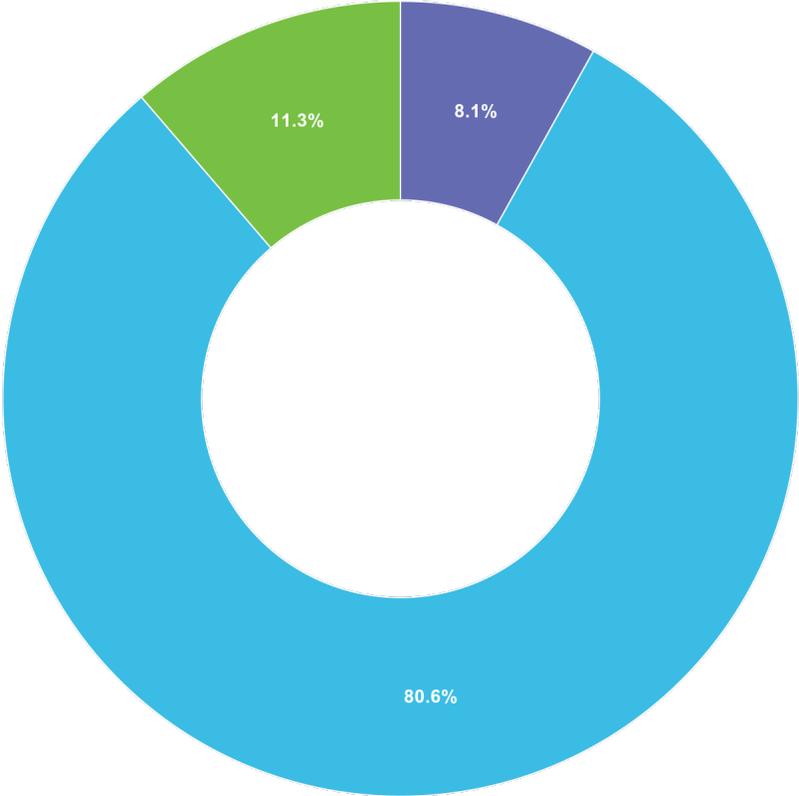


Answered: 62 Unanswered: 2

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Choice	Total
Yes	8
No	44
Undecided	10

**Q11** Is Command Staff open to evaluation and improvement?

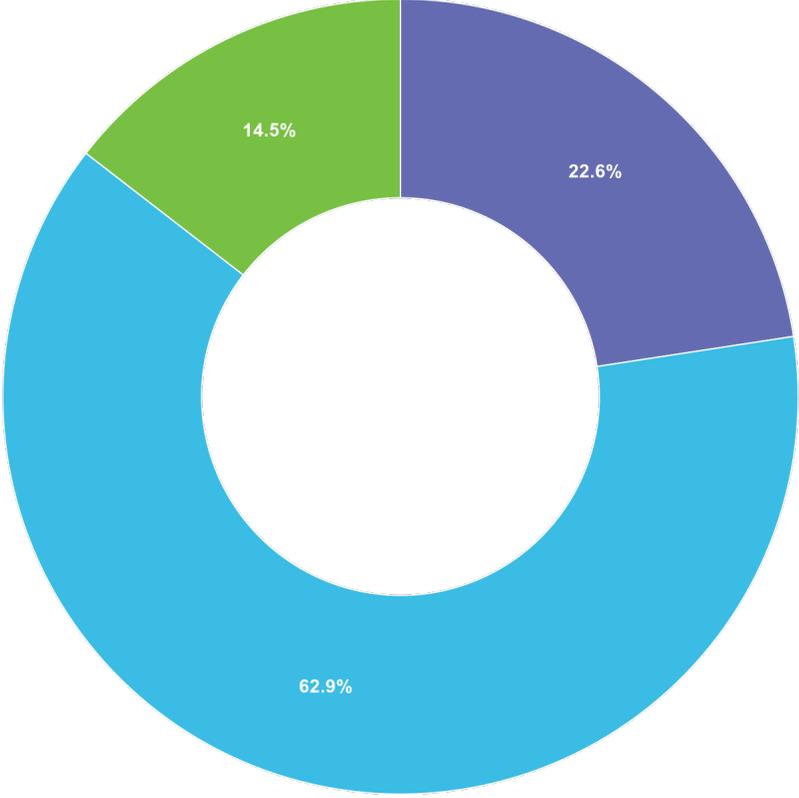


Answered: 62 Unanswered: 2

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Choice	Total
Yes	5
No	50
Undecided	7

**Q12** Is training at CPD readily available, sufficient in scope, and applicable to your daily duties?

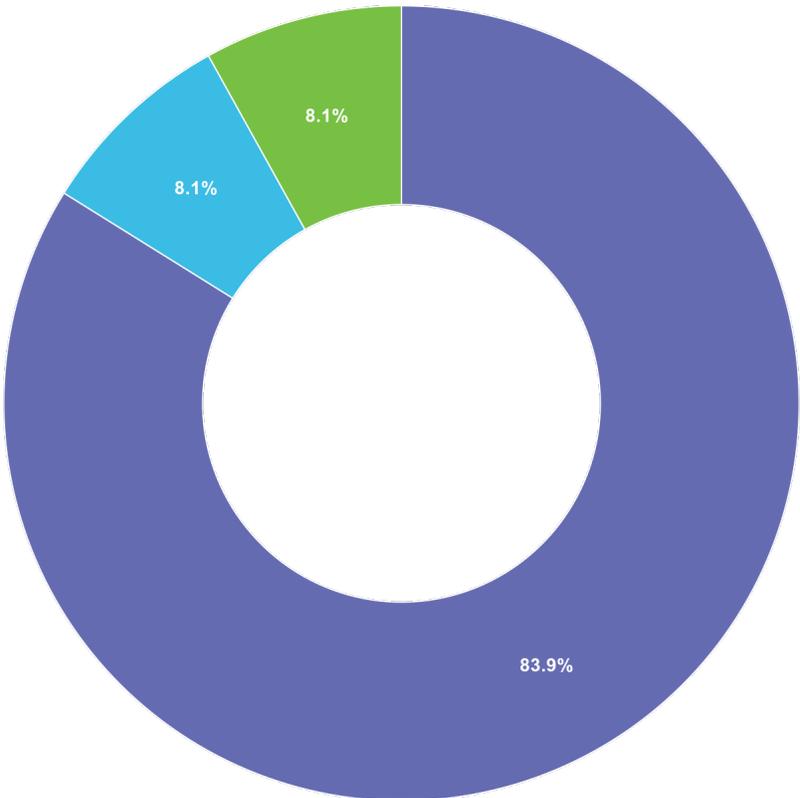


Answered: 62 Unanswered: 2

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Choice	Total
Yes	14
No	39
Undecided	9

**Q13** Have you considered other career options because of the additional community pressure and scrutiny put on CPD officers in the past three years?

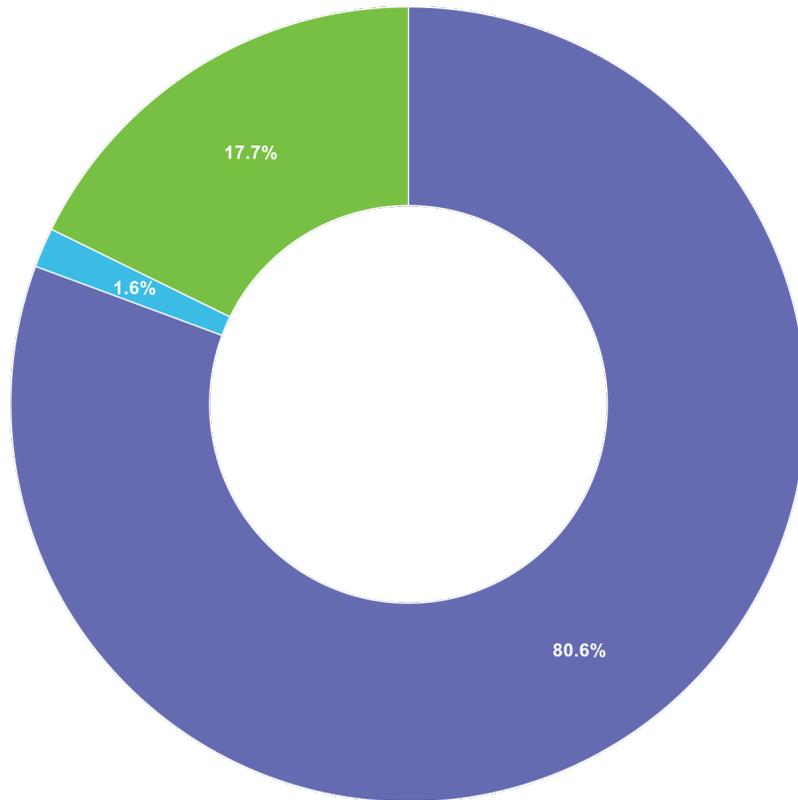


Answered: 62 Unanswered: 2

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Choice	Total
Yes	52
No	5
Undecided	5

**Q14** Has the Chief of Police, in her role as a leader, helped to make you feel more or less secure in your future with the CPD?

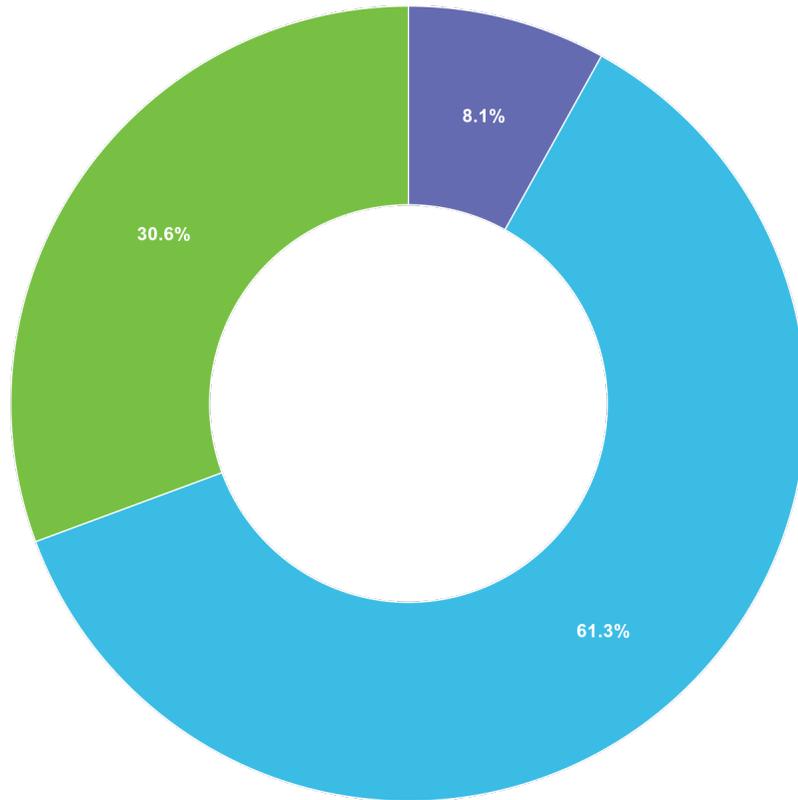


**Answered:** 62 **Unanswered:** 2

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Choice	Total
 I feel LESS secure in my career.	50
 I feel MORE secure in my career.	1
 The Chief's actions do not affect my feelings of security in my career.	11

**Q15** If a friend or relative was interested in a career in Law Enforcement would you:

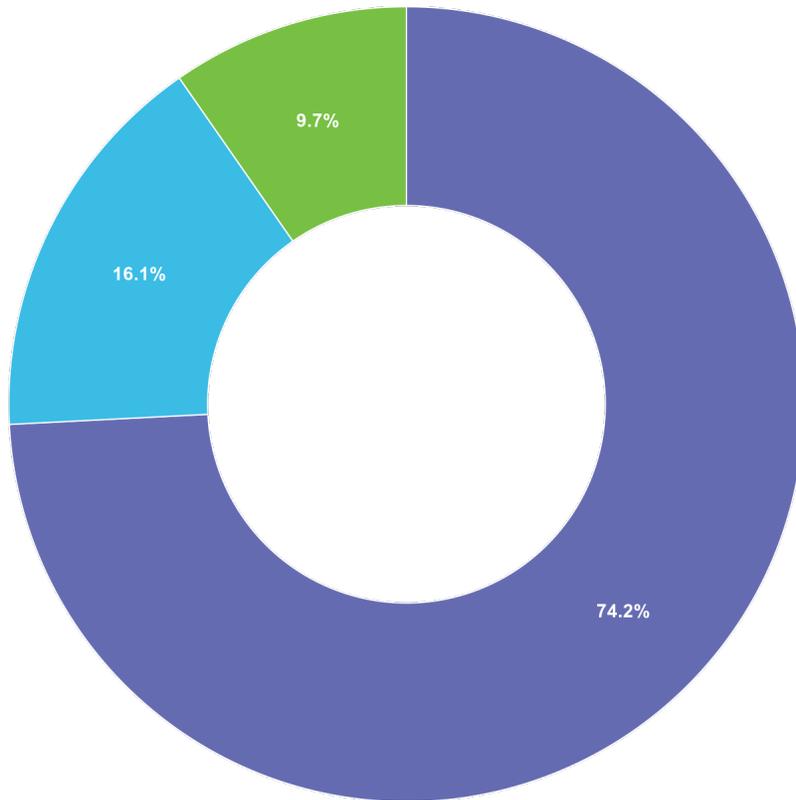


**Answered:** 62 **Unanswered:** 2

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Choice	Total
 Tell them to apply to CPD.	5
 Tell them to apply to another law enforcement agency.	38
 Tell them to consider another profession.	19

**Q16** Are the Command Staff and their decisions a major factor in your current feeling about your law enforcement career?



Answered: 62 Unanswered: 2

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Choice	Total
 Yes	46
 No	10
 Undecided	6

**Q17** What are the four largest concerns the CPD faces presently?

Saturday, July 31, 2021, 8:26 AM UTC

- 1.) Lack of support from the community as a whole, including the City government.
  - 2.) Low morale
  - 3.) Increasing staff shortages
  - 4.) Lack of communication and transparency from Command level
- 

Monday, July 26, 2021, 12:48 PM UTC

Lack of leadership.

Leadership is focused on finding ways to get rid of officers instead of investing in and building upon the individual officers strength and training to improve on areas of weakness.

Leadership doesn't support officers.

Leadership panders to the PCRB and public instead of providing support to officers.

Leadership has chosen to distance itself from calls where partnership with local mental health support organizations are key And this is due to CPD leaderships need to be in a pissing match for control instead of service to the community.

No leadership at CPD.

---

Sunday, July 25, 2021, 6:14 PM UTC

Recruitment, retention, leadership, and morale.

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Saturday, July 24, 2021, 7:29 AM UTC

1. Current staffing numbers and Officers resigning about as fast as we can hire new ones; 2. The Commonwealth Attorney and his office is spineless and pitifully soft on crime; 3. The City Counselors, by either their own agenda or caving to political pressure, have made it clear that they do not support the CPD at all; 4. The current social persecution of Police which is amplified by the media makes Officers fearful and apathetic of the job and the public.

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Friday, July 23, 2021, 10:30 PM UTC

Staffing

Pandering to special interests groups

Discipline actions

Pay scale

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Friday, July 23, 2021, 8:59 PM UTC

Pay, staffing, PCRB, Council decisions

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Friday, July 23, 2021, 6:01 PM UTC

Leadership

Morale

Competitive wages and incentives

Training

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Friday, July 23, 2021, 5:29 PM UTC

Trust....Respect... loyalty (with in own department).

We are constantly losing good people ( one was a excellent leader— how do we lose a 20 year employee? )

The citizens themselves constantly think we are racist and are throwing it in our face. Disregard that they are being racist to us for wearing a uniform.

Constantly having to CYA our actions.

Some who are in leadership have let it go to their head and have forgotten what it is like out on the front line. They have made just as many mistakes, and have done worst things than the one's out here now or even those who have left.

---

Friday, July 23, 2021, 5:22 PM UTC

Unable to compete with other departments salaries and benefits, which leads to is losing officers

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Friday, July 23, 2021, 5:15 PM UTC

\*CPD currently has no mission, no goals and no objectives. The agency flounders with no vision. We simply address issues as they arise. Daily activities involve making it through the duty shift and avoiding internal conflict to do it all again tomorrow.

\*CPD for all purposes is no longer a law enforcement agency, and hasn't been for many years. The agency is not concerned with enforcing the law. It is more concerned with activism.

\*On a specific level, the departments fleet is in terrible shape. While this is City of Charlottesville issue in the last couple of years ( the way vehicles are purchased is a City matter, not CPD. And any and all concerns fall on deaf ears to city council and other city leadership.) The fleet is constantly old, never updated quickly enough and some of the oldest cars are flat out dangerous to drive. It is constantly brought up, but a take home car program would hold Officers accountable for their equipment, instill pride in their equipment and prolong the lifespan of city vehicles. It took me near a decade to obtain a take home car and as someone that now has one, I advocate the same for others.

\*Proactivity is non-existent. This is due to two major factors. The feeling of non-support from Command in your actions, and also the overwhelming amount of paperwork and documentation that is required to simply do the job. If you spend 1/3 of your shift doing police work, you will spend the next 2/3 documenting your every last action. As a result, instead of spending ours doing meticulous paperwork documenting routine citizen contacts, Officer's simply decide to avoid the work all together. Proactivity doesn't exist and as a result the amount of new Officers with limited knowledge of how to do the job is staggering. There are years worth of Officers who don't know how to do the job because they simply don't have the experience to know what they are doing, despite being on the streets for several years.

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Friday, July 23, 2021, 5:10 PM UTC

PCRB unwillingness to learn the job of police officers.

Pay step system

Specialties

Do as I say not as I do authority.

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Friday, July 23, 2021, 4:10 PM UTC

Retention.

CRB

Lack of incentives for new hires

Lack of training

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Tuesday, July 20, 2021, 9:06 PM UTC

My first concern is that the chief is more focused on her political career and personal interests over the safety and mental health of her officers. She will hang any officer out to dry before she admits any personal wrong doing or the wrong doings within the community.

Command staff is focused on appeasing the chief over being impartial and fair when it comes to discipline. There is a climate of fear within the department.

The chief has a no tolerance policy for policy violations but has violated many policies herself without hesitation. She is not disciplined for her personal actions but is quick to punish others for far less.

There is no standard way of discipline. If you are a "yes man" your punishment is far different from the person who speaks out against command staff and the chief. If you are favored by command staff and the chief, you will be favored for promotions over officers who speak out for their beliefs, even if they differ from the chief's personal views.

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Tuesday, July 20, 2021, 6:26 PM UTC

Leadership, retention, pay, and vehicles

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Tuesday, July 20, 2021, 12:29 PM UTC

Toxicity/Hostile workplace created by the Chief and Captain Hatter, pay, morale, favoritism that leads to few doing the workload and many others not pulling their weight.

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Monday, July 19, 2021, 11:39 PM UTC

1. Accountability of Command Staff and Supervisors
  2. Supervisory retaliation
  3. Inability to be promoted throughout entire career
  4. Pay compression/Command Staff getting pay raises and lower personnel only receiving cost of living
-

Monday, July 19, 2021, 11:23 PM UTC

1. Command Support: We have been told bluntly that first line supervisors are instructed to review bodycam footage for the sole purpose of writing us up.
  2. Community Pressure: We currently allow certain groups with anti-police sentiments do whatever they want in the city and we are instructed to stand down, pro-police sentiment groups are not afforded the same luxury. We do not feel as if we are supported to do our job, so we do little more than just answer calls anymore.
  3. Vehicles: We currently do not have a vehicle take home policy. Which would be fine if our fleet vehicles were not so old and un-trustworthy. We currently have multiple officers in take home new Ford Explorers that only drive vans at work. So there are quality little driven marked SUVs that transport some officers to work and home, they should be used in the fleet instead of Crown Vics that have over 150,000 miles on them.
  4. Money: Of course we are not paid enough. This is not one of my main concerns but it is concern.
- 

Monday, July 19, 2021, 2:08 AM UTC

Training  
Leadership  
Longevity  
Politics

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Saturday, July 17, 2021, 5:01 PM UTC

Moral  
Retention  
Bias against Police  
Lack of trust in command

---

Friday, July 16, 2021, 2:25 AM UTC

Competitive salaries  
Employee retention  
Training  
Lack of leadership

---

Wednesday, July 14, 2021, 10:54 PM UTC

Unfair policing by command staff, command staff going after officers for personal vendettas, pcrb/citizens having too much influence over disciplinary actions, sometimes creating "lawful" actions, the major lack of leadership and what little leadership we have gets targeted and forced out of the department by our chief. Lastly our current administration is only concerned with advancing their own careers and stepping on their officers while trying to achieve their selfish goals.

---

Wednesday, July 14, 2021, 11:29 AM UTC

Morale, distrust, retention, public safety

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Wednesday, July 14, 2021, 6:44 AM UTC

I feel like CPD command staff does not value or trust the officers under their command.

I feel like I do not have the support of my command staff.

Due to the current situation we have a very large amount of officers who have left and or in the process.

There has only been a few new officers added from the past few academy's. Safety and time off are going to become a concern.

---

Monday, July 12, 2021, 8:48 PM UTC

\*Pay

\*Not feeling supported from the top

\*Not feeling valued

\*Too much negativity coming from command and not enough positive affirmation. Command is very quick to tell you what you are doing wrong but fails to give praise when it do. Example officer of the months is six months behind and they haven't announced officer of the year for 2020 yet.

---

Monday, July 12, 2021, 4:33 PM UTC

1. The false arrest of Officer Jaeger, and the terminations of Wood, Oberholzer, Hudson, and Godfrey.
  2. The mafia-esque culture of fear and retaliation.
  3. Command staff lying and fabricating information to support their actions (suspensions, terminations, etc.) (lieutenants included)
  4. We literally cannot do our jobs without the potential of having our lives ruined if someone complains.
-

Monday, July 12, 2021, 4:10 AM UTC

Retention is the Number 1 problem, due to:

- 1) Command staff, especially the Chief, do not know how to treat officers with respect and often address officers in a condescending and insulting manner during meetings;
  - 2) Officers fear prosecution or firing for minor or false accusations of misconduct;
  - 3) Officers are frequently responding to firearm calls and the CA's office usually fails to strongly prosecute these dangerous offenses;
  - 4) The Chief's training contract policy has resulted in significantly more training requests being denied than in the past, and officers are less likely to request training in the first place. This was supposedly implemented for budget reasons, but the department always has \$100k+ left at the end of the fiscal year. The training contracts are demeaning and weaken the department's capabilities because officers are not receiving specialized training.
- 

Sunday, July 11, 2021, 9:22 PM UTC

1. The lack of respect from the Command Staff is detrimental to the morale of the department. The Command Staff have repeatedly lied to us, made us feel like we are horrible at our jobs and are vindictive with their actions. We are not treated with the respect that other city employees are, more as outcasts, or the "bad employees."
  2. All of our specialized units that help protect our community have been dissolved by the Chief.
  3. Officers are being heavily scrutinized by the Command Staff, who are requiring Sgts to review videos regularly trying to find officers "breaking policy." However, the Command Staff breaks policy and there are no repercussions for them.
  4. CPD does not offer compatible benefits compared to other local agencies. Salaries compared to UVAPD and ACPD are significantly less. Many of us have been kicked out of our office space at PD and are not made to feel welcome in the building. We are losing our take home cars, as there are not the funds to sustain this program as an incentive for our officers. However, the Command Staff has received salary increases, new office spaces and always have a take home vehicle.
- 

Sunday, July 11, 2021, 7:08 PM UTC

Lack of support from command

Pay

Take home cars

Being charged by a liberal CA who cares more about an assault case than when an Officer got shot

---

Sunday, July 11, 2021, 2:33 AM UTC

Morale, leadership, recruitment, training

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Saturday, July 10, 2021, 8:32 PM UTC

1. Lack of true leadership, it feels more like a dictatorship.
  2. We used to care about each other and now it seems like is that we are divided.
  3. Saving face is more important than taking care of your people, getting to know them, and making them feel valued.
  4. Morale is at an all time low and the environment is continuously hostile.
- 

Saturday, July 10, 2021, 3:32 PM UTC

- low pay, no longevity pay, no education bonus.
  - Chief doesn't wanna be here and will throw us under the bus for her own gain
  - Rising gun violence but continued reduction in officers. (Quitting or transferring)
  - Community is against us, command staff doesn't have our back, review board is against us.
- 

Saturday, July 10, 2021, 3:29 PM UTC

Officer retention

Command staff

CRB

Chief

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Saturday, July 10, 2021, 3:20 PM UTC

Command staff

CRB

Use of force policy

Moral

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Saturday, July 10, 2021, 4:23 AM UTC

1. The Chief and Command Staff have an absolutely massive disconnect between themselves and the day to day operations on the street level.
  2. The Chief and Command Staff base too many of their decisions off of the possible public opinion and how their decisions will be viewed in the media.
  3. Our Commonwealths Attorney has no interest in working with the police to prosecute crime. His only interest is in being re-elected
  4. Retention. There is no reason for many officers to stay here.
- 

Saturday, July 10, 2021, 1:33 AM UTC

City government

Pay

Pcrb

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Friday, July 9, 2021, 9:59 PM UTC

Retention, cost of living, quality training, CRB

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Friday, July 9, 2021, 9:08 PM UTC

Command seems to be very vindictive and selfish.

We only have patrol and investigations, with a minor traffic unit, and no other specialties available to officers.

Our SWAT team has been disbanded and doesn't seem like it's coming back.

Commands agenda seems political and not within the best interest of the officers they represent.

---

Friday, July 9, 2021, 8:58 PM UTC

Retention

Ineffective Leadership

Ineffective hiring/ training practices

Pay

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Friday, July 9, 2021, 8:52 PM UTC

Pay, trust, leadership, fleet cars, morale

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Friday, July 9, 2021, 8:08 PM UTC

1. Command staff is concerned only with personal goals and not the officers or community's well-being.
  2. Command staff is more concerned with appearance than substance in its community role.
  3. Command staff determines investigations by the outcomes they want rather than where an investigation leads them- resulting in willfully engaging in misrepresenting events and statements and other immoral/unethical activities. To include targeting those with dissenting opinions.
  4. Failing to provide meaningful training on or even allowing questions about the new use of force policy.
- 

Friday, July 9, 2021, 6:49 PM UTC

Pay, staffing, pcrb, council

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Friday, July 9, 2021, 6:28 PM UTC

Lack of experience, no swat team, no drug interdiction, no training

---

Friday, July 9, 2021, 4:54 PM UTC

1. Discipline. When Command reviews an incident, they'll find four minor policy violations to write you up for, even if you handled the major incident well.
  2. Lack of trust. We can't trust Command staff to have our backs if an incident really goes south.
  3. Paperwork. We have 8 different ways of documenting information on a single traffic stop, and we have to do them all. A lot of us don't do traffic stops because it's too much work.
  4. Online presence. Maybe Command is doing a great job but the way we see them interacting with the community via Facebook posts is pandering and heavily biased toward their political leanings. It's not okay to promote that on what should be a professional, neutral online space. We alienate our citizens with that kind of behavior.
-

Friday, July 9, 2021, 4:38 PM UTC

Officers are not supported by the command staff, I.E. Command staff is encouraging supervisors to unfairly scrutinize officers and write them up for every single minor violation. minor policy violations are viewed as discipline and officers are improperly trained and disciplined when they occur. Captain Hatter himself has said he has no idea why anyone would want to work for the department, as well as saying he hoped anyone who disagreed with him quit because he could run the department with six people, and he "could teach a monkey to do this job".

The command staff below the level of the chief (Major, captains, and LTs) are so scared of the chief that they are willing to do illegal and immoral things solely because she tells them to. Everyone is terrified of the chief and captain Hatter and unwilling to challenge her when they believe her actions or decisions are wrong.

Officers have been openly encouraged by command staff to do less police work, and to limit citizen contacts in order to reduce complaints. Officers have been openly discouraged from being proactive in high crime areas due to command staff believing officers in high crime areas will result in a negative interaction with the public even though the actual residents of these high crime areas have been calling in begging for a larger police presence.

As one could imagine due to the three above concerns all being related to the command staff discouraging officers from doing the job they got hired to do it has resulted in an all-time low in the morale of every officer. The morale has never been lower, and over 75 percent of the department is currently looking for employment elsewhere, and when officers are at work they have no proactive interactions, and the department has become completely reactive. Officers sit in parking lots around the city and complain to each other until they receive calls. And when they do respond to calls they are effectively walking on eggshells and scared to act because they are in fear of getting in trouble, fired, or arrested. Instead of asking officers how to improve morale this reactive behavior is encouraged and officers do not receive the necessary training to be proactive or how to act appropriately on calls because supervisors are also scared to have their officers act and be proactive.

---

Friday, July 9, 2021, 3:28 PM UTC

Inconsistent treatment of policy violations.

Poor training policies for new hires.

Inability to retain officers due to internal climate of distrust of command.

Inability to retain officers due to pay/benefits falling behind regional alternative agencies.

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Friday, July 9, 2021, 3:24 PM UTC

Lack of training.

Short staffing.

Low pay.

Lack of support from City Council.

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Friday, July 9, 2021, 3:14 PM UTC

1. Lack of support from command
  2. Low morale
  3. Lack of training opportunities
  4. Civilian Review Board
- 

Friday, July 9, 2021, 3:07 PM UTC

The chief destroying ALL relations we have with any other agency.

No SWAT

No drug unit to stop the growing drug problem.

The chief using us as a political platform.

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Friday, July 9, 2021, 3:01 PM UTC

The chief is vindictive and does not take criticism. Executive command is afraid of her and won't stand up when she is doing something unethical or wrong. She has no integrity and will target people she doesn't like as will others in command. The department has no faith or trust in command staff. She doesn't care about her officers she has other goals. Command and executive command are in self preservation mode. She is a corporate psychopath and I believe she possibly has some mental health issues. She is narcissistic and doesn't know how to lead or deal with people. We are hemorrhaging officers and she is looking at external issues not at her issues or those of command. We have no confidence in her or her command staff. Officers hide and wait for a call because they are scared to death to do their jobs. They know the chief, the city, the crb and the public will not back them.

---

Friday, July 9, 2021, 2:56 PM UTC

1. Trust in command
  2. Pay
  3. Trust in the commonwealth
  4. Fleet
-

Friday, July 9, 2021, 2:52 PM UTC

I don't know about 4 of the largest concerns. But honestly one thing is that it feels like command staff is only looking out for themselves. They're making policies that are nearly impossible to abide by. These include use of force policies. These policies are so strict almost any officer could be punished for doing almost anything. It seems like they are making it very easy for them to justify firing us at any given moment. It seems like they are doing this so that if any of us mess up more than a little they have their backs covered with these policies so they won have to stand up for us. Recently several officers have been fired for saying politically incorrect things on their work phones. They were fired based on what they said with no evidence that any of that affected how they did their jobs.

The current climate of the department is "you better do nothing and say nothing or you will be fired"

It also seems they are giving everyone write-ups and suspensions for minuscule things in order for it to be very hard for officers to find work elsewhere.

Also instead of taking the time to find good recruits they hire a huge amounts of people. It's like in the eyes of command staff officers are completely replaceable and disposable.

If you question or criticize any policies above sergeant level you will be given verbal counseling.

Also it's come to our attention the chief keeps all suspensions, verbal counseling's, and write ups in our files forever. Even after it says in our policy that they should be destroyed after a predetermined time.

These are just several things that concern me

---

Friday, July 9, 2021, 2:37 PM UTC

Salary, Retention, Morale, Support- all equally terrible currently.

---

Friday, July 9, 2021, 2:28 PM UTC

Cheif of police looking out for her political self

The community review board having too much power

Unable to be proactive

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Friday, July 9, 2021, 2:22 PM UTC

Lack of a SWAT element, poor command staff leadership, lack of training in firearms and essential defensive tactics, the chiefs ability to lead the officers in our department.

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Friday, July 9, 2021, 2:21 PM UTC

- 1) Poor or lack of leadership
  - 2) No trust between patrol and command staff
  - 3) Picking and choosing when and where policy applies or doesn't.
  - 4) Large increase in suspension and write ups without any verbal counseling or explanation.
- 

Friday, July 9, 2021, 2:15 PM UTC

Retention issues

Lack of Leadership

Lack of Specialties (SWAT, drug unit etc)

Terrible lack of adequate training

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Thursday, July 8, 2021, 3:30 PM UTC

Chief Brackney mindset on eliminating good officers and looking ahead to her next job.

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**Answered:** 58 **Unanswered:** 6

**Q18** What does Command Staff do well to support you, your job, and the department?

Monday, July 26, 2021, 12:48 PM UTC

No support

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Sunday, July 25, 2021, 6:14 PM UTC

We are well equipped in most areas.

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Saturday, July 24, 2021, 7:29 AM UTC

Unknown. It seems the only time we hear about Command Staff is when they order a correction to something they think is wrong.

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Friday, July 23, 2021, 10:30 PM UTC

Recently they've become more transparent with important decisions.

Also the Chiefs advisory board creation has had a positive impact on the current atmosphere

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Friday, July 23, 2021, 6:01 PM UTC

Honestly, it does not appear they value or support the frontline officers.

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Friday, July 23, 2021, 5:29 PM UTC

I am still trying to figure out what some of them even do. This is sad!! I am really not sure.

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Friday, July 23, 2021, 5:22 PM UTC

N/a

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Friday, July 23, 2021, 5:15 PM UTC

Command does very little, if anything to instill purpose, direction and leadership to the department. They are rarely heard from, and its most often negative when they are. There have been instances where they have flat out lied. If a mission statement changes, so be it, but don't tell people that they were never told something when they absolutely were. Every once in a while, Command will put on the "feel goods" and try to sway things back in a positive direction. But after some reflection and time for their statements to soak in, reason and common sense returns and it is quickly realized that a tactic was used, and real change isn't coming.

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Friday, July 23, 2021, 5:10 PM UTC

Major Mooney continually praises officers.

He is the only command I've seen at roll call. There is nothing else positive to say about others.

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Friday, July 23, 2021, 4:10 PM UTC

I believe they work hard behind the scenes to help us. They have been more present recently.

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Tuesday, July 20, 2021, 9:32 PM UTC

Command staff doesn't do anything "well" to support officers, the job, or the department. Again, everybody has been beaten into submission by the Chief and regardless of what anybody in command would want, it's ultimately the chief's say. Unfortunately, the chief doesn't want to produce well rounded officers. She wants to produce those who fall in line with her views and don't create waves. Command often times looks like a bunch of abused children, because when they bring forth their own ideas, they are put into their place. The chief actually said "the more interactions we have with the public, the more of a chance that we will have a negative interaction." Who wants a chief that doesn't want us engaging with the public? What does that say about how SHE feels about the work we do? The only person in command that pretends to try is Major Jim Mooney, but my personal belief is that he has given up because he is just keeps beating his head against the wall known as Rashal Brackney. Joe Hatter, Steve Knick, and Tito Durette have done absolutely nothing to further the officers of CPD.

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Tuesday, July 20, 2021, 9:06 PM UTC

Nothing. I have not felt supported once in my time at CPD from command staff. There is a constant climate of fear within the department. It is a constantly daily fear of being written up or fired for minor violations. I don't feel like I could come to any members of command staff with an issue or concern. Luckily there are Sergeants that I feel comfortable confining in but you know they are just as concerned with command staff hanging over their heads. Command staff spends more time focusing on the errors of their officers and looking for punishment and less time looking at the positive policing they have within the community and rewarding that hard work.

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Tuesday, July 20, 2021, 6:26 PM UTC

I can't think of anything

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Tuesday, July 20, 2021, 12:29 PM UTC

Nothing. I feel that Major Mooney attempts to be supportive, but he cannot win against the Chief when she is the ultimate deciding factor.

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Monday, July 19, 2021, 11:39 PM UTC

None

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Monday, July 19, 2021, 11:23 PM UTC

First line supervisors as a whole at the department are excellent, even though we recently just lost two of the most loved supervisors for reasons that have not been made clear to us. Higher command does nothing to support us, in fact the opposite. I have been employed at CPD for over 3 years and I would bet my salary that the Chief does not know my name. Patrol Captain Hatter is one of the worst command staff I have ever worked for and I have been in 2 other departments and spent 8 years active duty Army. He shows absolutely no respect or loyalty to his men and in fact almost exudes disdain for us, in fact to quote him to a fellow officer in respect toward a question about the sad states of fleet vehicles.. "fuck them, fuck them all".

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Monday, July 19, 2021, 2:08 AM UTC

I don't know

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Saturday, July 17, 2021, 5:01 PM UTC

The PD a lot to protect them selves as the leader ship.

The officer do not feel protected by Command

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Wednesday, July 14, 2021, 10:54 PM UTC

Nothing. Nothing at all. Only positive thing I can say is that I still receive a paycheck every two weeks.

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Wednesday, July 14, 2021, 6:44 AM UTC

No. You sort of feel like you have a target on your back. Moral is at an all time low and this is not the place I originally applied to.

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Monday, July 12, 2021, 8:48 PM UTC

They brought back the chief advisory board, but who knows where that information goes.

---

Monday, July 12, 2021, 4:33 PM UTC

Nothing. We could withstand the outside pressure of they supported us, but they are the most dangerous element in this whole equation.

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Monday, July 12, 2021, 4:10 AM UTC

The Command Staff generally supports the department well with equipment purchases. The Command Staff are usually friendly and polite with officers in one-on-one interactions.

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Sunday, July 11, 2021, 9:22 PM UTC

Every one of the Command Staff is out for themselves and their careers. They do no support us, my job or the department unless the outcome is going to make them look good or advance their career.

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Sunday, July 11, 2021, 7:08 PM UTC

I gave this question some serious thought and couldn't come up with much.

They allow beards now

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Sunday, July 11, 2021, 2:33 AM UTC

Not much. I have never worked with such a negative administration.

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Saturday, July 10, 2021, 11:40 PM UTC

Yes, 100%

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Saturday, July 10, 2021, 8:32 PM UTC

The commander of my division does an amazing job making sure we have what we need and makes us feel valued. But as a whole, that is not the case department wide.

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Saturday, July 10, 2021, 3:32 PM UTC

Nothing.

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Saturday, July 10, 2021, 3:20 PM UTC

Not much

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Saturday, July 10, 2021, 4:23 AM UTC

Major Mooney seems to genuinely care about his officers. He is the only one.

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Saturday, July 10, 2021, 1:33 AM UTC

Offer good training

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Friday, July 9, 2021, 9:59 PM UTC

The Chief fights hard to limit CRB powers.

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Friday, July 9, 2021, 9:08 PM UTC

They have a lot of meetings.

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Friday, July 9, 2021, 8:58 PM UTC

Absolutely nothing. I recently left the CPD 7/4/21 for another department in another state. As soon as CPD command found out I was leaving, I was fighting under severe scrutiny of every action I took. Several times they wanted to violate me on policy and then were mad when I knew the policy better than they did and knew they couldn't write me up. They even went as far as to say they needed me to provide medical documentation that I was not a "liability". During my 8.5 years at CPD I have caught several command staff members violating policy or completely disregarding it as TJ see fit. I was even told at one point that "policy doesn't matter, because I'm changing it soon". Command doesn't know the first thing about leadership or leading this department. They are driving people away.

---

Friday, July 9, 2021, 8:52 PM UTC

Honestly I don't know.

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Friday, July 9, 2021, 8:08 PM UTC

Nothing. It is almost always transactional. There is little to no communication with command staff and interactions are invariably punitive or threatening.

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Friday, July 9, 2021, 6:49 PM UTC

Tell me the truth

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Friday, July 9, 2021, 6:28 PM UTC

Command staff only cares about the political climate.

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Friday, July 9, 2021, 4:54 PM UTC

At least up to the Lieutenant level, they're approachable and willing to talk through a problem to the best of their abilities, whether that's with the officer or the department as a whole. But I've never interacted with anyone of a higher rank. They don't seem to care about the patrol level.

---

Friday, July 9, 2021, 4:38 PM UTC

The command staff has recently allowed officers to grow beards, and have opened up the grooming policy to be more lenient.

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Friday, July 9, 2021, 3:28 PM UTC

I still have a take home for now.

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Friday, July 9, 2021, 3:24 PM UTC

Specific members of Command Staff want to help their officer's and try to provide them with opportunities where they are more capable in order to succeed in their duties.

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Friday, July 9, 2021, 3:14 PM UTC

Nothing. At the end of the day, they will lookout for themselves first and foremost. They will not hesitate to throw officers under the bus and make officers examples, if it means protecting themselves.

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Friday, July 9, 2021, 3:07 PM UTC

No. The chief is using us as a political platform and the rest of the command staff are scared to stand up for us.

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Friday, July 9, 2021, 3:01 PM UTC

I can't think of a single thing.

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Friday, July 9, 2021, 2:56 PM UTC

They say nice things to your face. They believe the department is better than it is. Or at least they say so.

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Friday, July 9, 2021, 2:52 PM UTC

They let us wear comfortable uniforms. That's about it. But I am thankful for that.

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Friday, July 9, 2021, 2:37 PM UTC

Depends on the day and what's at risk.

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Friday, July 9, 2021, 2:28 PM UTC

N/A

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Friday, July 9, 2021, 2:22 PM UTC

N/A

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Friday, July 9, 2021, 2:21 PM UTC

Honestly, I can't think of anything Command Staff does well for the department other than miscommunicating information to fit their narrative.

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Friday, July 9, 2021, 2:15 PM UTC

I can't think of one single thing

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Thursday, July 8, 2021, 3:30 PM UTC

nothing

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**Answered:** 54 **Unanswered:** 10

**Q19** What could Command Staff to better to support you, your job, and the department?

Saturday, July 31, 2021, 8:26 AM UTC

Better communication of what the goals of the department as a whole should be going forward.

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Monday, July 26, 2021, 12:48 PM UTC

Vote the chief and command staff out and replace them with quality, qualified leaders that want the best for the community as well as the officers and who are willing to provide what is need to the officers so they can provide that service.

---

Sunday, July 25, 2021, 6:14 PM UTC

Need more assurance of commitment to the organization, it's personnel, and mission. Fix what is broken, reaffirm what works well, and vigorously defend what is good and true. I miss being a cop. Stop drowning us in paperwork.

---

Saturday, July 24, 2021, 7:29 AM UTC

Better communication about what decisions they are making. Reduce the administrative red tape and paperwork Patrol Officers have to do so doing actual police work is easier and fun.

---

Friday, July 23, 2021, 10:30 PM UTC

Be realistic about the current challenges facing the department.  
Be transparent on the reason behind the constant role changes of supervisors

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Friday, July 23, 2021, 6:01 PM UTC

Hold themselves accountable just like they do officers  
Address why officers continue to leave the agency  
Implement a career development program  
Provide a flexible schedule so I can have regular time off on the weekends.

---

Friday, July 23, 2021, 5:29 PM UTC

Let the Sgt's be out in the field with their troops. Stop constantly criticizing people's videos... guide more...

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Friday, July 23, 2021, 5:22 PM UTC

N/A

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Friday, July 23, 2021, 5:15 PM UTC

Command could learn to tell someone other than Officers "No." While this would make life difficult for them for a while, our community has unrealistic expectations of its Police has no clue how good they have it. Command is quick to dismiss the needs and concerns of Officers by saying "No," but will work till the ends of the world to satisfy unrealistic requests from the community.

---

Friday, July 23, 2021, 5:10 PM UTC

Verbally and publicly defend the department

Treat us like adult and not some racist Superman who thinks we are all bad.

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Friday, July 23, 2021, 4:10 PM UTC

We need more training opportunities and for the discipline structure to be revamped

---

Tuesday, July 20, 2021, 9:32 PM UTC

Command staff could give clear direction as to what they expect from officers. Do they want officers to be proactive? Do they want them to sit in parking lots? Do they want them to try to find guns and drugs and wanted individuals? Nobody knows, because god forbid they actually lead. Coming to roll calls and providing direction would be a welcomed change. Praising officers for the good they are doing and not immediately firing those who make mistakes would also be a good start. Basic leadership - lead from the front, be a positive change, encourage your officers, welcome new ideas and take grievances seriously. Promote leaders and not sheep. Basic leadership.

In short, Command could make it easy by resigning and putting people into place that have real leadership qualities and are out to better the department and not just their bank accounts.

---

Tuesday, July 20, 2021, 9:06 PM UTC

Honestly command staff has created such a climate of fear I'm not sure what can be done other than internal changes in leadership. I would love to see the captains and major take a stand for what they believe is right and wrong against the chief. The major is the only person you ever see talking about the good work our officers do. You can tell he has our best interest at heart. However, I've seen other members of command have made their alliance with supporting the chief over their officers extremely evident. There is a constant state of fear of retaliation for speaking out against the chief's decisions. The chief has no one to hold her accountable. It's her way or the highway. If you do not fall in line, you can count your career success finished. You cannot defend or stand up for yourself without fear of repercussion. Officers live in a state of fear of discipline. This has negatively impacted officers mental health. It would just be nice to see some consistency within command staff for discipline, support, and their own policing of their officers.

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Tuesday, July 20, 2021, 6:26 PM UTC

Stop looking at our bodycams for things to get us in trouble. Actually try to help, by getting us things that surrounding agencies have such as, more pay, take home vehicles, and career development.

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Tuesday, July 20, 2021, 12:29 PM UTC

The chief needs to go and there needs to be a reckoning of the captains that are all too happy to be yes men instead having the fortitude to stand up and say that things are out of hand.

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Monday, July 19, 2021, 11:39 PM UTC

Remember they were cops on the street too. Stand up for the troops.

---

Monday, July 19, 2021, 11:23 PM UTC

We feel so unsupported that if the command staff just told us they support us instead of as the Chief put it.. we are basically all just racist and we go hand-in-hand with the Klan. It wouldn't take much aside from focusing on the most petty issues such as how many items we have on our vest, but concentrate on getting us more help and better vehicles and equipment. We have very outdated laptops in our cars and no sign of that getting updated due to money concerns, but we have once slightly concerning issue about our bodycams and all of a sudden there is all this money out of nowhere to update them.

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Monday, July 19, 2021, 2:08 AM UTC

Give use the training we request and the tools to do our jobs. We have 40 less then lethal shot guns and everyone on patrol training but non issued.

---

Saturday, July 17, 2021, 5:01 PM UTC

Care more about the officers than themselves, and what the City council thinks

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Friday, July 16, 2021, 2:25 AM UTC

Implement realistic policies and procedures.

Expand the parameters of our training. Deescalation training is relevant but no substitute for core training.

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Wednesday, July 14, 2021, 10:54 PM UTC

All of them quit and we start from scratch with a new command staff with a fresh, positive mindset. I believe a new command staff would heal old wounds and bring a better trust between command and officers. We need a command staff that is willing to put the officers best interest first and not their own. We need true leadership in this new era of policing that is here.

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Wednesday, July 14, 2021, 6:44 AM UTC

I don't know things seem pretty broken I'm not sure this can be fixed.

---

Monday, July 12, 2021, 8:48 PM UTC

Better communication from the top down.

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Monday, July 12, 2021, 4:33 PM UTC

Brackney and Mooney could quit or be fired. Hatter and Durette could take their retirements. The entire command staff needs to be completely overhauled. They also need to publicly apologize and withdraw Jaeger's, Wood's, Oberholzer's, and Hudson's terminations, and invite Godfrey back to work.

---

Monday, July 12, 2021, 4:10 AM UTC

The Command Staff should improve training for officers rather than focusing on minor issues like uniform policy violations.

Command Staff should be required to work patrol shifts on a regular basis. They often seem out of touch with the actual day-to-day work that is done around the department.

The Command Staff should encourage officers to be more proactive.

The Command Staff should publicly support officers if they receive a complaint that is clearly false.

The Command Staff should get rid of training contracts or make the threshold significantly higher than it is now.

The Command Staff should stop holding "all-hands" meetings. Previous chiefs would go to 3-5 roll calls for meetings involving the entire department, instead of requiring officers to come in on their days off. This was much more considerate to officers' personal time and sleep schedules.

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Sunday, July 11, 2021, 9:22 PM UTC

At this point the Command Staff needs to be dissolved and new leadership needs to be brought in to try to rectify all of this. The Command Staff has taken things too far and trying to regain the respect of the officers and staff at CPD is going to be impossible. There are officers who have tried to talk to the higher uppers about the tone and their actions, which has fallen on deaf ears. This makes me believe that the Command Staff is not willing to hear any type of criticism. It is evident that any constructive criticism/ suggestions on how to make things better is only used to target those individuals who have the courage to speak up.

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Sunday, July 11, 2021, 7:08 PM UTC

Remember where they come from and not cave into the 10 bleeding hearts that are nut jobs

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Sunday, July 11, 2021, 2:33 AM UTC

Stop trying to satisfy the negative public. Let cops be cops and make this department real again.

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Saturday, July 10, 2021, 8:32 PM UTC

First and foremost, make us feel valued. A lot of have stayed when we certainly could have left. They should talk to us, not at us.

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Saturday, July 10, 2021, 3:32 PM UTC

Pay us a living wage for Charlottesville. Give us functional equipment, let us do proactive police work, bring back Jade or at least some squads. Stop firing people. Stop making the department a political tool.

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Saturday, July 10, 2021, 3:29 PM UTC

Be more transparent, support officers at the patrol level, improve/update policy

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Saturday, July 10, 2021, 3:20 PM UTC

Stop firing good officers without explanation. Create multiple units to help combat gang violence, drugs, and guns.

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Saturday, July 10, 2021, 4:23 AM UTC

Be involved. Ask questions and be prepared for the answer and look to improve rather than rebut. Work with the city to find ways to implement a pay scale. Stop with all the red tape at every part of our jobs. Revise policies that only look to complicate and already complicated profession.

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Saturday, July 10, 2021, 1:33 AM UTC

Unknown right now

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Friday, July 9, 2021, 9:59 PM UTC

More engagement with patrol division. Be more open to feedback and not take it personally. It helps when the Major, Chief and Captains engage us and interact with us like we are equal; Command should make an effort to get to know officers and not just look at us as a badge number. Command should get out in the streets more and refresh themselves with modern day LE

---

Friday, July 9, 2021, 9:08 PM UTC

They could stand up to these criminals and everyone else in the community who doesn't have the community's best interest in mind. They could also have officers backs when these people decide to complain about things that aren't even true most of the time. They could also take constructive criticism as mature adults instead of treating it as a personal attack on them.

---

Friday, July 9, 2021, 8:58 PM UTC

Abdicate. Leave. No one trusts them and nothing can be done to change that now.

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Friday, July 9, 2021, 8:52 PM UTC

Honest communication, be present, give direction and end petty behavior such as taking the ability to eat in roll call.

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Friday, July 9, 2021, 8:08 PM UTC

Resign. The current command staff has willfully participated in unethical and abusive behaviors which make them unfit to be in law enforcement, let alone leadership positions.

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Friday, July 9, 2021, 6:49 PM UTC

Pay me mire

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Friday, July 9, 2021, 6:28 PM UTC

Listen to officer concerns, promote drug interdiction and training, allow there to be a swat team

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Friday, July 9, 2021, 4:54 PM UTC

Interact with us, and in a way that doesn't lead to us getting written up. Also discipline consistently, not solely based on who Command doesn't like that week.

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Friday, July 9, 2021, 4:38 PM UTC

Outside of the grooming policy changes the command staff has done nothing but instill fear in the minds of every officer working in the department.

The command staff could do a better job of being open to criticism and actually taking the criticism seriously instead of simply brushing it off. Or instead of being so terrified of the chief that they do nothing with the criticism. The major himself has told me that he cannot change the chiefs mind on anything, and once she has made a decision there is nothing anyone can do. This type of behavior has done nothing but create a culture where everyone has simply given up and no longer fights for the officer. The front line officers have been completely forgotten, and they feel like they have no one in their corner defending them. Command staff needs to remember that the front line officers are the most important officers in the department as they are the first ones anyone sees when they call the police.

Command staff needs to begin investing in their people and encouraging them to be the best they can be instead of leading through fear and intimidation.

Instead of routinely making examples of good cops and good supervisors they need to begin to attempt to rebuild trust with these officers and find out how and why they have become so disgruntled instead of disciplining them and firing them for speaking negatively of the command.

---

Friday, July 9, 2021, 3:28 PM UTC

Allow for training outside of poorly conducted online training or another deescalation from none LEO. Handle policy violations based on the action and not based on the officer. Not saying one thing and then taking action opposite of that. Back officers publicly for well conducted police work. Allow for an environment that is conducive to proactive police work that the community is requesting. Allow for the continued supervision and training to refine new officers past FTO period without allowing it to get to a point of job failure due to poor training.

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Friday, July 9, 2021, 3:24 PM UTC

Seek grants. Implement a training program where specific and necessary training is provided on a regular basis. Not disregard opportunities, ideas, or training based on what City Council might say.

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Friday, July 9, 2021, 3:14 PM UTC

Promote proactive policing, provide better training opportunities and listen to officer feedback and concerns.

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Friday, July 9, 2021, 3:07 PM UTC

Care about policing and actually want to make Charlottesville a safer place to live. All they do is play into the political atmosphere of the city in order to cover their own butts. We've been told in the past to stop patrolling some high drug/crime area so much because an activists complain.

---

Friday, July 9, 2021, 3:01 PM UTC

Care about its officers. Not just try to screw them and look to fire them over petty bullshit. Stand up and take ownership for problems. Give the officers a second chance when they make mistakes. Sgt.'s have to review all bwc footage and write people up instead of either being on calls to help and guide them as a first line supervisor or if they find issues use them as a training tool not just to put pen to paper.

---

Friday, July 9, 2021, 2:56 PM UTC

Realize the modern officer, the modern climate, and Charlottesville PD is the laughing stock of the state. We need to have a better schedule. Better pay, and more faith that the command staff truly wants to retain us. Rather than replace us.

---

Friday, July 9, 2021, 2:52 PM UTC

Live a week in the patrol officers shoes. They have become so disconnected from patrol level life they have no idea how the policy changes they make affect our job. I recently asked in roll call how I am supposed to arrest someone without violating a policy and my Lt. said "well, I don't know and I don't care. I don't do that anymore good luck."

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Friday, July 9, 2021, 2:37 PM UTC

Leave their personal agendas at home

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Friday, July 9, 2021, 2:28 PM UTC

Everything

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Friday, July 9, 2021, 2:22 PM UTC

Lead from the front, receive insight from their officers, build rapport with officers, establish fair policies that don't discourage police work.

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Friday, July 9, 2021, 2:21 PM UTC

- 1) Stop playing both sides of the agenda.
  - 2) Be direct with officers
  - 3) Attempt to increase moral within the department versus telling officers it's only going to get worse.
  - 4) Support officers discretion on calls versus critiquing them because they did it differently than you would have.
  - 5) If an officer makes a mistake, start with verbally explaining to them what and why there's and investigation instead of a suspension without any explanation.
- 

Friday, July 9, 2021, 2:15 PM UTC

Encourage us to perform our duties in correlation with the law rather than political views

Incorporate specialized units to help reduce drug and gun violence

Focus on retention. This department is constantly losing good officers and it seems like they don't even care.

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Thursday, July 8, 2021, 3:30 PM UTC

Care... even just a little.

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**Answered:** 56 **Unanswered:** 8

## Q20 Other comments.

Sunday, July 25, 2021, 6:14 PM UTC

Rediscover our backbone, ensure the public trust, uphold the law.

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Saturday, July 24, 2021, 7:29 AM UTC

Command Staff appears to not work as a team. The Chief seems unable to accept criticism or ideas not aligned with her own. In the past few years every meeting I've personally been in where the Chief was present always ends with her yelling, which discourages feedback from anybody but yes-men. I have also heard second hand that the Chief does this at just about every meeting.

First line supervisors need to be observing their Officers in the field. They are being drowned in administrative duties and are forced to lead from behind a computer screen watching camera video.

Job satisfaction is falling quickly because of the perceived lack of support from the public and politicians, the revolving door justice system which apparently refuses to keep criminals in jail, and generally being underpaid.

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Friday, July 23, 2021, 5:29 PM UTC

This use to be the department everyone wanted to come to but now we get recruits but lose them to other agencies because they either support more or have a better offer.

We are to heavy up top, we need more in the field.

---

Friday, July 23, 2021, 5:15 PM UTC

The Charlottesville Police Department, simply put, is lost. I used to come to work with purpose and vision; to fight crime and help the citizens of this community. Crime fighting is gone, proactive police work is dead, and Officers come to work with no drive and no sense of purpose. CPD routinely judges other agencies by their actions while in reality CPD is the agency that is floundering. Things like they will feel our hurt, or change is coming for them, is said. While this may be true, CPD doesn't need to be the pioneer that ushers in a new age of policing that isn't sustainable or realistic. Crime is crime and it has to be deal with. No amount of head turning will make it go away. CPD prides itself on being on the cutting edge of activism but in reality these efforts only hurt. Violent crime is skyrocketing and most Officers on the street don't have the skills or the knowledge to address these issues. We simply deal with calls as they come in. We are truly a reactive police department. Negativity is rampant, and this is largely to blame as a result of idle hands. Officers that only chase the radio have opportunity to stew, and this breeds discontent. Active Officers are simply put too busy to bitch and moan. This agency doesn't need a new Police Chief, it needs an entirely new Command staff. And after that it needs a focus, any focus. It is my hope that the department focuses on police work and keeping citizens safe.

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Friday, July 23, 2021, 5:10 PM UTC

The city will never be competitive with other jurisdictions. The least they could do it make the officers who are still with them feel appreciated and not belittled. Charles Bronson with Virgin Mobil says. "Train your employees so they can go anywhere. Treat them so they don't want to." They have failed at the later.

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Friday, July 23, 2021, 4:10 PM UTC

Take home cars and career development would be nice.

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Tuesday, July 20, 2021, 9:32 PM UTC

I hope that this survey is taken seriously unlike the climate survey that was completed and went to the wayside, apparently at the direction of Rashal Brackney. The climate and culture at CPD is currently dismal at best. Officers are scared, discouraged, feel unsupported, and are largely unmotivated. Anybody who is smart is looking elsewhere. Anybody who isn't is simply stuck. Anybody who is blessed has found alternate employment. This department continues to lose officers at what are probably record numbers, leaving the department understaffed and Charlottesville less protected. Even some on command staff are themselves "counting down the days" until retirement. Sgt's and Lt.'s are actively searching for other jobs and Rashal Brackney is at the very center of it. Until she leaves and the vast majority of command follows, this department will continue to fall into ruin. She has taken CPD out of JADE. She dismantled our Forensic Tech unit (previously widely renowned throughout the state), and she has all but destroyed our relationships with local law enforcement and VSP. In short, she and command have done little, if anything, to better this department and city. If she feels otherwise she can look at the statistics.

One of the best days of my life was being sworn in as a CPD officer. Looking back, it now stands out as one of the worst decisions that I've ever made and it's truly ruined my outlook on law enforcement as a career.

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Tuesday, July 20, 2021, 9:06 PM UTC

When I took this job in law enforcement, I couldn't have been more proud to call myself a police officer in the city of Charlottesville. I was eager to learn, keep the city safe, and grow within the department. However, it has become evident over the years that if you make mistakes, no matter how small, you will be punished. If you speak out against the chief because you do not agree and don't fall in line with her, you will be punished. You come into work each day in fear of messing up. There is the constant fear being called into a captains office. The chief has created such a climate of fear within her department that I have more fear of being fired or punished for not handling my calls the way command wants them over losing my life in the line of duty.

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Tuesday, July 20, 2021, 12:29 PM UTC

I feel that the hostile work environment created by some in command staff and the complacency of others in command has spiraled out of control. The only time we hear from the chief is when she is berating, disrespectful and threatening in her mannerisms and tone. We are all too afraid to lose our jobs, that we don't feel we can stand up against her and fight because the retaliation will be too great a cost. The stress and anxiety have caused me to lose sleep, hair, appetite and so many other problems. I have had inadequate bosses before, but I have never worked for a more morally corrupt human.

The blatant favoritism that abounds in this department is unsettling. There are some of us who are doing multiple people's jobs while the chief refuses to hire for those positions (IE the IT job that should have been filled well over a year ago). A sergeant can assault an officer and retain his job after this being the second time in his career that he has done so, but she fires people and attacks them for reasons she makes up in her head.

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Monday, July 19, 2021, 11:39 PM UTC

Policies and Promotions are not applied equally due to nepotism

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Monday, July 19, 2021, 11:23 PM UTC

CPD needs to unionize. I feel this is an almost unanimous sentiment in the patrol division. We would overwhelmingly vote in favor of this and the PBA can help begin this process

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Saturday, July 17, 2021, 5:01 PM UTC

Bias of the Chief of Police.

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Wednesday, July 14, 2021, 10:54 PM UTC

Charlottesville pd needs a savior and I believe part of that would begin with what we can control, which is command staff within the department. Also Hatter's ego is too big to fit in the building, which is causing major problems within the patrol division itself. They all have to go but it would be nice to start with him for the sake of the department's backbone, patrol (we've had many officers leave or transfer bureaus just because of him).

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Wednesday, July 14, 2021, 6:44 AM UTC

It's bad.

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Monday, July 12, 2021, 4:33 PM UTC

Brackney and Mooney have to go. Simple as that. They are the destruction of the department.

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Sunday, July 11, 2021, 9:22 PM UTC

Here are other areas of concern that I have:

- When I first came to this police department, this job was a calling. Protecting the good citizens of this city, putting away the bad people was what this job was all about. Recently I have not been doing my regular duties as it has been made clear that the higher uppers do not have our back.
  - I was planning on being in this career until I was forced out due to age, however I have no desire to be here any longer than I need to be. I am looking to leave as soon as I can retire, not wanting to continue my career in law enforcement anywhere else.
  - Chief Brackney's words have been very hurtful and disrespectful, using language such as calling us racist, sexist and misogynistic in a required departmental wide meeting that was recorded (according to Chief Brackney).
  - An email came out months ago ordering patrol to no longer investigate drug cases, to send them directly to Investigations. This is counterproductive as our patrol officers have a better relationship with community members and can handle these types of cases more efficiently. This is just another example of making officers feel like they cannot do the job they were hired to do, protect the community.
  - Crime in the city of Charlottesville has escalated dramatically over the past year and a half. Chief Brackney is not vested in this city, doesn't live in this city and has no ties here. She can walk away at any time, moving on to her next career and have no lasting effects of this. Meanwhile, the rest of us who cannot leave our jobs are going to have to clean up this mess.
  - I have concerns about the Command Staff seeing the results of this survey, as they will retaliate due to the not favorable nature of my comments. While I know that the Command Staff will need to hear the results of this survey, I hope you all keep in mind that there could be some retaliation on the inside.
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Saturday, July 10, 2021, 3:20 PM UTC

None

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Friday, July 9, 2021, 9:08 PM UTC

Nope.

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Friday, July 9, 2021, 8:58 PM UTC

Refer to my previous comments.

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Friday, July 9, 2021, 8:52 PM UTC

The quickness to write someone up with no warning or conversation should end. We have gotten away from leaders having subordinates backs and having "man to man" conversations. This has created an environment of fear throughout the department. We have officers who have committed actual crimes against other officers, yet remain employed with a slap on the wrist. While other good leaders are severely reprimanded/fired.

Command staff has created a terrible working relationship with other jurisdictions such as ACPD and VSP. Removing things like JADE has negatively impacted the city as a whole. We can see this in the increase in shootings we're having.

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Friday, July 9, 2021, 8:08 PM UTC

The current command staff, and particularly the chief of police, are widely viewed as self-serving individuals. The chief of police is widely viewed as untruthful - which is particularly alarming and a potential Brady issue.

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Friday, July 9, 2021, 4:38 PM UTC

The command staff has been routinely twisting facts and policies to fit their own needs far too often. Until they begin to actually listen to officers and abide by their own rules and policies the department will continue this trajectory of a downward spiral. Leading through fear and intimidation for the last three years has done nothing but cause the department to lose numerous good officers, and ruin the lives of some officers simply for being disgruntled and unhappy with the direction the department is headed. These officers have attempted to speak about how the department could be made better, but their suggestions have always been routinely dismissed which led to them becoming more and more disgruntled.

The motto of CPD for the last three years among the officers has become "the beatings will continue until morale improves". Well the beatings have continued and morale continues to drop it is TIME FOR A CHANGE. Command staff often threatens that "The DOJ will come in and have to run this department if this continues". Well at this point the DOJ cannot cause morale to go any lower and maybe that isn't such a bad idea.

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Friday, July 9, 2021, 3:28 PM UTC

The community is receptive of their officers. If the department could fix the internal issues and worked to improve relationships with outside agencies recruiting and retention would improve. CRB keeps getting filled with local anti-LEO activist and isn't controlled in any way by PD so....not sure how they gets any better.

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Friday, July 9, 2021, 3:24 PM UTC

N/A

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Friday, July 9, 2021, 3:07 PM UTC

I have worked at CPD for five years now and I have never seen moral so low. People are leaving left and right and applying other places. The only thing command staff cares about is their way or the highway. The city is becoming more violent and with this command staff and the way they are leading this organization, it's going to only get much worse.

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Friday, July 9, 2021, 3:01 PM UTC

This department is a dumpster fire. Morale is shit. The chief and her command staff have no morals or ethics and are only looking out for themselves and worried about their retirement. We have a bunch if yes men in Lt., Captain and major positions.

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Friday, July 9, 2021, 2:37 PM UTC

To quote a retiring Portland Oregon Detective which best describes the current situation at CPD. The only difference between CPD and the Titanic? "Deck chairs and a band."

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**Answered:** 27 **Unanswered:** 37