

Fredericksburg PERF Report Public Questionnaire

Survey Dates: February 5 – March 31, 2021

Total Number of Respondents: 34

Q1 Please provide your zip code (additional contact information is optional):

22401	28
22405	2
22407	1
22408	1
22485	1
22580	1

Q2 Did you participate in interviews conducted by PERF as part of the report development?

No - 23

Yes - 9

Q3 Are there recommendations with which you disagree? Why? And how would you suggest they be changed?

None. I felt that the entire Report and its recommendations were objective, well-conducted, and well-founded--and focused entirely on process improvement as opposed to fault-finding.

Nearly all the recommendations are geared towards improving the functioning of the PD. (As one might rightly expect from a police consultant.) It is entirely unseemly to begin discussions about the use of chemical agents focused on the safety of police officers as opposed to public safety which I mistakenly assume is a primary responsibility.

No

The police is doing a great job considering how limited they are in number of officers and money . Lots of people want to defund the police. I wish the supporters of the "defund the police" will never need them for an emergency because with the constant criticism they receive soon no one will want to be a policeman anymore. We have forgotten that we are a nation of law and order.

Please see comments at the end.

First and foremost, I believe that many of the recommendations were fair. One with which I personally disagree is the public notification when using CS less-lethal tools. As a resident, I certainly appreciate the notification but the reality of the situation is that when there's an escalating conflict, it is not reasonable, nor feasible, to ask the police to take the extra time to make the recommended notifications. Furthermore, I would make the argument that I believe that the use of some of the less-lethal chemicals was, in fact, necessary. As the crowds were growing in size and becoming more disorderly, something needed to be done to try to protect our city residents as well as real property. The fact of the matter is that many laws were broken during these protests (ranging from blocking the streets/traffic to actual damage to property) and that is illegal. We simply cannot look the other way and allow certain laws to be broken. Laws are in place for particular reasons and if we ambiguously pick and choose which ones to follow and not follow, civil unrest is certainly due to ensue.

The FPD handled the situation the best possible. for a major disturbance in a small city. They did what they could to control a situation that could have ended even worse.

I don't think more police personnel on the ground in anticipation of these events is meaningful change that demonstrates a commitment to better policing. People are hoping to see less police, not more. I suppose if they follow all the other recommendations, though, it would be better than what happened May 31.

Believe the police response was reasonable given the uncertainty of the situation and their lack of experience. I don't blame the police, they were sincerely doing their best to do their job. I do blame the protesters for endangering public safety via blocking roadways, and not complying with lawful commands. I believe the protesters were intent on provoking an aggressive police response that they could then use to blame the police for overresponding. This placed the police in an impossible situation where they were going to be blamed and vilified by protesters no matter what they did.

N/A

The protesters were NOT peaceful in my neighborhood. City leaders assigned our section of the downtown for the use of the marchers. Those of us living and working within those boundaries were trapped every afternoon for weeks. Vandalism and obscene shouting became the norm. A fire was started in front of my house,

requiring the fire department to extinguish a blaze which engulfed several trees adjacent to the roof. The police knew that they were dealing with a mob - out of control. City Leaders did not seem to know or care that under the guise of "peaceful" these protesters were victimizing those of us caught in the midst of this designated arena. I wholeheartedly support the Police in the actions they took to bring this under control.

I noticed no permits were issued to protestors. Did I miss that? Are protests allowed at a whim or are there rules for permits to use public land and roads?

Really none that I could disagree with. The after action report for almost any tactical situation identifies opportunities to improve planning, coordination, communication, equipment, manning and training. I am not downplaying the ones identified in the report as most were specific, unjudgmental and helpful. #18 "Be prepared for any situation that would require mass arrests" is easy to say but very complex and thus very challenging to make happen. ALSO & Very SIGNIFICANT is that FPD leadership, and the officers' motivation, teamwork and professionalism were NOT mentioned as areas for improvement – this is very encouraging and should be highlighted!!!

No

I agree with the report. It was a learning process and after this I saw police officers working fairly to maintain balance. Many of my white friends continued to complain but I think they are racist and they were misguided. There was also a lot of fear but they have always been fearful.

No

No

No, but I also acknowledge that I am not in law enforcement and do not understand the scope of all of the recommendations. As with any agency, I am sure law enforcement is burdened by large increases in training requirements and legal mandates with no commensurate funding or resources to achieve compliance. Therefore, training probably goes to online independent course modules that meet the requirements, but do not incorporate recommendations into workplace culture and subsequently implementation. I do not think that these recommendations, unless combined with large financial investments can be fully achieved nor implemented. This is a course correction on a car constantly moving on the highway.

Yes - the record of what happened after May 31 was completely whitewashed- literally. I personally saw officers randomly pull people from a peaceful march and zip tie them. Best I can tell charge may have been cussing. These were very respectful protesters yet officers randomly arrested them. Candidly not all of the officers seemed to think it was right. But they appeared to have orders. Also the report didn't mention that the chief was not even on the scene May 31 - that he was hiding in a car blocks away. When asked, on video, who was in charge, not a single officer knew!! All skipped in the report.

Ensure demonstrators hear dispersal orders and give them time to respond: I think the 'unless there is an immediate....' needs to be STRONGLY emphasized. (recalling Jan 6th at the Capital) I think there needs to be more recommendations that would ultimately direct the citizens of how to behave appropriately- For instance get a permit (no permits issued from government without appropriate application being submitted). Must be following rules such as wearing masks and social distancing. Must not 'assault' (which includes the threat not just the action!) or even verbally abuse the police just for existing.

No

No

1) I think more emphasis should be placed on community outreach and media relations. This event, in particular, being a protest against systemic racism and police brutality, would have been much less violent had statements been issued by the FPD and city government regarding the death of George Floyd and the issue of overly aggressive police tactics in general. #57 and #58 do address these issues, but do not provide specific steps to be taken or policies that need to be adopted. 2) While the majority of recommendations do focus on

training, command, and management of public demonstrations, it does not seem that de-escalation is the primary goal. The protesters here in Fredericksburg were mostly young people from our own community who were angry and wanted to be heard. A show of overwhelming force was bound to be met with resistance.

report frequently opines on what demonstrators were thinking, but did not give same consideration to police

When to use cs gas. Riots are a perfectly good use of cs gas. When protesting turns to rioting, those that don't want to be part of the riots should use common sense and clear out. Any reasonable person can assume that cs will be deployed to quell rioters. Play stupid games, win stupid prizes.

Q4 Are there recommendations with which you agree? Why?

After carefully reading and consideration--I agree with the totality of the Recommendations. I find the Report to recognize the many positive attributes of the FPD, their response to an intense and unprecedented situation, and their affirmative commitment to seeking out and implementing the Lessons-Learned even before the PERF review. The Recommendations are very thorough and reflect reasonable improvements in Rules-of-Engagement; Command, Control, Communications (across the broad spectrum of strategic, tactical and public communications), and Intelligence Gathering and Dissemination; Unity of Command; Expansion of Mutual Aid to include Fire and EMS Resources; and Improvements to Training and Readiness.

Need for an Incident Command Center with Command level authority and staff during such events. Better Coordination with adjoining forces in Mutual Aid moments.

Yes, I support the findings of the PERF. In my opinion, they conducted the study in a comprehensive and fair manner.

I recommend starting to respect the police again and teaching that same respect to our children too. The police, in recent past, was considered an ever-present friend to whom everyone could turn for help. And we also taught that to our children.

Please see comments at the end.

I agree with the assertion that additional training would be helpful for the City's leaders and police department. I also agree that the police should be furnished with the appropriate protective gear. Lastly, I strongly agree that Fredericksburg is a great and positive place to live and work. In all of this, I hope that we don't lose sight of the fact that this is an incredible community and how fortunate we all are to live here.

..

The crowd dispersal recommendations seem useful and reasonable.

Yes, improved police training is always a good thing. Protesters need to be held accountable too. People can't just do anything they want in the name of First Amendment rights, to include infringing on the rights of others to occupy and transit through public spaces.

N/A

see above

more support and planning

What a waste of money.

See #3 above

Overall it is a well written report that establishes reasonable benchmarks that the city should take for action.

Yes. I agree with most of them.

I agree with the overall assessments of the PERF report findings.

Yes most of them

No. See above.

The use of CS was totally unnecessary, wrongheaded and thuggish. I never dreamt that fxbg would be the smallest city in America to gas their own citizens. And even their own elected officials!

Agree with most- more training, more predefined regulations are good.

No

all - they appear logical and appropriate to the situation. However I believe there should be more emphasis on city government/leader involvement and support of police and first responders.

Overall, I do agree with the recommendations. Increased training, better coordination, and more specific guidelines regarding management of similar events and the use of force will help a great deal.

"being prepared" and having more training is beneficial to anyone

City leaders should attend executive level training. Just makes smart sense since the Fredericksburg area seems to be a favorite target for extremists to visit during peaceful protests.

Q5 What do you find most important in the report? Are there any elements that you wish the City would explore?

As a long-time resident of greater Fredericksburg for much of my life, I love my City--and I am proud of and strongly support both her Police Department and the Welfare and Rights of my fellow citizens. I was greatly encouraged to find that the PERF process fully recognized the many Good things that exist here in the 'Burg, and the willingness of All involved to Learn and to Grow from these experiences. We will All be a Stronger Town as a result !!

The distinction between Objectives and Tactics. No one in the PD evidenced any big-picture thinking in the midst of staging a militaristic response to street demonstration. While proportionality can be discussed in retrospect, the brandishing of rifles, the presence of helmets and riot gear, the presence of armored vehicles all contributed in fostering the 'seige-mentality' that both inflamed the protestors, and heightened the fear of the police. See # 55 on page 72 buried in the report. Reversing the sequence of #s 12-15 on page 65 would convey a completely different message. Who serves whom? The community serves the police and their safety, or the Police serve the the community and public safety. All of the failures can be traced to role confusion about what the report calls Objectives and tactics (#5 on page 63) When we needed a clear sense of mission from the leaders of our city government and the police, less-qualified people adopted an us against them paramilitary stance that tended only to inflame the situation. All of this predates in sequence the firing of tear gas into a crowd of protestors with inadequate forethought, warning or announcement. This was not our Police Department's fault solely. But are they not employed to keep peace, protect and serve? Why was that mission abandoned?

The report revealed actions that were positive and productive. The report also shared incidences where the police department overreacted and gave suggestions for improvement.

Stand by the police. We need them .

Please see comments at the end.

The most important takeaway for me from this report is actually something that was omitted from this report: it does not touch on the fact that throughout these protests, laws were being broken.

Maybe some critical situation training. this city is getting bigger and getting very diverse.

That FPD genuinely thought the protestors were going to burn down their HQ and they were afraid. I am concerned that they are not receiving real information about the state of our country and the nature of the protests and citizens' concerns with policing. People on the ground in Minneapolis reported right wing militia groups (like boogaloo) were there agitating. Now we have seen that to be true with the arrest of the boogaloo members who were responsible for the 3rd Precinct fire. There was just no way the small crowd of BLM protestors was going to be able to overtake FPD even if they had wanted such an outcome. Why was FPD so behind in terms of intelligence? Are they still this behind?

I think many lessons have been learned on all sides. I just hope that law-abiding citizens' rights are equally considered along with the rights of protestors. Everyone has a right to be protected by our law enforcement, and one group can't be allowed to shut down our streets while screaming obscenities because they are upset about social justice issues. There are civil ways to address problems, and in a civil society, those need to be required, otherwise anarchy results and our downtown will become a place people avoid. I can personally say that rampant protests have led me to reduce my desire to visit downtown, and this remains today.

Did not read report, but general atmosphere of 22401 through Emails(?)

see above

Stop pandering to the rabble.

FPD leadership, and the officers' motivation, teamwork and professionalism were NOT mentioned as areas for improvement – this is very encouraging and should be highlighted!!!

The use of the Incident Command System to to maintain operational control of the incident and manage resources. This will provide the ability to account for mutual aid partners and have a centralized command structure. The city should develop a plan to increase police staffing over the next few years.

To avoid escalation, not to engage in the individual problems in the street and to monitor safely, which I saw them do.

66 recommendations sound like a lot but to my recollection most are reasonable. I would encourage the city to continue to support and work with the police department to achieve the mutually beneficial goals.

The factual break down of the events last summer is excellently presented. All activities should have the option of a simple timeline "just the facts" breakdown that can be released to the public.

The detailing of the events that showed the police being outnumbered drastically changes the story and should be brought up more.

Lack of definitive command. Fear by PD of police department being attacked and burned down after first attempt and as had been done in Minneapolis as a cause for rigidity and aggression in protection of building, staff and officers. Lack of understanding by officers and participants of what the other sides purpose and duties were in these events. Apparent absolute bi-furcated response by residents. Either your with the police or with the protesters.

Most positive are the negative findings on us of CS. But the City continues to ignore the thug mentality brought by their new Chief. I do not think it is a coincidence that CS was used 48 hours after the new chief was installed. And that the daily police log, which had been posted for years, languishing for two weeks before the new chief decided to post. They said "they were too busy" to inform the public. One of the things that originally drew us to fredericksburg was a community oriented police force who seemed to real want to serve. They were a real plus. However, things changed substantially with the new chief.

I would like to see the issue of interfering with traffic be explored more. The roads are for cars. I don't believe that protestors should have the right to block traffic- do it on the sidewalk, do it in a park. Traffic and citizens who do not want to be involved should not be drug into the issue.

They need to stop "knee jerk" reactions and take a breath before implementing any policies, procedures, studies etc.

As stated in response 4: I believe there should be more emphasis on city government/leader involvement and support of police and first responders.

The acknowledgement that changes are necessary and the listing of specific steps is the most important thing about this report. The main goal is to ensure that this type of thing doesn't happen again in our city. After all, the protesters, in this case, were mostly young people and local residents. While any large gathering of people, particularly people who are already angry about a specific issue, can become violent if provoked or incited, this is not a situation where that needed to occur. Better communication, better coordination, and a less confrontational approach from the police would have done a lot to diffuse the situation.

it has been studied enough. we need to move on

The city should explore the use of water cannons to disperse rioters. With proper announcements of intended use, of course.

Q6 Does the report meet your expectations? If not, why?

The PERF Report fulfills my Hopes, and exceeds my Expectations.

It does little to address the community experience of the difficult events of those days. As to the perspective of the report and its usefulness, it is far more helpful to the policy makers and administrators of the PD than it is helpful to Council and the community. I am ready to be part of a larger community discussion about race, community policing, civic and social engagement with elected, appointed and employed city staff.

Yes

No....to much negativity towards officers who constantly risk their lives to protect ours.

Please see comments at the end.

The report only partially meets my expectations. The reason that I say that is that I did not see where it discussed the fact that laws were broken. It seems to harp on how the police department handled the situation but it doesn't appropriately acknowledge the fact that the police were doing their jobs: they were protecting our City and its residents. Furthermore, they were dealing with a situation where laws were being broken. Simply put, if you break a law, there needs to be ramifications.

somewhat.

Yes

It doesn't seem to imagine a different world or way of being for our community at all but I would not expect it to. It seems to primarily serve the police and to help them avoid having their institution dismantled due their own bad behavior.

I think its easy to look back in hindsight and place blame on the FPD for 'overreacting' or not waiting to respond to protesters' actions, but at the time, no one knew if the situation was going to escalate quickly into severe property damage as was being seen across the country, so I think the FPD acted with the best of intentions to save our city. The protesters provoked the response intentionally, they got what they wanted, and even today are reaping the benefits via their lawsuits in vilifying law enforcement. The protesters, in my opinion, do not seek civility, they desire anarchy and chaos, as this is the environment they enjoy, as opposed to the peaceful tranquility that exists in our downtown otherwise.

N/A

see above

News article made it seem negative doesnt highlight what was done right

63 pages? Holy crap!

The report meets it's stated aims --which are very specific. "... (FPD) response to a series of civil disturbances during a three-day period, from May 31 to June 2, 2020." Initial reactions to an unknown situation in the immediate background of Unpeaceful mobs burning and looting across the U. S.

no - extremely slanted -

Surprisingly yes.

Yes

Yes

Yes. However, this report is most important for our police department. There is a great deal of technical information and not just incident summary. As a public document it is accessible, but vast and complex. This is

just fine as it is the police department and its overseers who need to fully understand and digest all of its intricacies.

The use of military vehicles was not sufficiently explored. It also did not review all of what happened. Both my daughter and I were subject to repeated police harassment, on our own front porch, for days. The police also resumed unlawful stop and frisk. None of that was addressed in the report.

While I am glad to see it has some complements it appears that they were clearly looking for issues vs what was done right. The police deserve credit for all they did right too. This is made worse by the fact the paper picked up on the 'bad' stuff only. I have seen no published items, or public acknowledgement of the good stuff- only the bad. This stokes up both sides- one sees good not being recognized, the other sees- 'see we were right' you were wrong in what you did. Even though the truth is in the middle.

Hind site is 20/20 Unfair criticism

Yes, it covers the controversial topics and provides recommendations without assessing blame.

For the most part, yes. I think the suggested changes are reasonable, though perhaps a bit overwhelming in scope, and I hope they will be well-received.

surprised at its detail but still think it did more to inflame than calm

It wasn't as bad as I expected it to be.

Q7 Does the report generate additional questions for you? If so, what?

We, the City and Citizens of Fredericksburg, have embarked together on this journey for Social Justice and a Stronger City. It is critical that We All have the Civic Courage and Commitment to ensure that the momentum so gained be nurtured and sustained.

Does low pay and unaffordable housing within the city for officers contribute to problems keeping seasoned and skilled officers? How much worse would it have been for these protests to have had to been handled by neighboring Sheriff's departments in adjacent counties? (i.e. the firing of tear gas on the Falmouth bridge and the show of force to rebuff protestors there?)

No

When will enough be enough?

Please see comments at the end.

No

yes. too many to ask now.

No

This is out of the scope of what Fred City Council could answer but was it actually lawful for Stafford County police to block people from crossing into Stafford County? It looked like something you would see in a war zone. The response was outsized and honestly weird for what was actually happening. Did they think the group was going to be able to walk all the way to their HQ? Did they fear it would be burned down the way FPD feared?

I think there needs to be more emphasis on establishing clear ground rules for protests in the city that respects the rights of all citizens. I believe the city has gone too far in trying to appease the protesters, and hasn't gone far enough in protecting the rights of our downtown businesses and law-abiding citizens. First Amendment rights can't be used to turn our historic downtown into an inhospitable, hostile place to live in and visit. We need a strong police force that is allowed to enforce the law, that is their job and they should be allowed to do it.

N/A

see above

what can we do to keep protests from destroying downtown businesses-recent protest involved confronting outside diners-obscence language destroys quality of life in downtown

Why were protesters granted special rights of marching and rioting?

What specific mutual aid partners responded to assist FPD and who was Incharge.

Yes. Why doesn't Fredericksburg go over and teach the officers in Stafford County some of this. I think the officers in Fred have far more credibility than those in Stafford and not to mention Spotsylvania

No it is incredibly thorough

Where is the City of Fredericksburg compared to other localities in police funding? Where is the City of Fredericksburg compared to other localities in arrests and prosecutions of protected classes? Where is the City of Fredericksburg compared to other localities in officer compensation and cost of living? What is the median income of residents of the City of Fredericksburg? What is the average level of education of residents of the

City of Fredericksburg? This report is a snapshot of a window in time and does not address, nor was it intended to, the issues that are foundational to public protection, public trust and equity.

I'd like to know if the rumors of professional agitators coming up from Richmond to make things ugly during the review period are true.

How can the city recover and learn from this if the chief is unwilling to recognize any wrongdoing? I realize this was a situation that most had not experienced before. So mistakes can happen. But the unwillingness to admit error leads me to question the report's value.

No

no

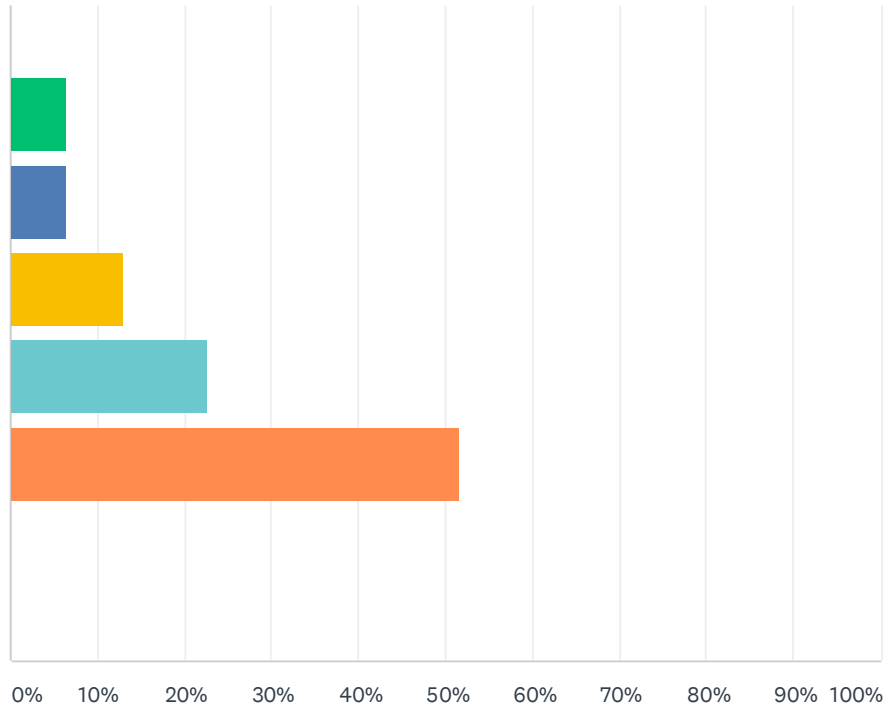
The only question is how the city and the FPC respond. I am curious to see what actual steps will be taken and whether the suggestions for improvement will be well-received.

no. spend funds on training or protective gear, not more reports

When does a local police agency cave to the demands of criminals? Of course the criminals aren't going to like any peace keeping efforts... Maybe they need to rethink their lifestyle...

Q8 I have confidence in the ability of the City and the Fredericksburg Police Department to use the report to make meaningful improvements in their policies. (Please rate 1 to 5)

Answered: 31 Skipped: 3

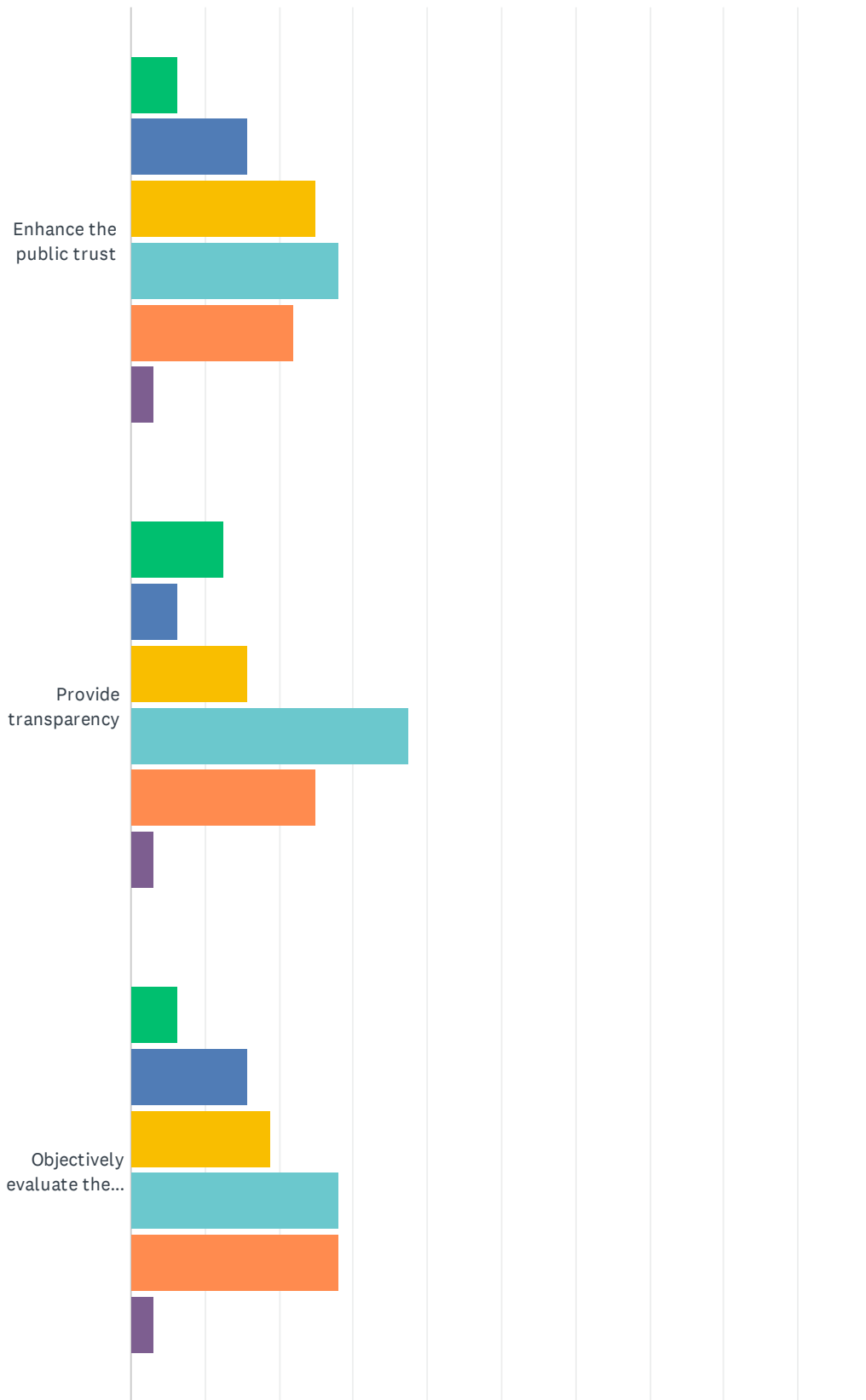


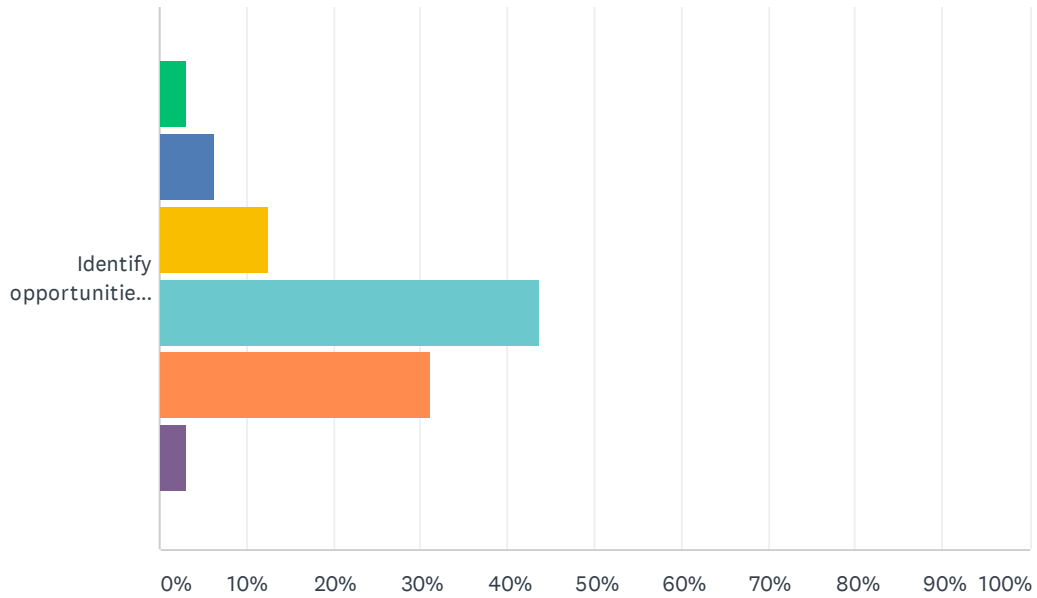
■ (1) Strongly Disagree
 ■ (2) Disagree
 ■ (3) Neither Agree nor Disagree
■ (4) Agree
 ■ (5) Strongly Agree
 ■ N/A

	(1) STRONGLY DISAGREE	(2) DISAGREE	(3) NEITHER AGREE NOR DISAGREE	(4) AGREE	(5) STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	6.45%	6.45%	12.90%	22.58%	51.61%	0.00%	31	4.06
	2	2	4	7	16	0		

Q9 I feel that the PERF report advances Council's goals to (rate 1 to 5):

Answered: 32 Skipped: 2





■ (1) Strongly Disagree
 ■ (2) Disagree
 ■ (3) Neither Agree nor Disagree
■ (4) Agree
 ■ (5) Strongly Agree
■ N/A

	(1) STRONGLY DISAGREE	(2) DISAGREE	(3) NEITHER AGREE NOR DISAGREE	(4) AGREE	(5) STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
Enhance the public trust	6.25% 2	15.63% 5	25.00% 8	28.13% 9	21.88% 7	3.13% 1	32	3.45
Provide transparency	12.50% 4	6.25% 2	15.63% 5	37.50% 12	25.00% 8	3.13% 1	32	3.58
Objectively evaluate the City's response	6.25% 2	15.63% 5	18.75% 6	28.13% 9	28.13% 9	3.13% 1	32	3.58
Identify opportunities for improvement	3.13% 1	6.25% 2	12.50% 4	43.75% 14	31.25% 10	3.13% 1	32	3.97

Q10 The City is focused on a path to move forward. Do you have comments about any element of the report or this experience that you wish to share?

My comments are fully reflected above.

The consultants appear to have seen their role as primarily supporting the PD. The suggested improvements and recommendations are useful to that extent only. The fact that language of proportionality, the appropriate use of chemical agents, the public brandishing of rifles, and the several tactical and strategic decisions made in the heat of the protest marches reveal how less-than-professional our paid police force performed. Shame on us all.

As a resident, I look forward to assisting in any way I can to improve the overall climate and culture of our fine City.

Are we really moving forward or are we moving backwards?

Please see comments below.

No

The FPD handled the situation the best they could.

Covered previously. Please keep our downtown safe, and a friendly place to live and visit. Being exposed to blocked traffic and loud obscenities on a regular basis will keep me from frequenting downtown. I will go elsewhere for shopping and entertainment if protesters are allowed to run amok without restraint.

Don't allow outsiders to participate in such events and no re-enactments in the future in this zip code of 22401.

see above

Not enough being done to curtail behaviors that impact our quality of life

I would think that the FPD would welcome most of the report, would agree with many of the recommendations, has learned from those three days and the days immediately following. They will strive to improve.

The City needs to be all inclusive to be able to move forward. Reacting to demonstrators in lieu of citizens is not inclusive and will not move us forward but will harbor more tensions.

Is there a plan to increase security around the police department.

As a citizen I felt safe in the Police approach after the initial incident. Change is not easy and it was well done.

I understand some officers were disappointed in the city's initial response and several the department as a result. Some left law enforcement altogether.

The report only interviewed the terror groups and did not accurately sample the community. The report failed to acknowledge the impact that city council had on inciting additional violence.

As citizens we all have a responsibility to act with dignity within a public space the protesters decided to forego that and the police did the best they could to maintain peace

Public safety is essential to our community. Free speech is sacrosanct in the United States. However, people who break the law as they protest must face the consequences of arrest. Those arrests need not be made in an abusive manner. Further, the acknowledgement that all the training in the world may not tamp down an officer who feels threatened or is being assaulted. Protesters may too be so filled with exasperation and anger over abuse of power, racist implementation of laws and disregard for minority lives that the breaking of laws is the only reasonable outlet that seemingly remains. It's critical that as these two sides meet, oftentimes in

public clashes that neither is ultimately seen as the enemy or a foreign entity effectively removing them in one sides opinion as a fellow citizen and person of value.

I don't think the City will do anything except establish more policies that cater to "protestors," city residents and businesses be damned.

Fredericksburg I shared extensively in the group and in written comment. It was ignored.

No

No

While it is an excellent first step, the report itself does nothing to enhance trust or provide transparency. That depends on what changes are actually made going forward. This community will not be as safe and peaceful as it should be as long as there is a hostile relationship between the police and the citizens.

Q11 Other comments you wish to share with City Council:

Well Done--All hands !! Let's keep up the Good Work !!

I observe that there are findings, reports, and accounts in this PERF document that are at odds with representations made to Council and city administration in the early days following the protests. Our city bears enough scars for the conflicts of our larger communities throughout history. We can and should do better for our own time. It is also painfully obvious that downtown Fredericksburg is a convenient target upon which to focus diffuse and regional anger, mistrust and protest. Our walkability and downtown urban-scape allow a good spot to concentrate messages of public conflict and disorder.

I commend City Council for taking bold steps to build and cultivate positive and productive relationships between the Fredericksburg Police Department/City Council and all stakeholders. Keep up the important work! It matters!

Be fair and without bias.

As a longtime resident of Fredericksburg who has raised his family here, I still have many questions and concerns. 1. Why is no one being held accountable? Changes are great, but people in authority made serious mistakes. The city manager hired the police chief, and the police chief oversaw the actions of his officers. Neither is being held accountable in any way. Why? What is the name of the officer who asked permission to deploy CS gas? What is the name of the supervisor who "immediately" approved it? 2. It is and has always been 100 percent clear that the FPD's tactics escalated significantly after the incident at the police department. It is clear they were angry, and it is clear that the deployment of CS gas was a result of that anger. We entrust them with guns and the authority to use force with the understanding that they will do so with the utmost care, professionalism and concern for their community. That did not happen in this case. I firmly believe they acted with a sense of vengeance and out of anger. That is not OK. Further, the official notice from the FPD regarding the incident at the police station referred to it as "two small fires." That is the official report from the FPD. Only after they were criticized for using a chemical agent did they change the terminology to a "fire bomb." That does not add up. 3. During the nights in question, I would have thought a terrorist attack or kidnapping had occurred in downtown Fredericksburg. We live in College Heights, and from the state police and outside county deputy vehicles speeding dangerously down College Avenue toward William Street, I would have thought something truly awful had happened. The massive response, the riot gear, the overwhelming show of police force were all grossly disproportionate to what was happening. 4. The participation of city officials (including council members and the police chief) in the Blue Lives Matter march came across as immature and defensive. It also resulted in fueling an already tense situation by drawing people from outside Fredericksburg who have a problem with BLM. 5. Fredericksburg is a diverse and overwhelmingly progressive city, yet we have a city manager and a police chief who are clearly out of step with the great majority of Fredericksburg residents. Have you looked at the history of the first congressman for whom the city manager worked? 6. As has been pointed out, why are there substantial differences in the findings of the PERF report and the findings of the internal FPD report? I appreciate that question being brought up by Council and look forward to the FPD's response. You know why. We all know why. Will anything be done about it? 7. I believe I saw in the proposed budget for the coming year that there is a position for equity and justice. If that position is approved - and if the city manager remains the same - I hope that the council will be involved in the hiring process. Would our current city manager really be the best person to oversee that role? 8. I believe Council deferred to the General Assembly in terms of deciding whether to outlaw actions such as the deployment of CS gas. I also believe the GA punted on that issue. It is now up to Council to make sure the FPD is not in a position to do this again. 9. I believe the overwhelming majority of our police officers are decent and caring people. But it is incredibly important to ensure that they are ALL - 100 percent of them - held accountable to the highest standards of decency, compassion and professionalism. That goal is attainable. 10. Thank you to each of you for the time, energy and passion you are dedicating to making things right. 11. I'm in my 40s - that was not an option on the age question on the second page of this survey.

I have no issues with protests. In fact, I think that it's healthy for a community to have differing opinions and be able to voice those opinions. The issue that I have is when laws are being broken and nothing is being done about it. The police need to have the support of City Council that they can go do their jobs; which at its most basic level, means giving appropriate consequences to people who break the law. I believe that City Council handled these protests very poorly.

Blocking roads and being destructive will require police force. End of story. Mob mentality is not acceptable even if its for a good cause. Stay on the sidewalk and protest if needed. The mayors apology made the city look weak.

We are such a small city we could really have meaningful change here. The police presence in Fred is blessedly much less than in Stafford County, but I think they could be even more hands off. People of all races needed to be treated as full fledged persons existing in a free society. I would like to see the FPD pulled out of low income and Black and brown neighborhoods where they primarily target people for arrests. I think we need a better mental health response. I was witness to police responding to a mental health crisis. They were calm and kind but still used flex cuffs on the young man who stated that he was afraid of them. They did really well for what was surely their policy but I think we can do better as a community and stop relying on police to respond to these issues. What is actually criminalized in Fredericksburg? What crimes do we consider worth pursuing? Who is affected? I think we should end cash bail, it criminalizes poverty. There are many things we could do here to make life more pleasant for the people who live here. It is possible!

Appeasement of uncivilized behavior is not a good policy, and only enables it. Why do we allow adults to behave badly in public in ways we don't allow in our schools. Is civility only required for children? Be strong and stand up for the law-abiding, tax-paying citizens of this city. We have rights too.

Are you representing the people/residents in the wards or are you representing the city staff? Your values seem to be for your .gov co workers and employees(?)

see above

what can be done to protect businesses

Look internally at how poorly you handled these disturbances. Identify and learn from this -- your mission is to serve Fredericksburg's citizens, students, workforce, businesses and visitors.

The city needs to provide the necessary funding, training and equipment for the police department that is recomend and provide updates of implementing them. The police chief is the technical expert in law enforcement matters and should be free of political influence from city administration during such incidents.

A lot of my white freinds said that the reason Fredericksburg businesses are doing poorly is because of the protests, but it is actually the closing of the bridge.

Until the police department is better funded, it will continue to loose officers to higher paying localities.

It's frustrating to hear certain councilmen state that the opinions of people who actually participate in the requested feed back don't represent views of the community but some person who doesn't live within the city and comes to disrupt it does.

Continue this conversation with direct investment in our community. Ask what the PD needs to achieve these goals. Listen to them if they are not attainable. Engage communities that are at particular risk for negative police engagement and require the PD to do the same. Never allow that the breaking of laws is justifiable. We are a nation of laws. A lot of those laws are unjust. As a Council, you have more power than most citizens through the Virginia Municipal League and legislative lobbyists to bring some of those unjust laws to the fore and advocate for change. Additionally, the hollowing out of investment at every level of government over the past several decades has left a skeleton of a functioning government. This investment depravation further sows seeds of mistrust as essential government functions fail to meet demand and expectations. It is a vicious cycle. Council must address what an essential service is and how much do we invest in these services? Clean

water, public safety, education are all essential. What is the City investing in that does not qualify as essential ? Prioritize, fund, implement.

Things got bad here in Fbg City because, YOU, THE CITY COUNCIL, gave in and kissed Covid Eddie and Company's collective ass. When they decided to "protest" Tim Baroody's house, a lot more people than Tim Baroody were affected. Because YOU catered to them, a lot of long time, tax paying city residents had to be overly concerned about the safety of their families and property. FPD may not have responded to the protests in an ideal manner, but the City Council made things worse by apologizing and kissing ass to the "protestors" that blocked streets, damaged property, and shouted profanity for hours. Fbg City made national news over your bullshit response to let the "protestors" do whatever they want.

Fredericksburg I was hopeful when council asked for the report. I believe they wanted to understand. However, I am concerned that this report does not give them the full picture to make good decisions.

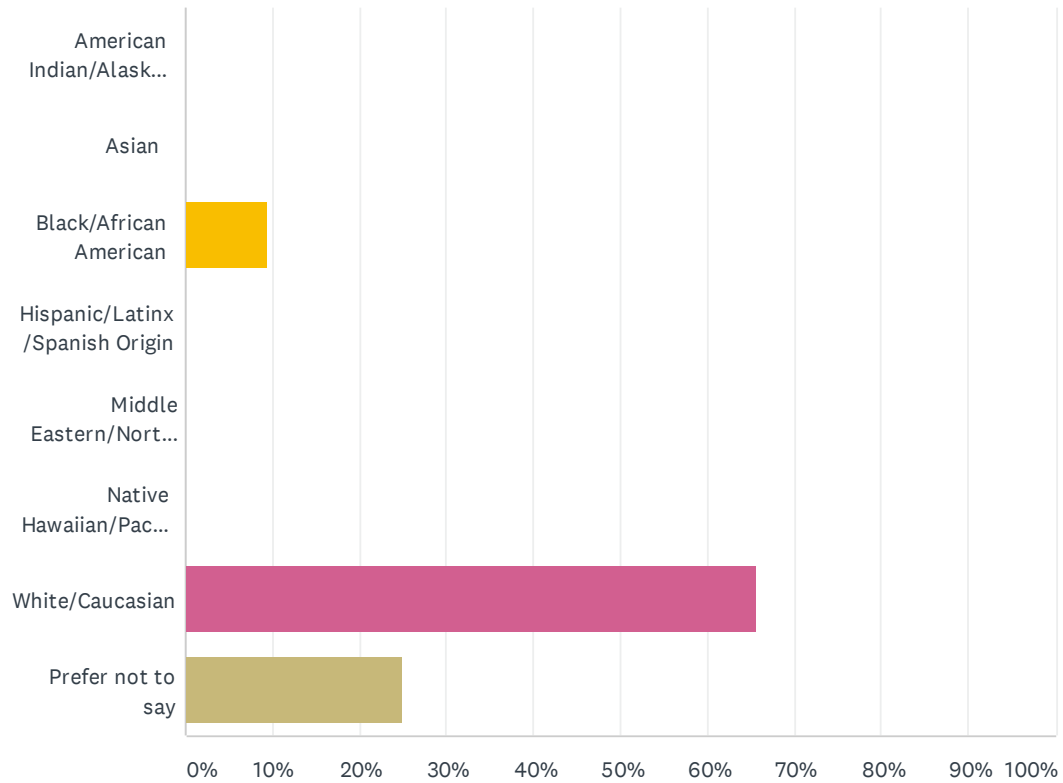
I think you are doing a great job. It is clear that you are open to the idea of changing to make things better. That is ALL that can be asked.

No

It is imperative the Mayor, City Council, and other city officials support our police, first responders and decisions made in critical situations where they (Mayor, council, etc) are not present or trained.

Q12 How would you describe yourself? Please choose all that apply.

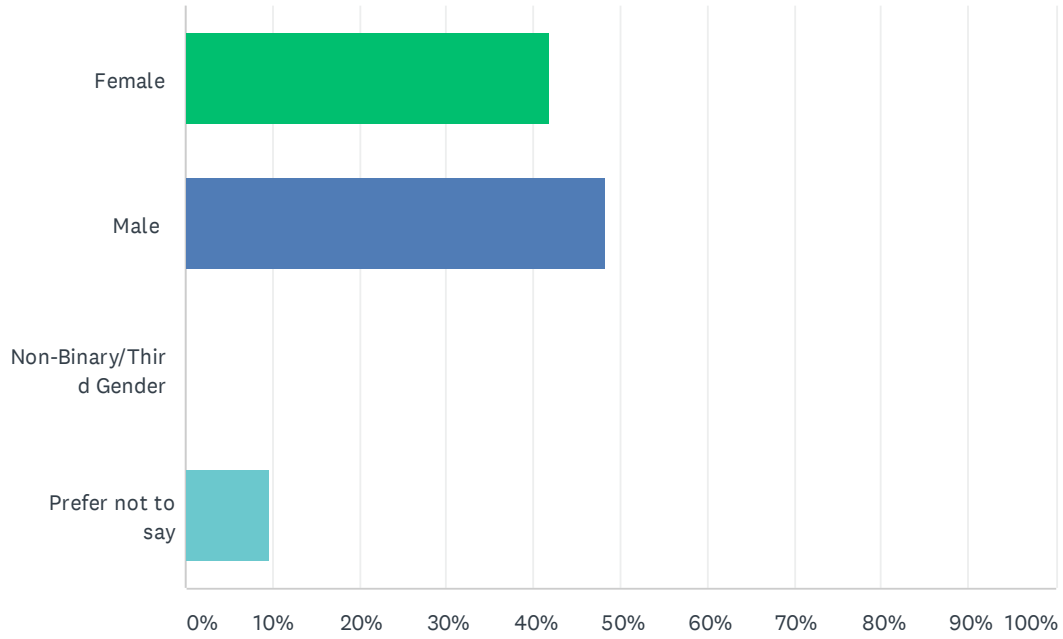
Answered: 32 Skipped: 2



ANSWER CHOICES	RESPONSES
American Indian/Alaska Native	0.00% 0
Asian	0.00% 0
Black/African American	9.38% 3
Hispanic/Latinx/Spanish Origin	0.00% 0
Middle Eastern/North African	0.00% 0
Native Hawaiian/Pacific Islander	0.00% 0
White/Caucasian	65.63% 21
Prefer not to say	25.00% 8
Total Respondents: 32	

Q13 How do you identify your gender?

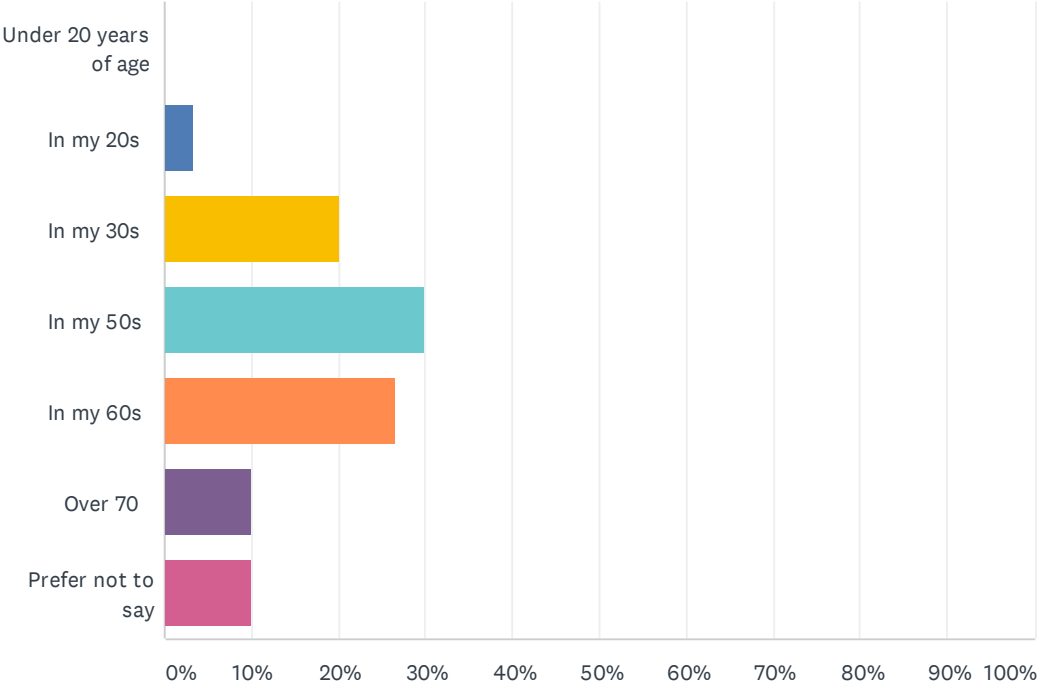
Answered: 31 Skipped: 3



ANSWER CHOICES	RESPONSES	
Female	41.94%	13
Male	48.39%	15
Non-Binary/Third Gender	0.00%	0
Prefer not to say	9.68%	3
TOTAL		31

Q14 What is your age?

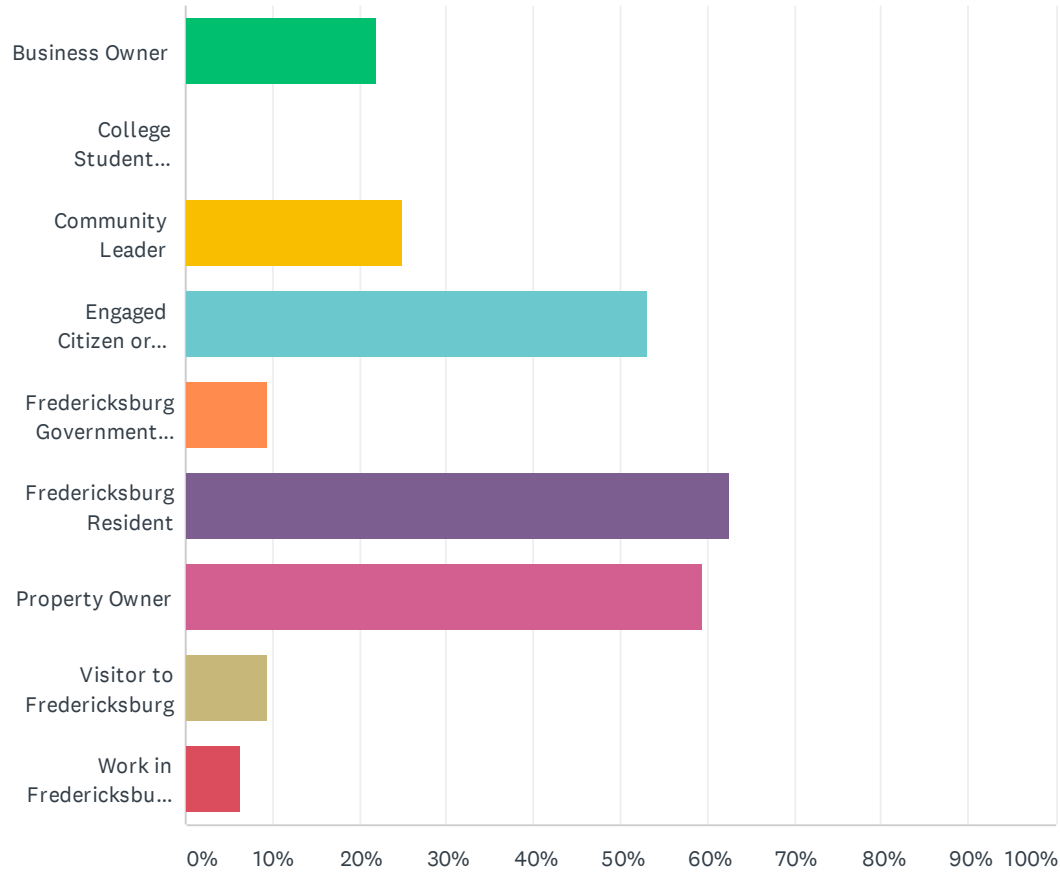
Answered: 30 Skipped: 4



ANSWER CHOICES	RESPONSES	
Under 20 years of age	0.00%	0
In my 20s	3.33%	1
In my 30s	20.00%	6
In my 50s	30.00%	9
In my 60s	26.67%	8
Over 70	10.00%	3
Prefer not to say	10.00%	3
TOTAL		30

Q15 How would you describe yourself? (Check all that apply)

Answered: 32 Skipped: 2



ANSWER CHOICES	RESPONSES	
Business Owner	21.88%	7
College Student (non-resident)	0.00%	0
Community Leader	25.00%	8
Engaged Citizen or Advocate in Community Issues	53.13%	17
Fredericksburg Government Employee	9.38%	3
Fredericksburg Resident	62.50%	20
Property Owner	59.38%	19
Visitor to Fredericksburg	9.38%	3
Work in Fredericksburg (non-resident)	6.25%	2
Total Respondents: 32		