

## Chattanooga Police Department

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**cmurphy@chattanooga.gov Celeste Murphy**

Friday, August 19, 2022 at 9:05:38 PM Eastern Daylight Time

To: cpdadminpage@chattanooga.gov CPD Admin Page, cpdcentralsupply@chattanooga.gov CPD Central Supply, cpdexective@chattanooga.gov CPD Executive, majors@chattanooga.gov CPD Majors, cpdtraining@chattanooga.gov CPD Training, cpdcau@chattanooga.gov CPDCAU, CPDSWORN@chattanooga.gov, chaplain@chattanooga.gov Chaplain (CPD), police2@chattanooga.gov Police

Bcc: esmith@chattanooga.gov Ellis Smith, joda@chattanooga.gov Joda Thongnopnua, kyates@chattanooga.gov Kirsten Yates, tkelly@chattanooga.gov Tim Kelly

I am reaching out to you because efforts to meet all of you during your respective shifts and various work assignments have not had the timely reach that I was hoping for.

The Chattanooga Police Department is in a position in which we must build trust amongst the citizens and communities we serve. Public trust is a cornerstone of our profession. It always has been. It is this foundation of trust that sometimes requires difficult decisions – such as the decision I made regarding the issue of truthfulness, bias, or integrity. Once made aware, I had to follow through and complete what was required by procedure and the law. I will always believe that it is never too late to do the right thing. I'm not perfect, and I don't expect you to be. We all make mistakes; however, we should learn from them and not hide from them.

Your trust is equally important. I recognize that it doesn't feel like it to those involved, but no one was punished with additional discipline, demotion, or termination. Each of our officers that were affected by the recent modifications of assignment is still a part of this family. I will make sure that they remain supported with every available resource needed to manage through this challenging season.

I am aware that members of the Department and the community are hurting after hearing about the most difficult decision of my entire career. I prefer to communicate a matter of this magnitude through open dialogue versus email communication; therefore, I will continue to create in-person opportunities to discuss this matter. I find that as details from varied sources are shared, the accuracy of the events becomes muddled by speculation, doubt, and rumors.

I care deeply about you and this Department. In the 4 months since I've been your Chief, I've witnessed this Department accomplish milestones, impact the community and change lives. You make me proud to be your Chief. Your commitment and compassion for this Department and the citizens we serve is one that many other agencies would like to mirror.

In my career, I have learned that it is important that we must draw circles and not lines. We can learn from each other, no matter our rank or position. We all have something to contribute to the success of CPD.

I want to reiterate and emphasize that if you want to know something, all you have to do is ask me or any member of the command staff. If you need something or have questions or concerns, I'm committed to doing my best to provide you with the resources necessary to be successful and provide solid answers to

address your needs and concerns. You do not have to get information from sources that either don't have all the facts or refuse to share them.

I care about the well-being of all members of the CPD and your families. I am a consistent and vocal advocate of this department and proud of the professionalism of the men and women that serve in it. Throughout my entire career, I've been a servant leader. I didn't come to Chattanooga and completely forget or dismiss my passion for supporting my team. It's not in my nature. It's not who I've ever been or will ever be.

On the day that I was sworn in, I told you that if you do the *right* thing, I will have your back. The standards of this department are important to me. I am deeply saddened that members of this family have been impacted because as a family, we share that impact however, I am confident that we will get through this together. As long as you are a member of this department, working in any capacity, I will always value you and your dedication to CPD and the citizens of Chattanooga.

Thank you for all you do. Stay safe!

Chief Murphy

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**Celeste Murphy**  
*Chief of Police*