



Rochester Police Department  
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Rochester, New York 14614-2124  
[www.cityofrochester.gov/publicsafety/police/](http://www.cityofrochester.gov/publicsafety/police/)

October 6, 2021

Mayor Lovey A. Warren  
City of Rochester  
City Hall, Room 308A  
Rochester, NY 14614

Dear Mayor Warren,

Please accept this letter as a formal notification of my resignation as Police Chief of the Rochester Police Department for the City of Rochester. My last day of work will be October 13, 2021.

I accepted the position of Interim Chief to make real, systemic change on the force, and I can say confidently that we've come a long way this past year. I am proud of the growth and accomplishments RPD members have achieved, while faced with many challenges. I care deeply about this City, and it has been an honor to work together with officers and the community to build stronger bonds, trust, transparency and communication. I believe this collaborative effort will continue, because there's more work to be done, and we can't get there alone or on separate paths.

Over the past year as interim I guided a variety of policing reform initiatives from new officer training programs to policy revisions and the redesign of the department, with community input and approval, as part of the New York State Governor's Executive Order 203. Additional achievements include:

- [www.RochesterNYUnsolve.com](http://www.RochesterNYUnsolve.com) website – An initiative launched in September 2021 aimed at engaging the community in solving Rochester's near 600 cold cases.
- Four revised policies that went into effect earlier this year, including [Duty to Intervene](#), [Chokehold Ban](#), [Mental Hygiene Detention](#), and [De-escalation](#).
- **Use of Force** (revised) and **Use of Force for Juveniles** (new) policies were announced in August and will be rolled out later this year.
- **Critical Incident Briefings** – In February, RPD released the CIB, a new video format outlining aspects of a critical incident and what the viewer is seeing, why certain tactics were used, etc.
- **Protest Response Plan** – RPD spoke to members of the community that participated in last year's protests. A plan was then developed to highlight communication between the community and the police department, which was implemented in January 2021.
- **Officer Training** – A full evaluation of officer trainings was conducted, with the need for additional educational programming on compassion fatigue, de-escalation, mindset training, race relations, pediatrics, ethics, leadership, crisis intervention, excited delirium and mental and behavioral health response identified. The Robert E. Craig Institute for Ethical Leadership launched on April 28, 2021. During FY 2021-2022, and annually thereafter, additional trainings will be executed, including Crisis Intervention Training (CIT).



- **Chief's Advisory Board** – A group of professionals that provides knowledge and expertise as needed to address areas that impart the message of the need for trust and transparency by members of the Department.
- **Violence Reduction Initiatives** – Implemented additional foot and bike patrols and anti-violence details to target locations where violent crime is most prevalent, based upon real-time data and analytics. Section captains also developed individual anti-violence strategies for their sections. An additional violence reduction initiative was initiated that involved working with federal partners to target violent gun offenders. RPD has met with numerous community and faith-based groups, including Rise up Rochester, RocACTS and St. Joseph's Neighborhood Center, to identify opportunities for the community to assist in reimagining.

I really appreciate the experience and growth opportunities. If I can assist in anyway to ease the transition, please let me know.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Cynthia Herriott-Sullivan', written over a light blue horizontal line.

Cynthia Herriott-Sullivan  
Rochester Police Department - Chief of Police