

RPD NEWS

The badge is circular with a gold border. It features an eagle with spread wings at the top. Below the eagle is a shield with a scale of justice and a sword. The words "ROCHESTER POLICE DEPARTMENT" are inscribed around the inner edge of the badge, and a five-pointed star is at the bottom.

WE PRODUCE LEADERS

A compilation of biographies from the featured section of RPD News.



For years, the Rochester Police Department has built a reputation for excellent leadership, innovation and creativity. This reputation was developed in large part because of the officers that have become excellent organizational and community leaders. Many of our former leaders that served the Department with distinction have gone on to other positions where their skills have greatly benefited the community.

To highlight these great leaders, in March of 2011, Chief of Police James Sheppard inspired a program to honor former RPD leaders. The program called "We Produce Leaders," is where we share the stories of the many outstanding leaders who have come up through the ranks of RPD. The purpose of the program is two-fold: To inspire current members of the RPD to see how they, too, can grow and develop into a community leader; and to promote public trust and confidence in the excellence of our officers and the Department.

This book includes the stories of some exceptional leaders who have been highlighted since the beginning of the program. We hope this book will highlight the tremendous talent, commitment and innovative thinking exhibited by those who have worn the Rochester Police Department uniform. We look forward to sharing each story with the RPD and the community.



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LORI (BISHOP) BALDWIN

Lori Bishop, Director of Safety and Security at the Rochester City School District, says that her experience as a Rochester Police Department officer "shaped my future," but a career in law enforcement was a goal long before that.

"I was at my class reunion recently, and a friend reminded me that I said I wanted to be a police officer when I was in kindergarten," she said with a laugh. She ended up pursuing that interest at Rochester Institute of Technology where she earned a Bachelor's Degree in Criminal Justice. She then took a job working security at the University of Rochester.

When several colleagues signed up for the Rochester police exam, she decided to take it also. She joined the Department April 21, 1986 and retired as a Sergeant in September 2008.

Ms. Bishop worked a variety of assignments at the RPD, including Patrol, Clinton Section investigations, Technical Services, Professional Standards, and Research & Development. The skills she developed as a police officer made her a strong, marketable person in the private sector.

It was her role supervising school resource officers (SROs) that led her to the school district. "The assignment working with the SROs provided a collaborative opportunity and resulted in a better understanding of the Rochester City School District," she explained. "At the time, I didn't know that assignment would provide insight and experience that would lead to this job. I guess it was meant to be."

She began her second career as the Emergency Management/Professional Development Coordinator of the Rochester City School District, the third largest school district in New York State. She was promoted to Director of Safety and Security in 2010.

She is now in a position where she will collaborate with Chief James Sheppard, who held her position at the school district before returning to RPD. "I followed my boss from RPD to the school district and now I will be working with him again. This will be a great united effort, enabling us to work together on issues mutually affecting students, staff and the community."

Her advice to current RPD officers: "Take advantage of the opportunities that are presented, and emulate the positive attributes of people around you, whether it is a peer, a supervisor or a community member. The knowledge you gain today may be your future tomorrow."



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Timothy Hickey may be the only RPD member in recent memory who has held every rank, from patrol officer to chief of police. Today, although he retired from RPD in 2006, he can still be found in an office just a few floors down from the Chief's Office in the City Public Safety Building.

Hickey now works for the NYS Division of Criminal Justice Services as Director of the Monroe Crime Analysis Center (MCAC). MCAC provides a range of analysis and intelligence products which aid local law enforcement agencies to more effectively prevent and reduce Part I crime.

Serving as a police officer in the Rochester Police Department had been his ambition since he was a young boy. Hickey was accepted as an RPD Trainee Cadet in 1975. He was sworn in as an officer on August 20, 1976. "The cadet program was a great way to join RPD. The department paid for your MCC Criminal Justice degree, while paying you for working various assignments around the department. The pay at the time was \$4,000 per year." He went on to obtain his Bachelor's Degree from Syracuse University and his Master's in Management from Nazareth College.

Hickey was promoted up the ranks until appointed Chief in 2006. During his career, he worked in Clinton, Highland, Genesee and Lake patrol sections and on just about every platoon. He was a Sergeant in the Tactical Unit, and as a Lieutenant worked in the Special Investigation Section and started the Violent Crime Task Force with RPD and the FBI.

"I loved every assignment I had over those 30 years. If I had to pick one highlight, it was my assignment as a Sergeant in the Tactical Unit. I worked with the best, highly-motivated men and women RPD had to offer, and greatly enjoyed my time with my partner Sergeant Jim Sheppard," Hickey said.

After leaving RPD, Hickey was tapped by the Mayor to form the City's Office of Public Integrity. He then joined the Monroe County Sheriff's office and served as a Bureau Chief of the Civil Bureau.

Hickey's RPD career helped him understand the value of teamwork. "You should see any responsibility as a team event. You can't do much by yourself; you have to have good people around you and give them the tools they need to get the job done." His goal at MCAC is to provide information that helps officers, deputies and troopers stay safe, prevent and reduce violent crime, investigate crimes that have occurred and make arrests.

RPD also taught him that "Even though you may experience times of frustration, you need to work hard and realize you have the best job in the world. Appreciate your time as a RPD officer—there's nothing like it!"



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Greece Police Chief Todd Baxter says that like many of those with whom he served in the RPD Tactical Unit, he has a "Type A" personality. Those who know him would agree that he epitomizes many of those positive qualities: decisive, service oriented, willing to put in maximum effort to achieve a desired goal.

Those qualities, combined with the experience he gained during his 22-year career as a Rochester Police Department officer, have been indispensable as he guides the Greece Police Department into a new period of improved morale and increased community trust.

Chief Baxter began his RPD career in October 1987 following three years as an active duty military police officer. He continued to serve in the reserves for 19 more years. At the RPD, he was promoted to Sergeant in 2000, to Lieutenant in 2003 and to Captain in 2007. In February 2010, he left to become Chief of the Greece Police Department, which serves the largest town in Monroe County.

He faced the daunting task of taking over in the wake of the former chief's arrest and the firing of other officers; those who remained were demoralized and the community had lost faith in the Department. Chief Baxter knew he would have to move decisively to restore confidence among his officers and the community. In the 15 months he has been there, the department has added 20 officers and promoted 21. In February, the department held an awards ceremony – its first since 2006 – to honor the accomplishments of the men and women of the department.

Baxter says his 13 years as a patrol officer on the streets of Rochester, his assignment working for three different RPD Chiefs and his seven combined years in the Tactical Unit, provided the skills and experience needed to accomplish his immediate goals for the Greece PD.

"As a recruit class counselor, I mentored young cops. With SWAT, I was continuously surrounded by great people with positive attitudes and the drive to get things done, people that I still call on today," Chief Baxter explains. "I did a turn as an administrative aide in the Chief's Office. That was not an easy choice because I was an operations person, but working for Chiefs Duffy, Alexander and Hickey was like getting a Ph.D in leadership and management."

Baxter has made changing the culture of the Greece Police Department a top priority. "They've had to learn to trust themselves and trust each other. I tell them they need to go with their gut and the 'golden rule.' He is also hoping to see Greece emulate the close family atmosphere that Chief Baxter experienced while at the RPD. "I want us to treat each other as family; we're a brotherhood."



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As portrayed by most TV police shows, there is a perceived stigma for officers who work as Internal Affairs investigators. But Sammie Drayton Sr. believes his six and a half years in the Rochester Police Department's Internal Affairs Unit (now known as the Professional Standards Section) had the most impact on preparing him for the position he holds today as Director of Corporate Security for UnityHealth Systems.

"I had a commander who was very, very fair, and the investigations were conducted fairly. We also had a good relationship with the Union" Drayton explains. "That assignment certainly enhanced my management skills as a result of having to deal with staff, the community, our administration and City Hall. The law enforcement experience and skills I developed during my time in that position had a direct impact on preparing me to be where I am today."

In his current position with UnityHealth Systems, he oversees safety and security for the staff, patients and visitors of Unity Hospital/St. Mary Campus and several other UnityHealth System off-sites. He manages a staff of approximately 55.

Drayton joined the RPD at the age of 26. The Department had launched a recruitment effort and it peaked his interest, so he applied and was hired in March 1979. One of his early assignments was working as a youth officer—now called School Resource Officers. *"It was one of the assignments I enjoyed the most, working with the kids."*

Pastor Drayton served patrol assignments in the Goodman, Lake and Maple sections before working in PSS from August 1990 to March 1997. From there he went on to serve as Deputy Chief of Administration and finally Deputy Chief of Operations before leaving the Department in August of 2001. He has earned degrees in Human Services and Theology.

Another aspect of Sammie Drayton's life that has had a profound influence on his career is his lifelong dedication to God and church. *"My father was a pastor, and I held a number of roles in my church. I became a minister myself in 1987 and was ordained in 1992."* He served as pastor of Hope Divine Church of God in Rochester.

"I absolutely believe that my ministry and my career in law enforcement have complimented each other. It's all about dealing with people and working together to achieve good."

His advice to officers currently on the job: *"It's important to do what you do well. Allow integrity to move to the forefront in all you do. Know your interests and look for opportunities where you can enhance your skills. Working for the RPD is working for one of the finest departments in the country. You will have many opportunities to be well-prepared for life after the RPD."*



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Cynthia Herriott was a 24-year veteran of the Rochester Police Department when she retired in 2009. It quickly became clear that the opportunities she had taken advantage of at the RPD, combined with her educational pursuits and community involvement, had uniquely prepared her to step into her current role as Deputy Director of the National Drug Court Institute (NDCI).

The native Rochesterian had never considered becoming a police officer until she was encouraged by a Department recruiter. But it was the sergeant's exam that truly shaped her future. "I took the sergeant's test and did very well," she explains. "I had excellent advisors in Deputy Chief Bob Craig and Robert Duffy. They told me the truth about my strengths and challenges, and the value of critical thinking. It was up to me to commit the time needed to study. It was a great lesson that taught me the rewards of strategic thinking and hard work."

During her tenure with the RPD, Ms. Herriott achieved the rank of Lieutenant and held a variety of assignments ranging from Patrol to Narcotics to Tactical Section. She served as a Crime Prevention Officer, Juvenile Coordinator in the Special Investigations Section, and as commander of the Educational Services Unit, which coordinated the DARE and PAC-TAC programs.

Those assignments required working closely with the Rochester Drug Treatment Court, the Mental Health Court, and the Psychiatric Center. In 2002, she was named Project Director for the COPS "Police Chiefs, Sheriffs and Drug Courts" monograph. Those experiences had a direct impact on her future career opportunities.

The Washington, D.C.-based NDCI is the preeminent source of research-driven training and technical assistance for Drug Court and Problem Solving Court professionals, helping them to function more effectively.

Ms. Herriott earned a bachelor's degree in Organizational Management from Roberts Wesleyan College and a master's in Criminal Justice Administration from Keuka College as well as certification in arbitration and as a paralegal. Locally, she has volunteered with the Center for Youth, Rochester Women's Network and the Women's Foundation of Genesee Valley, and with organizations including the International Association of Chiefs of Police, the National Organization of Black Law Enforcement Executives, the National Sheriffs Association and National Native American Law Enforcement Association.

She recommends that officers currently on the job "take different specialized assignments and expose yourself to as much valuable experience as possible. Follow through on your responsibilities and be responsible. Become involved and use your talents for a community improvement project. My law enforcement experience was valuable for the next step in my professional career, but it was my diverse experience that was of exception value."



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MELVIN "TONY" PEREZ

Tony Perez, Acting Deputy Commissioner for the Office of Public Safety, New York State Department of Criminal Justice Services says that there were many moments and people in the Rochester Police Department that influenced his career. Tony rose through the ranks of the RPD. He served as an officer, investigator, sergeant, and lieutenant in Clinton, Highland, Goodman, Genesee and the Tactical Sections. He also served as a Clinton NET Lieutenant, Commanding Officer of Research and Evaluation and retired as Deputy Chief of Operations.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Tony said that being the Commanding Officer of the Tactical Unit was his most memorable career highlight. There he learned to value and learn from those he led. Tony explained that members of the RPD have a lot of experience and knowledge, all you need to do is ask and they are happy to share. The Tactical Section taught him that a close knit group of individuals armed with a clear mission can achieve absolutely incredible results. Tony said that while working on initiatives in the Tactical Unit, he made lifelong friendships throughout the state. He values those friendships to this day.

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Tony was hired by DCJS as Special Assistant to the Commissioner in 2008 then promoted in 2010 to Acting Deputy Commissioner for the Office of Public Safety. Tony is responsible for Project IMPACT, Law Enforcement Training, Accreditation, Breathalyzer and Radar Repair, Security Guard School and Instructors, and the Missing and Exploited Children Clearinghouse. He is currently working on bringing new technology and crime fighting initiatives to law enforcement agencies throughout New York State. His office also supports Crime Analysis Centers throughout the state.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

Tony encourages officers in the department to do quality work and most importantly establish meaningful relationships. Officers must realize that they are part of an organization that has a great reputation throughout New York State. Tony said, "As I make my way across the state, I'm constantly reminded by other law enforcement officers of how impressed they are with the Rochester Police Department. It is an organization that has always been on the cutting edge of crime fighting initiatives. It has a history of producing quality people. When I look at my own office in Albany, it's impressive to see how many of the instructors that we contract with are retired members of the RPD."



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LIEUTENANT JASON "JAY" MAITLAND, (RETIRED)

Jason was appointed as the Director of Campus Safety at Finger Lakes Community College after retiring from the RPD in 2009. Responsibilities of his new job involve on campus law enforcement and management of environmental health and safety issues at the college; fire safety, occupational health and safety, chemical management, and code compliance, so he reports "there is a lot to learn." His department has 11 full time peace officers and two environmental health and safety professionals.

Jason also serves as an adjunct criminal justice instructor at FLCC, teaching law and criminal justice courses. As Director of Campus Safety, Jason also serves on the board that oversees the operation of the Finger Lakes Law Enforcement Academy in Hopewell, NY. Jason also still loves to teach in-service to police officers when he has the opportunity to.

While with the Rochester Police Department, Jason did his patrol work in Downtown, Clinton, Goodman, Highland, East Division, NET Sector 9, NENSC, SENSC serving as a Police Officer, Crime Prevention Officer, Field Training Officer, Sergeant, Lieutenant, and also was a Supervisor Class Counselor.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Jason reflected upon his time as a FTO, which he explained taught him the importance of doing the job right the first time. He explained that his time instructing at the academy lead to his interest in teaching at the college. Jason credited his time as a CPO as his best preparation for being a supervisor. "As a CPO you assume some accountability for the department's effectiveness, or ineffectiveness, which is a lot different than doing patrol work and making arrests. Becoming a supervisor is more about what the team is doing than what we do as individuals." Jason was grateful for his assignments in NET/NSC. He said that the NET/NSC assignments provided a great experience coordinating with other people in the work world, which is something his new job requires. According to Jason, "Everyone who retires will tell you they miss the people and the social aspect of the job the most and I agree."

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

Jason explained, "Try to challenge yourself with different assignments and develop a broad set of skills so that you don't become stagnant. I was supported by my RPD supervisors when I went back to school and earned my masters degree. This provided a new perspective on police work and I gained a better understanding of how people and organizations function in careers outside of police work. Education is something that you can take with you wherever you go. Develop an appreciation of what you are doing and the organization that you are working for right now. A lot of people don't understand or consider the great work they do as part of a world class law enforcement organization until after they leave the RPD, which is unfortunate."



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LIEUTENANT GERALD LONTHAIR, (RETIRED)

Gerald retired as a lieutenant from the RPD in 1999. His nearly 30-year career in the Department allowed him many opportunities to work in a variety of assignments and in different ranks. He started in what was then known as the "4th District" in 1970, patrolled in Genesee and Goodman Sections, served as both officer and sergeant in SCIS–Narcotics, was a recruit class supervisor, participated in the FTO program, and was the commanding officer of sections including: Tactical, NET Sector 9, and SWAT/ETF.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Gerald believes he was very fortunate during his career with the RPD, being afforded the opportunity to work on many high-profile assignments, both as a street cop and supervisor. Watching raw recruits develop into well-trained police officers was very fulfilling as he knew he played an important role in their success. The role of Recruit Counselor put him into a position that was very much like a sergeant. As a result of that experience he was motivated to study for, pass, and be promoted to the rank of sergeant. He then remained motivated to become a lieutenant. There is no question in Gerald Lonthair's mind that the experience as a class counselor shaped his future within the Rochester Police Department.

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Appointed Director of Security for the East Irondequoit School District in 2001, Gerald's duties include the enforcement of school and district policies and ensuring students comply with the school's code of conduct. He is also tasked with the development of the District's emergency response plan, and is District Liaison to local emergency service providers.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

"Challenge yourself to be the best you can be. Do not allow yourself to become stagnant in any one assignment. Pay attention to the positive and dismiss the negative—nothing good will come from negative influences, but great things will come from the positive. Despite what some might say, you are a member of a great police department. Do your job, do it well and be proud of who you are and what you have and will accomplish during your career."



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RETIRED LIEUTENANT DERAL GIVENS

During his 25-year career with the RPD (1979–2004), Deral Givens was a police officer, field training officer, crime prevention officer, community services officer, investigator, sergeant, and retired as a lieutenant. He held assignments in patrol, community services, Professional Standards Section, Homicide, and was Commanding Officer of Patrol Division West Field Investigations.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Deral explained that his assignment in the Homicide Unit helped him realize how important it is to develop relationships with people. He and his partner once investigated a homicide in which two people were found dead and an infant girl was found alive. During the investigation he got to know the family very well. Subsequently, after retirement from RPD, Deral Givens became an attorney, representing children in Monroe County Family Court. He was assigned a case with a teenage girl on a PINs petition violation— the same child as the infant found at the homicide scene long ago. Because of his prior experience with the family, he was able to advocate for her and get her the help she desperately needed.

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Deral is presently one of the supervising attorneys in the Juvenile Justice Division at the Rochester Legal Aid Society. He is also an adjunct instructor of criminal justice at both MCC and Bryant and Stratton Colleges. He is currently working on a Master of Divinity at Northeastern Seminary and has become a licensed minister with The Church of God and Christ.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

"The best advice I can give to a police officer is to be humble. Most people in the community are very good people. Sometimes it becomes difficult to see that when people are at their worst. A police officer is in a unique opportunity to show humility. By being humble I am not suggesting being weak or cowardly in any way. Being humble means being patient, being kind, not holding yourself above them, and being willing to explain. Knowing that you could end the situation in seconds, but realizing that this could have been you or your family or friends in this situation. Being humble is realizing the power that you have and making a conscious effort to control it, not abuse it and not use it to make someone feel less important than you are. Having humility is to have power because you are able to focus and stay in control."



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RETIRED CAPTAIN EDWARD A. GIBLIN

Edward Giblin served the RPD for over 24 years (1985–2009) in various sections including Maple, Highland, Research & Evaluation, Professional Development and Office of the Chief. He also served as Commanding Officer of the Special Investigations Section, Genesee Section and the Administration Bureau.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Rather than feature a specific incident, Edward prefers to acknowledge the "many fine folks", sworn and non-sworn, that he worked with over the years in the variety of patrol, investigative and administrative assignments. He says, "It's a tremendous benefit to work in a large organization that affords a broad spectrum of opportunity and experience. I especially enjoyed my assignments in the Patrol Division because that's where the direct community contact is at its best, and I was always encouraged by the quality and character of the police officers and civilian staff who serve Rochester so well."

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Edward is currently the Assistant Chief of the New York State University Police, College at Brockport. He finds campus policing very rewarding because it is yet another opportunity to serve a community and work with those who are committed to providing a safe and secure environment for students to live and learn in. He also remains an active Roman Catholic deacon assigned to Holy Cross Parish in Charlotte.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

"I would encourage officers to try to experience a variety of different assignments within RPD because such exposure gives you a better appreciation of all that it takes to serve the community as a professional police organization. Sometimes we tend to get stuck with tunnel vision, that only our current assignment is the important one, when in reality a ton of important work gets done by women and men all through the RPD. I'd also encourage officers to remember always that a police officer's job is vital to community wellbeing and that the community who empowers its police officers always deserves officers who are honest, hardworking and committed to doing the job for the right reasons."



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COMMANDER VINCENT F. FAGGIANO (RETIRED)

Vincent retired as a commander from the RPD in 1998 after a nearly twenty-nine year career. During his career in the RPD, Vincent was assigned as Police Trainee and worked patrol in Unit A, Highland Section and Genesee Section. He also worked in the capacity of Commanding Officer in the Field Inspection Section, Tactical Unit, Goodman Section, Special Criminal Investigation Section, Management Services Division, Headquarters and Records Section and Patrol Division.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Vincent stated that the highlight of his career was the day he was sworn in as a Rochester Police Officer. He explained that on that day he, "found a calling, not just a job." He said that he felt, "honored and privileged to have served with dedicated, courageous and caring people". Vincent said, "Of my twenty-nine years of service I would have served twenty without pay, six years I would have paid the city to serve, but of course there were the three years they should have paid me triple". Vincent remarked that he believes a good sense of humor is essential to maintaining balance in this profession and that his experience within the RPD prepared him for his current roles as trainer, author and expert witness.

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Vincent stated that he has been responsible for the training of tens of thousands of police officers, fire fighters, emergency medical technicians and other first responders in the proper tactics to respond to, and manage, critical incidents. He has been instrumental in the development of three courses in this area which have been approved by the Department of Homeland Security and have been delivered throughout the United States, Canada and Central America. Additionally, he co-authored the text "Critical Incident Management", first and second editions. He has been acknowledged in Federal Court as an expert witness and provided testimony concerning police use of force and proper police procedures.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

"Have the courage to do the job. Take on the challenges regardless of personal dangers. Naturally, one thinks of personal safety issues. However, they seldom influence a decision an officer makes. It is more likely professional interests that may influence whether or not you take an action. Do the job and savor every minute you are privileged to serve! To command officers: Remember, loyalty starts from the top down. To expect loyalty one must first demonstrate it to others, especially those below you in the rank structure. There exists no more important personality trait than loyalty to those you serve with, to those you serve in our community, and last but not least to yourself. To Everyone: Always make your family your number one priority in your life. They will be there for you long after you have retired from service."



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CAPTAIN BRUCE PHILPOTT (RETIRED)



Bruce retired as a Captain from the RPD in October 2002 after 23 years of service. During his career in RPD, Bruce worked in various positions including: Backgrounds and Recruitment Investigations, as a Field Training and Crime Prevention Officer, Investigator (Highland Section), Sergeant (Highland), Lieutenant (Highland), Special Investigations Section, Captain (Staff Duty Officer), Captain of the Research and Evaluation Section, and as Captain of Highland Section. Bruce is also a graduate of the FBI National Academy.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

Bruce recounted that as a lieutenant, he was assigned to the Special Investigations Section (SIS) in 1990. He said that SIS went through a difficult rebuilding process to increase supervision, improve accountability, and re-establish trust. Bruce continued, "We all experienced a significant learning curve and implemented system improvements for evidence fund cash handling and informant management. These measures were developed as internal controls to protect the integrity of the RPD and the officers assigned to SIS. I worked with a group of outstanding cops who performed the dangerous and dirty job of narcotics enforcement, from street buys to wiretap conspiracy cases. This assignment provided my first opportunity to work with various other local, state, and federal law enforcement agencies. The experience reinforced a valuable lesson as described in the words of President Ronald Reagan: 'Trust but verify...'"

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Since his retirement from the RPD in 2002, he has been the Director of Transit Operations with the Regional Transit Service (RTS), and is responsible for 340 bus operators and 27 first line supervisors and managers. "We have tried to adapt many of the organizational concepts and leadership values learned from a career with the RPD for use with RTS. We continue to maintain relationships with the RPD and other agencies to work on various goals of mutual interest to the community. From a business perspective, RTS is a public sector organization that we try to run with a private sector mind set.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

"Appreciate that you have one of the best jobs you could ever dream of, and one of the most challenging. Despite the perception that some in the community may dislike you, recognize that the majority of the community respect and depend on you. But you need to earn that respect every day on the job. Learn as much as you can from citizens you interact with about them and your assigned neighborhood. Be fair but be firm. Take advantage of any opportunities the department offers including specialized training, education, or new assignments. Respect your role as the face of local government to the citizens who depend on you. Take care of yourself and your brother and sister officers."



WE PRODUCE LEADERS

Over the years, the Rochester Police Department has developed a national reputation for excellence due in large part to the tremendous talent, commitment and innovative thinking exhibited by those who have worn the uniform of the Rochester Police Department. The "We Produce Leaders" series highlights RPD alumni who have gone on from the Department to continue serving the community in a variety of leadership roles. We hope these articles inspire current RPD members and demonstrate the many ways that the skills and professionalism gained as a RPD officer benefits the community for a lifetime.



CAPTAIN FRED J. BELL (RETIRED)

Fred Bell grew up in City of Cumberland, Maryland. After serving time in the United States Navy, he was persuaded to move closer to his uncles who lived in Rochester. Fred chose to join the Rochester Police Department in 1967. Fred said his decision was influenced by Retired Captain Charles Price. Captain Price was the Rochester Police Department's first black police officer.

In 1985, Fred was interviewed for a Black Heritage Month Profile article in the Democrat and Chronicle. He told reporters that before he joined the Rochester Police Department, he had several unfortunate experiences with police officers. Fred was quoted by the reporter, "I was beaten because I was young, I was black, and I did not move fast enough when I was told to move." He went on to explain that, "You can stand and throw rocks, but you can't change the system unless you are inside the system. I wanted to make some kind of positive impact. That sounds corny, but it's true." From that point on, Fred was galvanized in his desire to be a police officer. Fred is especially proud of his service as a Rochester Police Officer. He is most proud of the time he served as the Commanding Officer of the Genesee, Goodman, Clinton and Highland Sections. In 2005, he retired as the Commanding Officer of the Field Investigation Section.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

In 1969, Fred was assigned to a special squad that was created to address street robberies. This special unit was led by Detective Supervisor Bill Mahoney. The unit was nicknamed "Mahoney's Raiders." During Fred's 18 month assignment to the unit, the team was credited with over 120 arrests. Fred is extremely proud that the unit had a 100% conviction rate. Fred said his assignment to "Mahoney's Raiders" taught him how to conduct a successful criminal investigation, how to prepare a solid court case and taught him how to testify in court. Fred said that his lifelong love affair with crime fighting strategies began upon his assignment to the special unit.

WHAT I HAVE BEEN DOING SINCE RETIREMENT:

Fred retired from the Department after reaching the New York State mandatory retirement age. Fred provided 38 years of service to the Rochester community. Fred said, "Surprisingly, I am enjoying retirement. I never thought I would, because I enjoyed being a police officer so much." Fred still lives in Rochester for seven months of the year. He spends his winters on the Caribbean Island of Antigua.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

When Fred joined the Rochester Police Department, he said that a Baptist minister told him, "Police officers were ordained by God to serve as His angels." Fred went on to offer the following words of wisdom, "Serving the public is a sacred trust. Everyone that you have contact with is entitled to 100% of your attention and 100% of your ability".

RPD NEWS



SEPTEMBER 2012

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RETIRED LIEUTENANT JERROLD SELDES

During his career with the RPD, Jerrold held assignments in patrol, Research and Evaluation, Professional Standards Section, 311, SCUBA Squad, Firearms Instructor and General Topics Instructor.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

"My time in Research and Evaluation afforded me the opportunity to see police work from different angles. The skills I learned there concerning project management, the "business" side of police work, helped prepare me for life after police work. Every day I use the skills that I learned in the administrative assignments of my career."

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

Jerrold served as the Emergency Planning Specialist with Unity Health System, and is currently the Director of Corporate Security and Emergency Preparedness with Unity Health System.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

"The RPD has a tremendous amount of talent within its ranks. Learn from your peers."

RPD NEWS

NOVEMBER 2012



WE PRODUCE LEADERS

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RETIRED LIEUTENANT ROBERT H. KENNEDY

During his career with the RPD, Robert was an officer in Highland Section 3rd and 4th platoons, a sergeant in Genesee 1st and 4th, and Lake 2nd platoons, and a lieutenant in Highland 3rd, Genesee 2nd and Professional Development Section.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

The one area that shaped my future was becoming involved in training as a General Topics, Domestic Violence, and Defensive Tactics Instructor. This opened the door for me to teach at the Basic Recruit Academy, Police Supervision School, and In-Service.

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

As I moved along in my RPD career, I thought ahead as to what I wanted to do when I retired. My second career goal was to obtain a faculty position at Monroe Community College. Based on my RPD experience both in Law Enforcement and teaching, I was fortunate enough to achieve that goal. I have been at MCC since my retirement. I am serving in my second year as the Chair of Law and Criminal Justice.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

You need to plan well ahead for what you want to do when you retire. In other words, establish a post-retirement goal. My position at MCC required a Master's Degree, so I was able to return to college part-time and obtain my degree well in advance of my retirement. I was also hired as an adjunct faculty member, providing me the opportunity to teach one course per semester. This gave me the chance to work on the skills needed to teach an entirely different population under the guidance of the full-time faculty.

RPD NEWS



DECEMBER 2012

WE PRODUCE LEADERS

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RETIRED COMMANDER RUSS CORIDDI

Served: February 17, 1975–August 20, 2006

Russ began his career with the RPD when hired as a trainee/cadet in February 1975. He was sworn in as an officer in August 1976, and was assigned to Clinton Section 3rd Platoon. He also worked in the Tactical Unit as an officer. As an investigator, he worked Genesee Section, 3rd Platoon and then Physical Crimes (Homicide). As a sergeant, he worked Genesee Section 1st Platoon, and then Tactical. As a lieutenant, he worked Highland 3rd Platoon, Staff Duty, and then Tactical. As a captain, he worked Staff Duty and then was C/O of Lake Section, Highland Section, Clinton Section, and Special Investigation Section. As a commander, he was assigned as the C/O for the Patrol Division West.

DESCRIBE A HIGHLIGHT OF YOUR CAREER IN RPD AND HOW THAT SHAPED YOUR FUTURE:

As an investigator, I was assigned to Genesee Section, 3rd Platoon, where Lou Genovese was my lieutenant, Sergeant George Ehle was the Section Coordinator and Lou Campanozzi was my captain. Upon being promoted to the rank of sergeant, I was then assigned to Genesee 1st Platoon where my lieutenant was John Sensabaugh. I learned so much from these four men. They were icons, and their leadership was truly inspiring. They all had differing styles, but they all shared the same common threads: They had a great love for the job and were true professionals. They wore the uniform with great pride and truly cared about the men and women of the RPD and the community we served. I tried the best I could to emulate the lessons they taught me early in my career as I advanced through the ranks of the RPD.

ACCOMPLISHMENTS SINCE YOUR RETIREMENT:

I retired from the RPD on August 20, 2006, and became the program coordinator for Law Enforcement Recruit Training at MCC's Public Safety Training Center. I have tried to build upon what was already considered an outstanding academy program. My goal is to make each recruit program better than the preceding one.

ADVICE THAT YOU WOULD GIVE TO THE OFFICERS CURRENTLY ON THE JOB:

Learn from the people you respect most. Always be proud to be a member of the RPD and wear your uniform with pride. On the first day of each academy class, I ask the recruits to tell me why they want to be a police officer. As you can imagine, their responses are always idealistic and honorable. I then tell them to keep those thoughts in mind every day that they go to work for the rest of their career.