

December 24, 2024

Police Commissioner Jessica S. Tisch
Police Department City of New York
One Police Plaza, 14th Floor
New York, N.Y. 10038

Lieutenant Quathisha Epps, Tax
Registry Number 938435

Subject: Immediate Reinstatement and Resolution of Retirement Process for Lieutenant Quathisha Epps (Tax Registry Number 938435)

Dear Commissioner Tisch:

I am writing on behalf of Lieutenant Quathisha Epps (Tax Registry Number 938435), a decorated and inspirational member of the New York City Police Department (NYPD), to respectfully request her immediate reinstatement with full back pay and benefits, as well as permission to complete her Vested Interest Retirement Pension process. I further request that she be granted an unrestricted retired police identification card and full carry permit, consistent with the protections afforded under H.R. 218 (The Law Enforcement Officers Safety Act).

This request comes amidst deeply concerning circumstances, including allegations of quid pro quo sexual harassment, retaliatory conduct, and an unjust suspension. While these matters require careful and thorough review, Lieutenant Epps must be treated with fairness, dignity, and respect as the situation is resolved.

Acknowledgment of Lieutenant Epps's Service and Resilience

Lieutenant Epps has distinguished herself throughout her career by serving the NYPD and exemplifying the department's highest values. As the former head of the Neighborhood Policing Unit, she has fostered trust between the NYPD and the communities it serves across all 77 precincts. Over the past few years, through her various leadership roles, she has demonstrated her unwavering commitment to service through initiatives such as mentoring teenagers on the NYPD's Finest Basketball Team and supporting survivors of domestic violence by sharing her story of resilience.

Her life and career have been marked by extraordinary challenges, including surviving an abusive relationship, overcoming cervical cancer twice, and battling a brain tumor. Through it all, she has continued inspiring her colleagues and community with positivity, strength, and dedication. Lieutenant Epps's courage is perhaps best captured in her own words: "If you have

five days, five months, or five years, how do you choose to spend it?" For Lieutenant Epps, that choice has always been service to others.

Context and Circumstances

Despite her distinguished service, Lieutenant Epps has faced significant challenges within the department, including allegations of quid pro quo sexual harassment and subsequent retaliatory conduct. These challenges have culminated in her recent suspension, which has unfairly tarnished her record and reputation.

The allegations of retaliation, including manipulated overtime reports and unwarranted disciplinary measures, suggest a troubling pattern of conduct aimed at undermining Lieutenant Epps's career. Such actions not only harm her personally but also undermine the integrity of the department and its commitment to fairness and accountability.

While these allegations must be thoroughly investigated, Lieutenant Epps must be afforded the presumption of innocence and treated fairly throughout the process. The suspension and related actions have placed an undue burden on her and have created a chilling effect on others' ability to come forward and report misconduct.

Specific Requests

On behalf of Lieutenant Epps, I respectfully request the following actions to address this matter promptly and fairly:

1. **Immediate Reinstatement:**
Lieutenant Epps should be reinstated with all back pay, benefits, and accrued leave time to ensure she is compensated for the time she was unfairly suspended.
2. **Resolution of Retirement Process:**
Lieutenant Epps should be granted permission to complete her Vested Interest Retirement Pension process without prejudice. This will allow her to transition into retirement with the dignity and recognition of her years of service merit.
3. **Unrestricted Retired Police Identification and Carry Permit:**
Consistent with the provisions of H.R. 218 (The Law Enforcement Officers Safety Act) and NYPD policies, Lieutenant Epps should be issued an unrestricted retired police identification card and full carry permit. This will ensure her continued safety and rights as a retired law enforcement officer.

Importance of Fair Resolution

Lieutenant Epps's career has been defined by her resilience, dedication, and contributions to the NYPD and the City of New York. Addressing this matter fairly and transparently is essential to restoring her reputation and upholding the department's values of fairness and accountability.

The department has a unique opportunity to demonstrate its commitment to supporting its members and fostering a workplace culture free from harassment and retaliation. The NYPD can reaffirm its dedication to justice and integrity by addressing Lieutenant Epps's situation promptly and equitably.

Proposed Timeline and Follow-Up

Given the urgency of this matter, I respectfully request that it be reviewed and resolved. If necessary, I am available to meet with you to discuss this matter further.

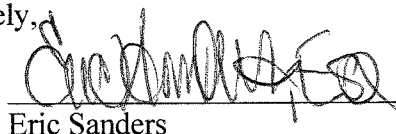
Closing Remarks

Lieutenant Quathisha Epps's service, resilience, and dedication have left an indelible mark on the NYPD and the communities she has served. Her ability to overcome extraordinary challenges while continuing to serve others speaks volumes about her character and commitment to public safety.

Thank you for your time and attention to this matter. I trust that this issue will be resolved under your leadership to reflect the NYPD's fairness, integrity, and accountability values.

Sincerely,

By:



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