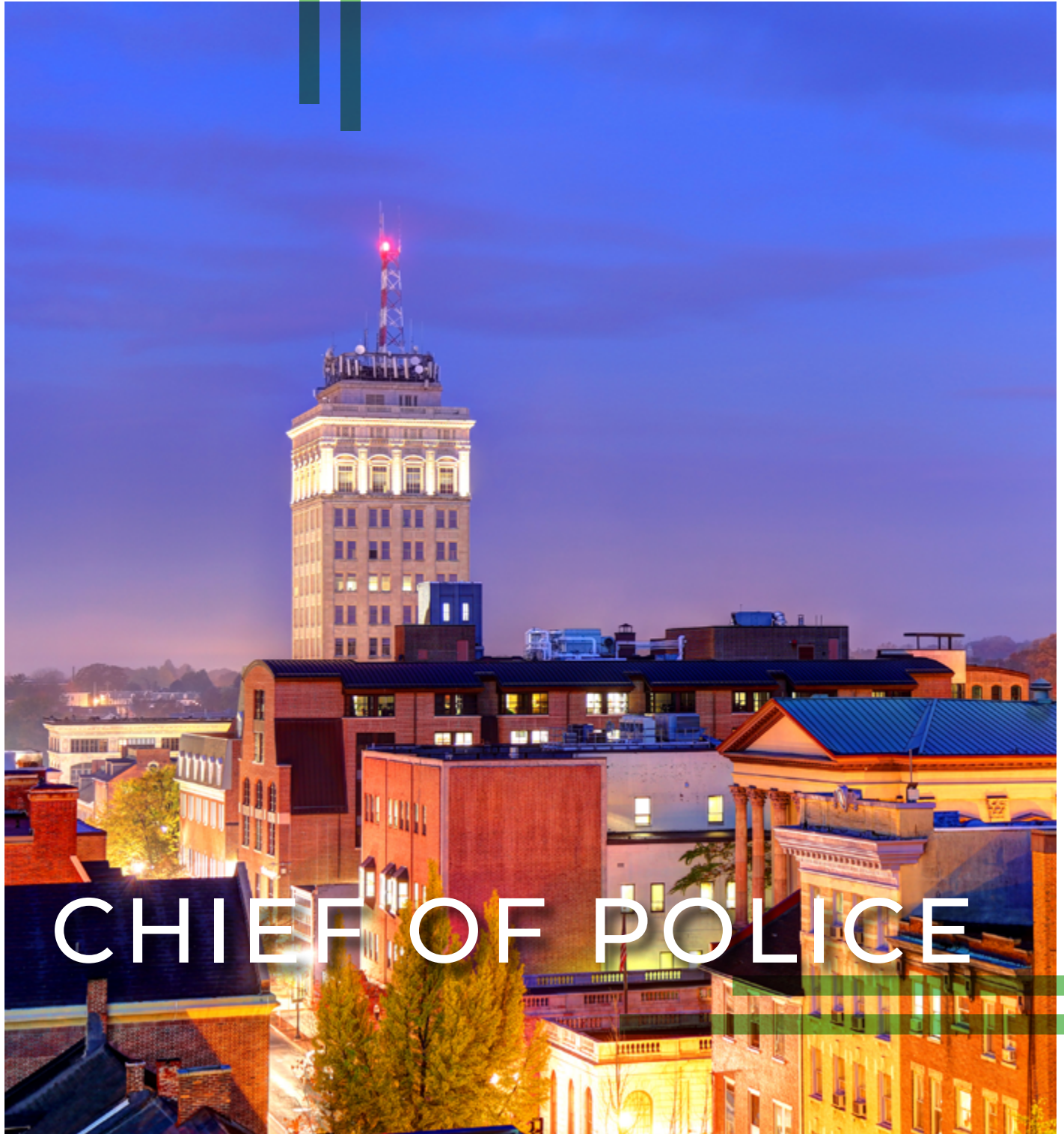


A NATIONAL SEARCH

is underway for a new
Chief of Police

City of Lancaster, PA





THE CITY OF LANCASTER, PENNSYLVANIA



01. THE OPPORTUNITY

A national search is underway to attract an engaging, community-minded Chief of Police to lead the Lancaster City Bureau of Police (Bureau). This is an incredible opportunity to strengthen community trust, increase transparency and embrace fair, impartial, and constitutional policing, while maintaining a proactive approach to reducing crime.

While this is an opportunity to lead the Bureau of Police for the 10th largest city in the state, it comes at a time of historic social awakening about systemic racism. Local and national protests and political unrest have caused many people to question the role of police in public safety.

The next Chief will embrace his/her role in cultivating authentic community relationships and inspiring and motivating a dedicated team of professionals to advance the City of Lancaster's vision: to create a stronger, more equitable community rooted in its core values of quality, teamwork, integrity and respect. The next Chief will lead strategic initiatives related to accountability, transparency, recruitment, hiring and training. The successful candidate will also have an unwavering commitment to integrity and accountability at all levels of the Bureau.





02. CITY GOVERNMENT

Lancaster operates in a strong mayor-council form of governance. The Mayor—the Chief Executive of the City—is elected by the voters for a four-year term. The City Council consists of seven members, including a president who is selected from and by its members. The City Council focuses on the long-range vision for the community, establishing policies that affect the overall operation of the City.

The Mayor and the Executive Leadership Team are responsible for efficiently directing the City's operations, assuring the implementation of all City Council policy decisions and creating an organizational culture that results in the delivery of excellent municipal services to Lancaster residents. The Executive Leadership Team consists

of all Department Directors, the Chiefs of Fire and Police, the Chief of Staff and the City Solicitor. The Chief of Police is appointed by the Mayor and serves at her pleasure.

Mayor Danene Sorace was elected to serve as the City of Lancaster's 43rd Mayor in 2018, the second woman to hold this post. Before serving as Mayor, Ms. Sorace served a four-year term on the City Council.

City operations are supported by 575 employees and a budget of \$123 million for 2021. More information about the City of Lancaster can be found on the City's website at www.cityoflanasterpa.com.

03. THE COMMUNITY

Established in 1742, Lancaster is one of the oldest inland cities in the United States. It boasts a rich heritage of museums, churches, theatres and historical buildings.

Residents love the City's eclectic shops, nationally-recognized restaurants and quaint coffee shops, numerous entertainment venues and alluring art galleries, as well as the proximity to the famous countryside of picturesque rolling farms. Many enjoy the balance that the small bustling City (about 60,000 people) offers between natural and commercial spaces, as well as its accessible location.

Higher education opportunities are abundant in Lancaster, with four colleges in the City (including Franklin & Marshall College, Thaddeus Stevens College of Technology, Pennsylvania College of Art & Design, Millersville University's satellite campus) and 55 other colleges within 50 miles.

In recent years, Lancaster has consistently topped the lists of best places to visit. Tourists enjoy the popular historical attractions, including the Lancaster Central Market (established in 1889), the Fulton Theatre, and restaurants as profiled in the New York Times (A Global Feast in an Unlikely Spot, 7/23/19).

As the most diverse City in Lancaster County, and also serving as the County seat, its community identifies as: White (40%), Hispanic or Latino (38.3%), Black or African American (17%), Asian (4.4%) two or more races (3.9%). Individuals identifying as Puerto Rican, make up 29% of the city population.



04 LANCASTER CITY BUREAU OF POLICE

The Bureau is a full-service police agency providing police service to the residents and visitors of Lancaster. It is committed to maintaining peace and order by enforcing the law fairly and equitably.

The Bureau is sensitive to cultural, ethnic and socio-economic differences and works collaboratively with the community to identify problems and find solutions that improve the quality of life and reduce crime. The Bureau recently hired two Police Social Services Case Managers to work closely with Patrol to improve early intervention by focusing on assessment, prevention and connecting community members with the appropriate services.

Mission Statement:

To be a professionally responsive and innovative police agency, committed to providing outstanding service and protecting our community.

The Bureau is responsible for a jurisdiction covering 7.3 square miles and a population of nearly 60,000 people. The Chief of Police leads the Bureau and its three Divisions: Patrol, Criminal Investigation and Administrative Services. Each Division is further divided into Sections and Units that respond to more than 50,000 calls for service annually.





With an annual budget of \$27.2 million, the Bureau's 145 uniform (budgeted) and 79 civilian (full-time equivalent) personnel work in one of the three divisions, each managed by a police captain:

- The **Patrol Division** has the largest staff and includes Patrol Services, Crime Prevention and Selective Enforcement. The Bicycle Rapid Response Unit is part of the Division. Patrol Services consists of the Traffic Services Unit, Selective Enforcement Unit, Mounted Patrol and the K-9 Unit.
- The **Criminal Investigative Division** is responsible for investigating and following up on serious crimes. It is divided into three detailed sections: Violent Crime, Property Crime and Special Victims.
- The **Administrative Services Division** provides administrative support services to the other two divisions. It is responsible for the Records Section, Jail, Communications Section, Training Section, Office of Professional Standards and the Bureau's computer network.

Extensive information about the Bureau, its resources and activities, including case and crime data, can be found on the Bureau's [website](#). See [Police Bureau Org Chart](#).



05. THE IDEAL CANDIDATE

The ideal candidate will have demonstrated experience building a culture of continuous improvement and accountability. He/she will be forward-thinking, focused and driven to ensure that Bureau policies and actions are consistent with the best policing practices appropriate in today's world.

STRATEGIC

The Chief will evaluate the Bureau's operations and ensure the organizational model is appropriate for delivering efficient services. The ideal candidate will maximize the Bureau's ability to advance community policing and crime reduction strategies while emphasizing accountability and transparency from command level to rank and file.

INSPIRATIONAL

The Chief will be both an inspirational leader and an experienced executive. He/she will inspire confidence and trust from the community and earn the respect of both sworn and civilian employees. Building strong and genuine connections between the community and the Bureau is essential for a candidate's success in this position.

ENGAGING

The Chief will be culturally sensitive and have the conviction and courage to proactively address challenges and make tough decisions while standing up for the Bureau and the community. The Chief will always be transparent, valuing trust and truth more than political image. The Chief will embody a philosophy of openness and expect the same of his/her command staff. A stabilizing force in the Bureau, the Chief will foster trust at all levels.

06. QUALIFYING CRITERIA



EXPERIENCE

Candidates must have at least 15 years of progressively responsible police experience (at least 10 of the 15 years must be in a supervisory capacity and 5 of the 15 years as a ranking officer). Candidates must have a demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative crime reduction and community policing strategies. Candidates must effectively interact with the media, community stakeholders, elected officials, and labor groups.

EDUCATION

A bachelor's degree in Law Enforcement, Criminal Justice, Public Administration or a related field from an accredited college or university is required. A master's degree in Public Administration or a related field is highly desirable. Advanced training, such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute or the Police Executive Research Forum's Senior Management Institute for Police is considered a plus, as is the ability to speak another language.

LICENSES AND CERTIFICATES

- Possession of a valid Pennsylvania State Driver's License is required.
- Possession of current PA Act 120 certification or ability to obtain certification within 90 days of appointment.



07. COMPENSATION AND BENEFITS

The top salary for this at-will position is \$145,000 annually and placement will be based on the selected candidate's qualifications.

The City provides an excellent array of benefits. Please contact Mr. Gary Peterson (see contact information on page 10) for more information.





08. TO BE CONSIDERED

APPLY TODAY

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter and list of professional references via email to apply@publicsectorsearch.com. References will not be contacted until mutual interest has been established. Candidates are asked to apply by May 14, 2021. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process at the end of May/early June 2021. After a selection has been made, an offer will follow, contingent on the successful completion of the City's hiring process. It is anticipated that the selected candidate will join the City of Lancaster in July 2021 or at a mutually agreeable date.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultants:

Public Sector Search & Consulting, Inc.

Chief Gary Peterson (Ret.), President & CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

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