

A NATIONAL SEARCH

is underway for a new Chief of Police

Lancaster, PA





LANCASTER, PA

THE 01. OPPORTUNITY



The City of Lancaster is seeking a bold, visionary, and deeply authentic leader to serve as its next Chief of Police.

This is a unique opportunity at a pivotal moment to guide Lancaster's police bureau that is proud and ready to continue to grow and evolve. Stakeholders have called for someone who brings authentic passion for the work, leads with courage and vision, and can continue to strengthen bonds within the bureau and throughout the community.

As Chief, you will be entrusted with communicating a compelling vision, mentoring subordinate leaders, and building systems that sustain excellence. You will balance internal development—coaching, culture, accountability—with external engagement—building relationships with residents and other key stakeholders, cultivating transparency, and collaborating with community partners. It's a role for someone who can lean into complexity and lead with heart, inspiring confidence while navigating competing demands.

You'll partner closely with the Mayor, City Council, and administrative leadership to ensure that the police bureau's goals and practices align with Lancaster's civic values, strategic priorities, and aspirations.



THE CITY 02.

The City of Lancaster has been shaped by more than 250 years of history, reflected in its remarkably intact collection of historic buildings and architecture.

Lancaster is one of Pennsylvania's most historic and vibrant cities, with a population of about 58,000 residents in a compact, walkable setting. The city sits at the heart of Lancaster County—a region celebrated for its rich cultural heritage, agricultural landscapes, and its role as a tourism hub in "Pennsylvania Dutch Country." Established in 1742, Lancaster is one of the oldest inland cities in the United States. Lancaster is a bustling small city in the heart of Lancaster County's famous countryside.

Lancaster's economy is diverse, anchored by health care, manufacturing, professional services, public administration, education, and tourism. The city is also home to a growing arts and cultural scene, strong neighborhood identity, and a commitment to civic engagement.

A great place to live or visit, Lancaster has several historical attractions to see, like the Lancaster Central Market, Historic Rock Ford, and President James Buchanan's Wheatland. In recent years, the City has consistently topped lists of best places to visit. Eclectic shops adorn historic blocks, nationally recognized restaurants, entertainment venues, and alluring art galleries provide a distinct urban culture for residents and visitors to explore and enjoy. Downtown Lancaster also boasts an incredibly rich heritage to be experienced at the many museums, churches, and historic buildings. Arts abound! The vibrant arts community of Lancaster City is an integral part of our rich and diverse culture, taking on many forms from museums, live performances, galleries, and artist studios. Higher education opportunities are abundant in Lancaster including Franklin and Marshall College, Thaddeus Stevens College of Technology, and Pennsylvania College of Art and Design.

The City's Office of Neighborhood Engagement reflects Lancaster's ambition to institutionalize meaningful, ongoing relationships with residents, ensuring that the voices of neighborhoods are heard in policymaking and city services. Lancaster offers a quality of life where daily amenities, heritage, walkable districts, and environmental stewardship all converge. For the right Chief, it's a community where you can thrive and make a lasting impact.





THE 03. GOVERNMENT

Lancaster City operates in a Strong mayor-council form of governance. The Mayor - the chief executive of the City - is elected by the voters to a four-year term.

The City Council consists of seven members, including a president, 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, along with 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 residents of the City of Lancaster. 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 their pleasure.

City operations are supported by nearly 550 full-time and 26 part-time employees and a total budget of over \$76 million for 2025, with nearly 55% of that designated for public safety.



THE POLICE DEPARTMENT

The Lancaster City Bureau of Police (LCBP) comprises approximately 128 sworn positions, 41 full time non-sworn, 16 part-time non-sworn, and 8 cadets.

The bureau operates four rotating platoons, each at full staffing having 4 sergeants and 16 officers, along with designated field training roles and support structure.

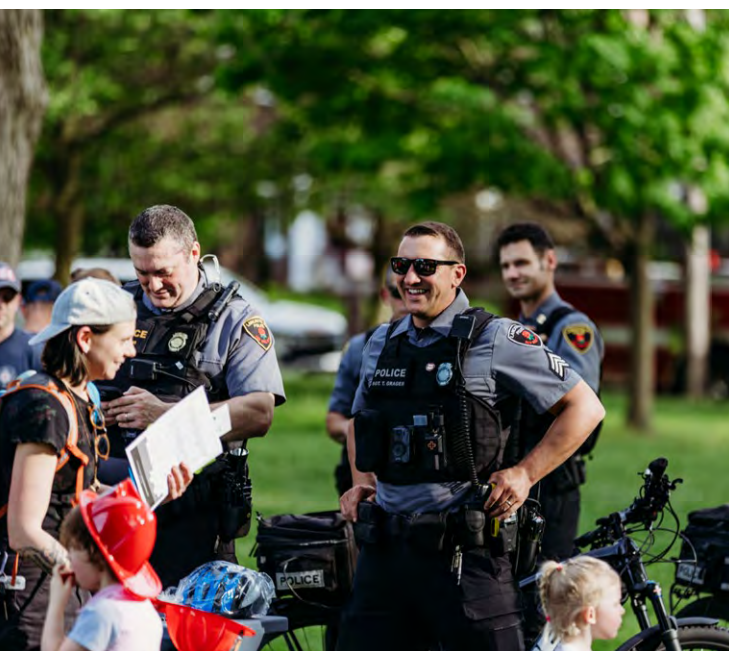
LCBP is accredited by the Pennsylvania Law Enforcement Accreditation Commission (PLEAC), reflecting its commitment to best practices in law enforcement. Its mission emphasizes being a “professionally responsive and innovative police agency” serving all community members with integrity. Its vision: to enhance Lancaster’s quality of life by respectfully engaging all residents and visitors. The bureau’s core values: Service, Integrity, Honor, Courage, Commitment, and Duty.

LCBP also administers numerous community programs, including the Police Athletic League (PAL), Citizen’s Police Academy, Coffee with a Cop, police social worker program, and a youth mentoring program. The bureau includes specialty units such as K-9, selective enforcement, bicycle patrol, school resource officers (SROs), and crisis negotiation teams.

The Lancaster City Bureau of Police is looking for a chief committed to working on important challenges: ensuring that leadership is consistent and fair, improving internal development and morale, bridging divides between community expectations and departmental operations, and empowering the next generation of leaders within the bureau.

The Police Bureau is responsible for a jurisdiction covering 7.3 square miles and a population of nearly 60,000. The Chief of Police leads the Police Bureau and its three Divisions: The Patrol Division, the Criminal Investigation Division and the Administrative Services Division. Each Division is further divided into Sections and Units that respond to more than 50,000 calls for service annually. With a 2025 annual budget of \$28.9m, the Bureau's 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 (SEU), Mounted Patrol, and the K-9 Unit.
- **The Criminal Investigative Division** is responsible for investigating and following up on serious crimes. The CID 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. This Division is responsible for the Records Section, Jail, Communications Section, Training Section, the Office of Professional Standards, and the Bureau computer network.



LANCASTER POLICE DEPARTMENT

Our Mission

The mission of the Lancaster Bureau of Police is to be a professionally responsive and innovative police agency, committed to providing outstanding service and protecting our community.



THE IDEAL CANDIDATE

Lancaster is seeking a Chief of Police who brings not just experience, but authentic passion and strategic courage.

The candidate should:

- Lead with Passion and Vision: Demonstrate genuine enthusiasm for policing, with the courage to steer bold, long-term vision.
- Develop Leadership Downward: Train, mentor, and empower subordinate commanders and supervisors to take initiative and ownership.
- Balance Internal & External Engagement: Be equally present inside the bureau—listening, coaching, and enforcing—and externally—building relationships, attending events, interacting with citizens.
- Build Community Trust: Approach every neighborhood with humility, respect, and a willingness to listen and collaborate on public safety solutions.
- Be Strategically Fluent: Propose, implement, and sustain multi-year strategies with measurable goals, data transparency, and adaptability.
- Stand with Integrity: Maintain consistency in policy, fairness in discipline, and transparency in decisions.
- Innovate & Modernize: Use technology, data analytics, and best practices to increase department efficiency, accountability, and performance.

In short: Lancaster wants a Chief who is not just a manager, but a catalytic leader—someone who cares deeply, plans boldly, builds relationships, and empowers people.



06. QUALIFYING CRITERIA

Experience – Candidates must have at least fifteen years of progressively responsible police experience, at least ten years of which must be in a supervisory capacity and at least five years at the command level. 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 Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP), is considered a plus, as is the ability to speak another language.

- 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 & BENEFITS

Lancaster offers a competitive compensation package commensurate with experience and qualifications. In addition, the current salary range for this at-will position is up to \$165,000 annually, and placement will be based on the selected candidates' qualifications. The benefits package includes health, dental, vision, retirement contributions, paid leave, professional development opportunities, and other customary municipal benefits.





08. APPLICATION PROCEDURES



APPLY TODAY!

Public Sector Search & Consulting, Inc. encourages prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this excellent opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by November 14th, 2025. Candidates are strongly encouraged to apply early for optimal consideration. Submissions should include a cover letter, resume, and references and should be sent to: apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the in-person selection process in December 2025. The top candidates will be forwarded to the mayor for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of Police will join the LCPD in January 2026, or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Justin Doll, Senior Consultant - Chief of Police (Ret.)

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