



CITY OF LANCASTER
BUREAU OF POLICE
30x30 Initiative

Our Mission

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

Our Core Values

Service, Integrity, Honor, Courage, Commitment, and Duty.



Lancaster City's Chief of Police

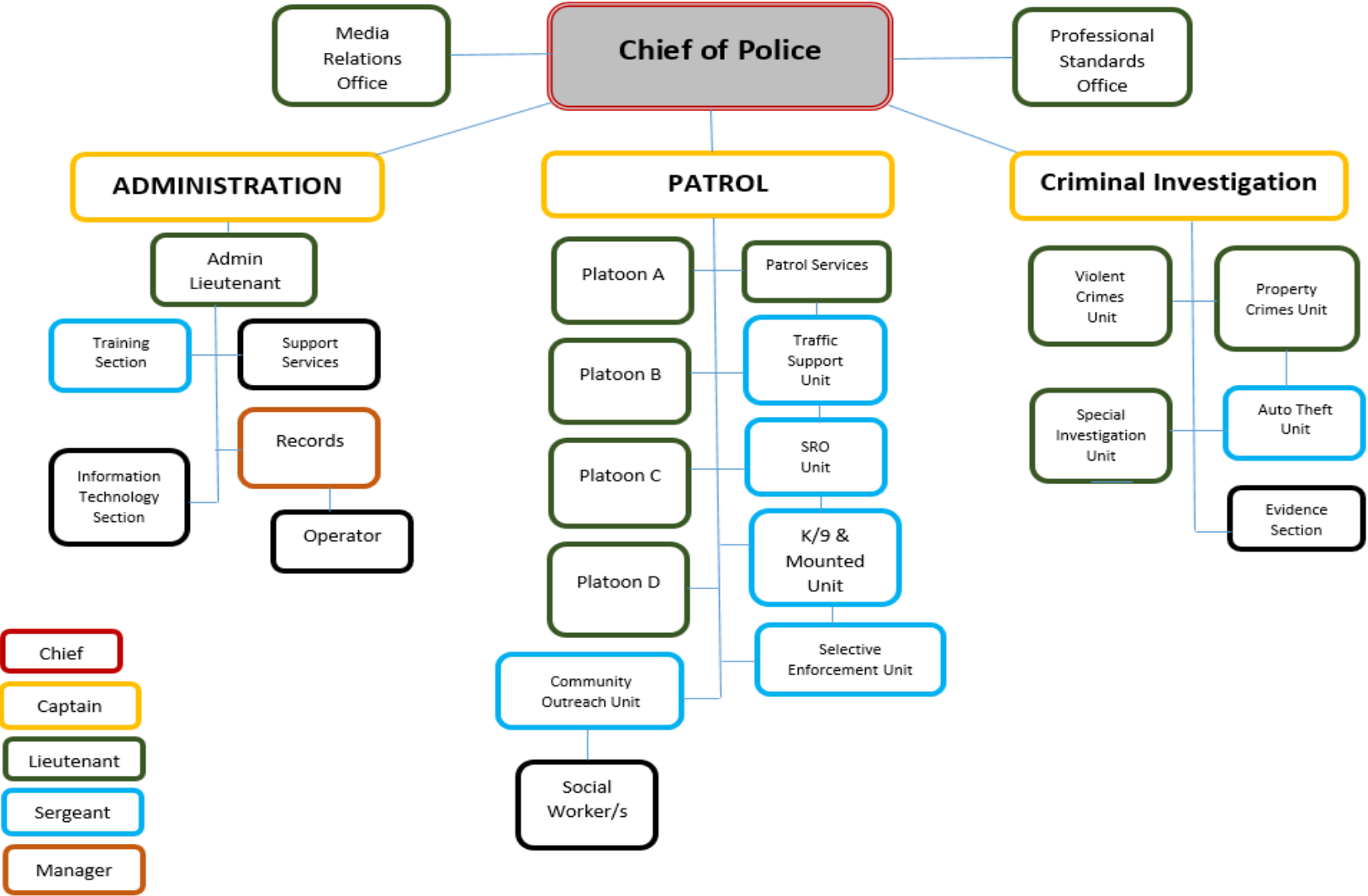
Chief Richard Mendez was appointed as the first Hispanic Chief of Police for the Lancaster City Police Bureau in July 2022.

Chief Mendez is a lifelong Lancaster City resident, a JP McCaskey High School graduate, and a 22-year veteran of the Bureau.

He was a member of the K-9 unit, the Selective Enforcement Unit, the Lancaster County Special Emergency Response Team, a platoon leader, and the captain of the Patrol Division, the largest division of the Bureau.



LANCASTER CITY POLICE DEPARTMENT



30x30 Initiative

The Lancaster City Bureau of Police has pledged to advance the representation and experiences of women in policing

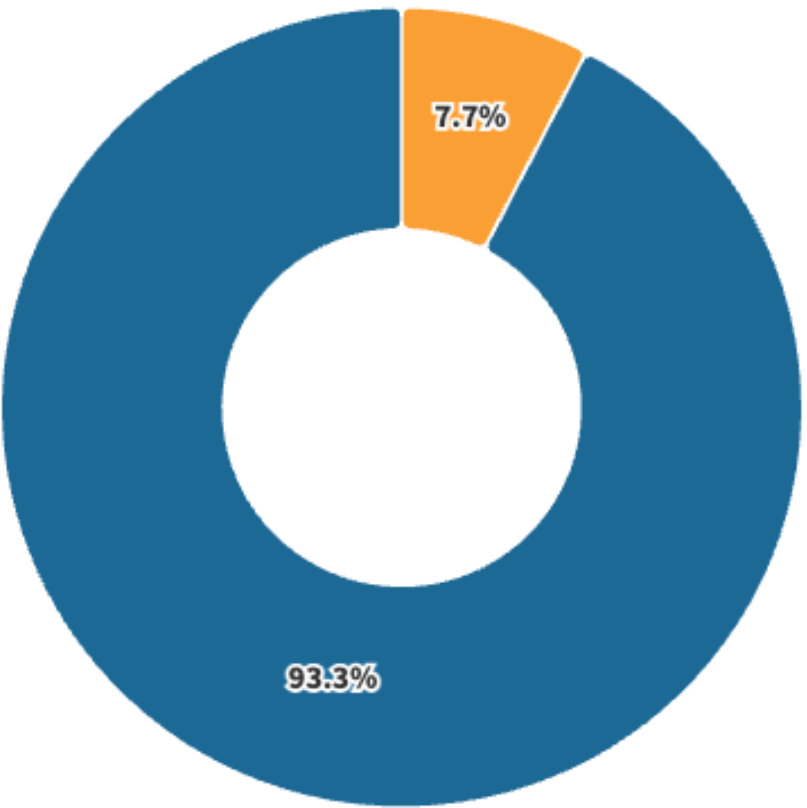
- A series of low and no-cost actions policing agencies can take to improve the representation and experiences of women in law enforcement.
- Ultimately, the goal is to reach 30 percent of women in police recruit classes by 2030 and to ensure policing agencies are truly representative of the jurisdiction the agency serves.



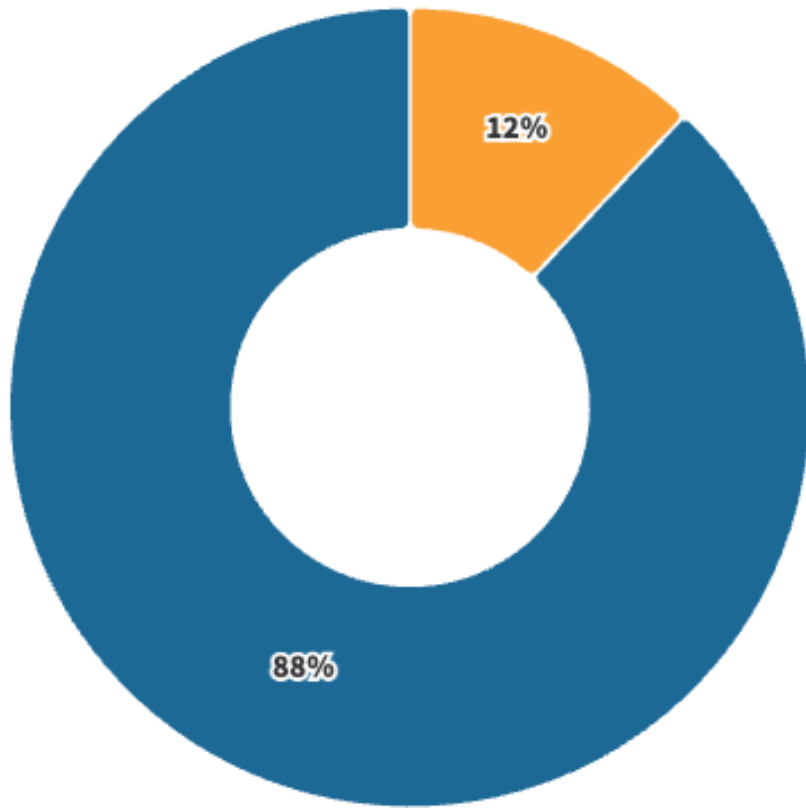
Women in Policing Statistics

Females Males

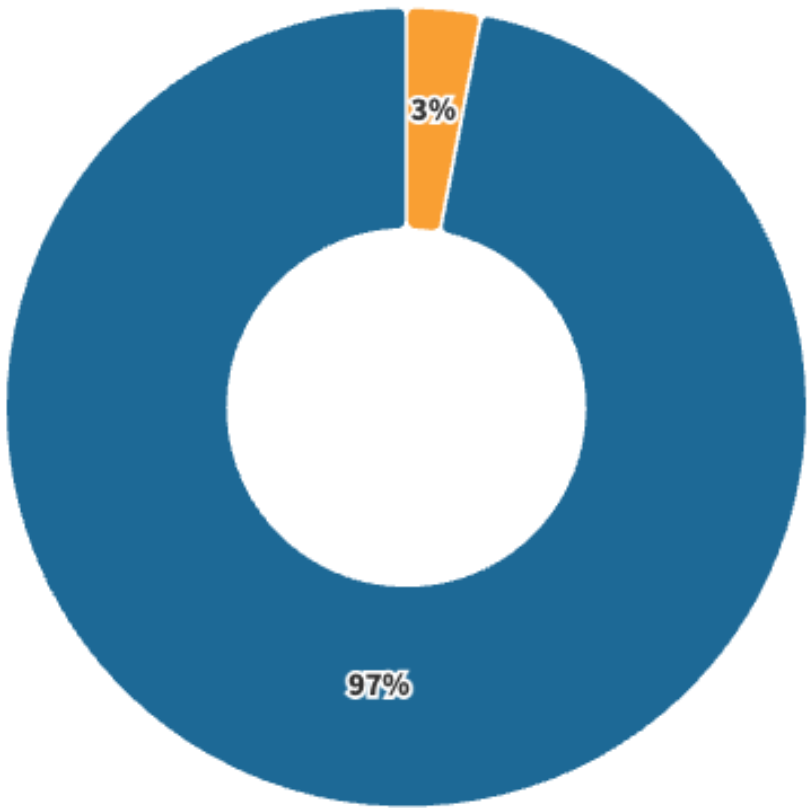
% of Female Lancaster City Police Officers



% Female Sworn Officer Roles (National Average)



% of Women in Police Leadership Roles (National Average)



Importance of Representation in Police Work



CITY OF LANCASTER
BUREAU OF POLICE

ACTUALMENTE
CONTRATANDO

POLICIA
MARTINEZ

SALARIO COMPETITIVO

BENEFICIOS INTEGRALES

OPORTUNIDADES DE AVANCE

ENTRENAMIENTO PAGADO

- Increased trust and legitimacy by the community
- Improved Cultural Competence
- Enhanced Problem-Solving
- Reduced Bias and Discrimination

Research Shows the Benefits of Increasing Women's Representation in Policing

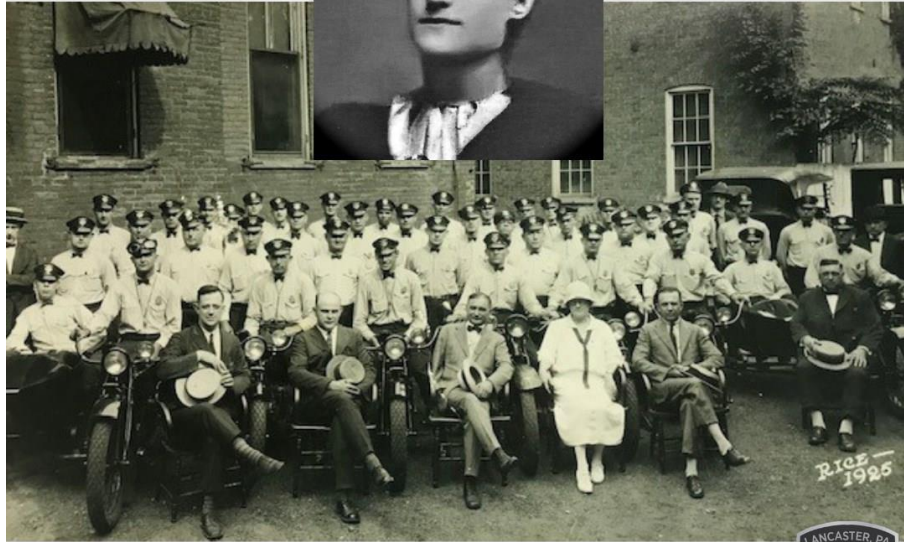
Research suggests women officers

- Use less force and excessive force
- Are name in fewer complaints and lawsuits
- Are perceived by communities as being more honest and compassionate
- See better outcomes for crime victims, especially in sexual assault cases
- Make fewer discretionary arrests, especially of non-white residents



Lancaster City's First Police Woman

Agnes T. Ferriter



First Police Woman for
Lancaster Bureau of Police

1923 - 1946



- On March 26, 1923, Agnes Ferriter officially became the first acknowledged policewoman with the Lancaster City Bureau of Police.
- She was also the first woman to hold such a position in the state of Pennsylvania.
- There was no job description beyond being advised that she was to work with women and juveniles. There were no handbooks or guidelines whatsoever.
- She collaborated with 2 other policewomen in preparing a police training handbook for women which served as a model throughout the country.
- She helped to establish a shelter for juvenile female offenders and set up a guidance counselor program.

Lancaster City's First Female Police Captain

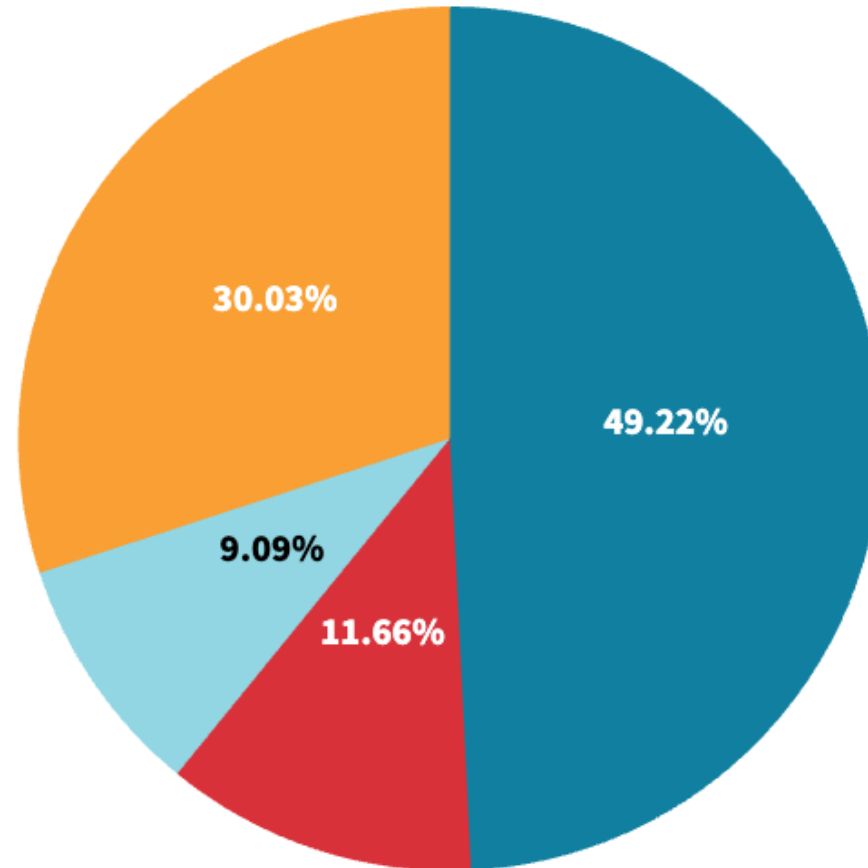
- In 2017, Sonja Stebbins was the Bureau's first female Captain.
- Served in Patrol, Community Policing, Drug Suppression Unit, Detective Division, and Patrol Services.
- Instrumental in implementing the Police Social Workers program at the Bureau.
- Captain Stebbins retired in January 2021, after almost 30 years of service.



Impact of Police Social Worker Program

LCBP Police Social Worker Stats 2022


■ Mental Health (49.22%) ■ Unsheltered (11.66%) ■ Aging Concerns (9.09%) ■ Other (30.03%)



Recruitment Efforts

Lancaster Bureau of Police Sponsored

Breaking barriers: Join the growing number of women in policing and make a difference in your community today!



police.cityoflanasterpa.gov
Women in Policing
Advancing the representa...

Learn more

Like Comment Share



Why Join LCBP?

Competitive Starting Salary • Long Term Rewarding Career • Professional Development and Career Training Opportunities • Comprehensive Benefits • Make a Difference in Your Community

Who We Are Looking For

The Lancaster City Bureau of Police is seeking diverse candidates whose life history, past decision making, and current standing in the community aligns with the City of Lancaster's core values of Quality, Teamwork, Integrity, and Respect.

CITY OF LANCASTER
BUREAU OF POLICE

LCBPCAREERS.COM



COMPETITIVE SALARY



COMPREHENSIVE BENEFITS



ADVANCEMENT OPPORTUNITIES



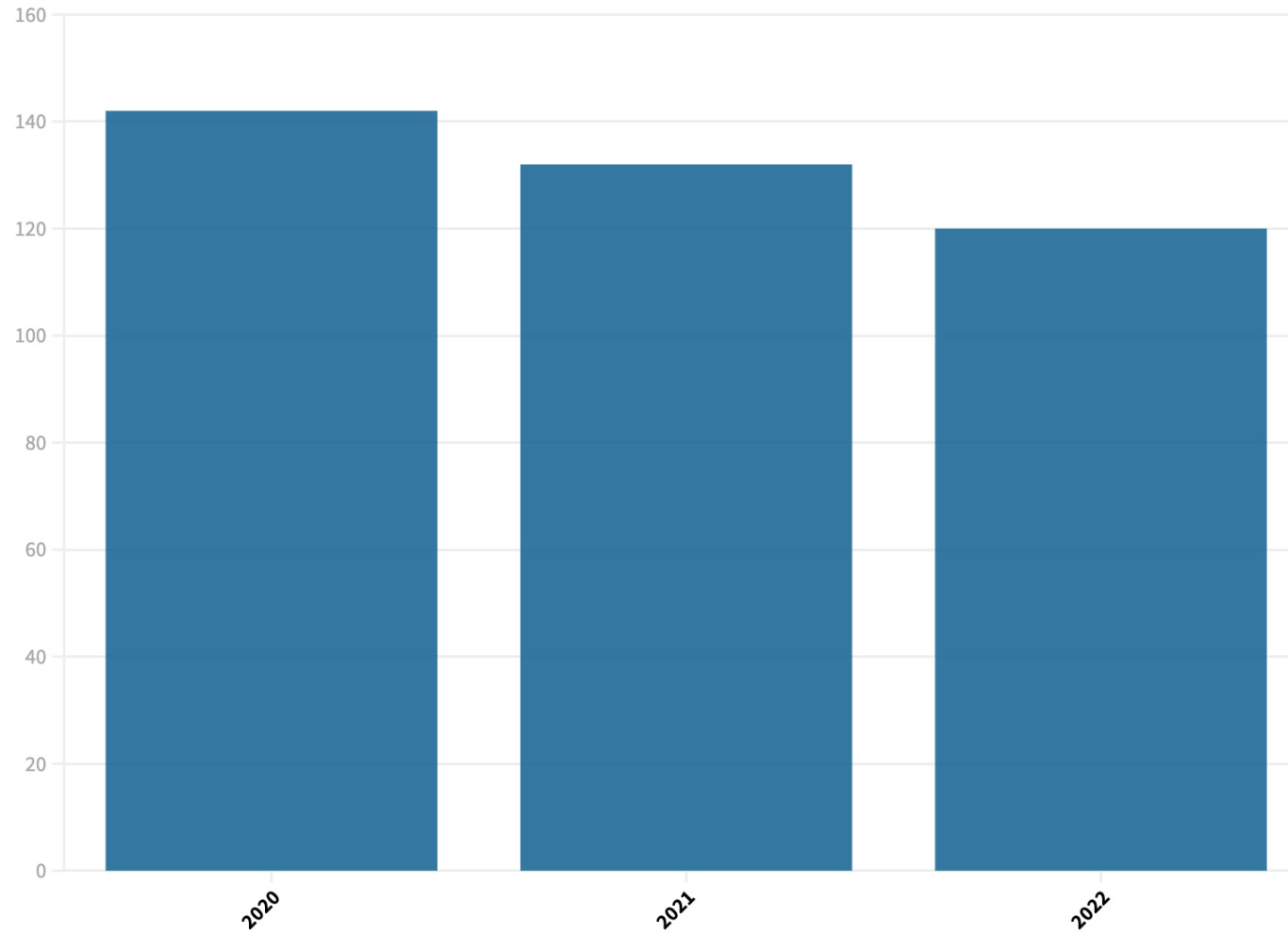
PAID TRAINING

CITY OF LANCASTER
BUREAU OF POLICE

**DO SOMETHING
EXTRAORDINARY**

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Need for Police Officers



Lead the Change. Don't Wait for it.



Hear More from the Women in Our Police Force

police.cityoflancasterpa.gov/30x30



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Advancing the representation and experiences of women in the police force.



SCAN ME

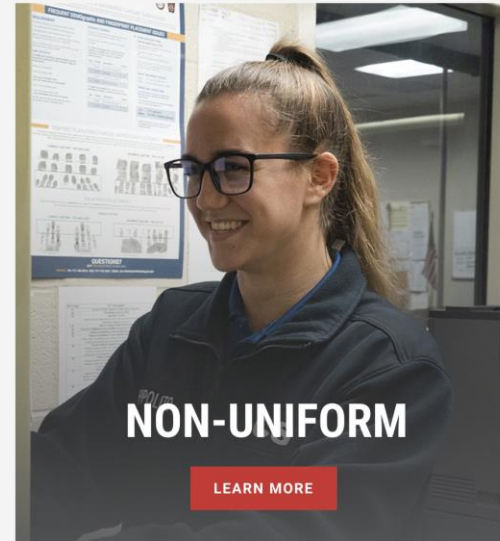
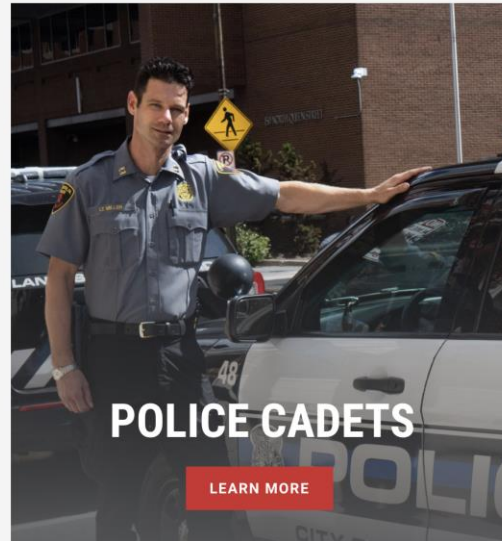
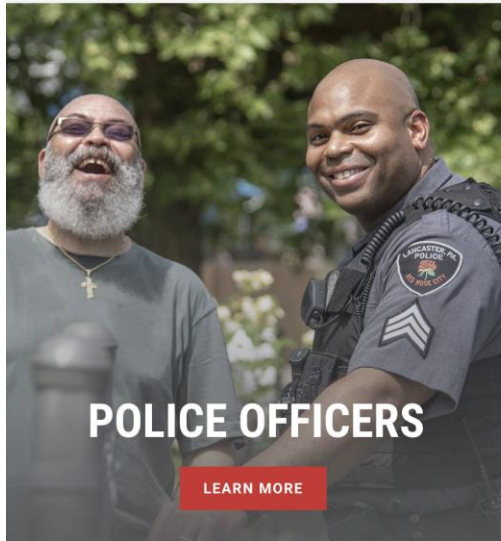
Take the First Step and Apply

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POLICE CAREERS

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SCAN ME

Q & A