



**CALLED
TO SERVE.
SWORN TO
PROTECT.**

ERIE POLICE DEPARTMENT RECRUITMENT GUIDE



JOIN A NEW GENERATION OF POLICING.

Nearly 170 years of tradition set the Erie Police Department apart. Hiring its first African-American officer in 1904, and Pennsylvania's first female officer in 1916, EPD has consistently been ahead of its time. We are committed to diversity. We value our veterans. We serve the community first. Our training prepares us, but integrity determines how we respond. We are one team. And in everything we do—we'll have your back. Join a new generation of policing.

MAYOR'S VISION

As Mayor, I invite you to answer the call to become a police officer in the City of Erie. Now more than ever, we need officers who are ready to be the next generation of law enforcement with the skills and integrity to protect and serve our diverse community in the years ahead.

I want to emphasize the importance of Erie's Rich, Cultural Diversity. Community policing is very important to me. Through our outreach programs and recruiting efforts, we want our police department to look like the community it serves.

My team and I have a close working relationship with the Erie Police Department. We work together to keep our residents and businesses safe, use preventative strategies to stop crime, and build strong community relationships within all Erie neighborhoods.

I hope that you share our Vision and work with Sgt. Tom Lenox to get the information you need. This is not an easy job, but it is a meaningful job. We are entering a new era of policing, and we need candidates ready for the challenges that lie ahead. We hope you will join us.

Sincerely,



Joseph V. Schember

Mayor, City of Erie

MUNICIPAL BUILDING CITY OF ERIE



MESSAGE FROM THE CHIEF

Thank you for your interest in joining the Erie Police Department. Over thirty years ago, I made the decision to become a police officer, and I fully realize what a commitment it is.

Since becoming Chief, my goal has been to maintain a professionally-trained police department equipped with top-tier specialty units that follow the latest best practices and procedures.

I believe that community collaboration is a key component keeping all of our residents safe. Our department works together with law enforcement partners, criminal justice agencies, and all local, social and faith-based organizations to strengthen relationships and best serve the entire Erie region.

If you decide to join our ranks, know that you will be held to a high standard of integrity. We value our work in the community. We value our commitment to training. Most of all, we value our officers who come together every day and every night to keep Erie safe.

You have a big decision to make and it should not be taken lightly. If there is anything we can do to help, please let us know.

I hope to see your application soon,

A handwritten signature in blue ink that reads "Daniel P. Spizarny Sr." The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Daniel P. Spizarny, Sr.

Chief, Erie Police Department

ABOUT THE EPD

The Erie Police Department (EPD) provides professional and community-focused law enforcement to serve and protect all residents in the City of Erie.

As Pennsylvania's fourth largest municipal police department, EPD employs nearly 175 officers and is **among the top-trained departments in the state**, far exceeding minimum requirements for firearms, legal, social services, and mental health training.

Nationally recognized by the U.S. Department of Justice for building community partnerships, EPD uses a team-oriented approach that brings police, city officials, and community leaders together to work through the tough issues that face the Erie community.

Department programs like the Police Athletic League (PAL) and the Community Outreach Program (COP) **build positive relationships between officers and Erie's youth** to foster important conversations, support educational needs, and serve as role models.

EPD is a **strong supporter of military veterans**. The department placed in the top 5 for the 2021 Secretary of Defense Freedom Award for its exceptional support of National Guard and Reserve members. Just over 40% of EPD officers are military veterans.

HISTORY HIGHLIGHTS

Erie Police Department
established with
nine officers

○ 1855

1861



EPD provided security
for President Abraham
Lincoln

Rufus D.H. Baxter
hired as first African-
American officer

○ 1904

1912



Motorcycle unit
established

Elizabeth Jeffs hired
as first female police
matron in Pennsylvania

○ 1916

1925



First motor vehicles
used as patrol cars

Police Athletic League
(PAL) started

○ 1955

1960



Lillian Strand hired
as first female
uniformed officer

Bomb Squad
established

○ 1975

1993



SWAT team
established

PAL restarted ○ 2015

SPCP formed as
US Department of
Justice initiative

○ 2018



Community Outreach
Program (COP) started



CHIEF'S OFFICE

The Office of the Chief consists of the Chief of Police and EPD command staff, which leads each of the divisions within the police department: Patrol, Criminal Investigation, and Professional Standards.

- Chief of Police
- Deputy Chief of Patrol Division
- Deputy Chief of Criminal Investigation Division
- Deputy Chief of Professional Standards
- Captain of Patrol Division

OFFICE OF PROFESSIONAL STANDARDS (OPS)

To ensure its officers uphold the highest level of integrity, the EPD Office of Professional Standards impartially investigates all citizen complaints and allegations against officers, conducts internal audits, oversees training and recruiting, and performs background investigations. The OPS also oversees criminal intelligence and analysis and department technology.

- Department of Internal Affairs
- Training Department
- Field Training Officer
- Technology Coordinator
- Criminal Intelligence & Analysis
- Police Athletic League and Recruitment Coordinator

PATROL DIVISION

The Patrol Division is the largest and most visible division within EPD. This is the front line of law enforcement, directly responding to calls for service to protect both life and property, prevent criminal activity, apprehend criminal offenders, conduct preventative patrols, investigate offenses reported by the public, and investigate traffic accidents.

- Patrol Division
- Motorcycle Unit
- Special Operations
- Neighborhood Action Team
- Saturation Team
- Warrant Officer/Quartermaster
- Towing Operations
- Traffic Investigation
- Traffic Court
- Animal Enforcement Officer
- Housing Authority Unit
- Crisis Car

SPECIAL RESPONSE UNITS

Special response units continuously train and conduct specialized police operations in the field. They assist the various divisions in the department to safely conclude high-risk incidents.

- Special Weapons and Tactics (SWAT)
- Hostage Negotiation Team
- Bomb Squad





CRIMINAL INVESTIGATION DIVISION (CID)

The Criminal Investigation Division investigates crimes against persons, including homicides, assaults, robberies, shots fired, home invasions, missing persons, kidnappings, witness intimidation, child pornography, harassments, bomb threats, bank robberies, overdoses, and unattended deaths.

- Major Crimes Unit
- White Collar Crimes Unit
- Burglary Unit
- Auto Theft Unit
- Juvenile Unit
- ID Unit
- Drug & Vice Unit
- Insurance Fraud Investigation
- Property Division

POLICE ATHLETIC LEAGUE (PAL)

The Police Athletic League (PAL) program helps reduce crime in Erie's neighborhoods, promotes positive character development, and improves educational outcomes for our community's children. Serving more than 600 kids from grades 3 to 12 in twelve schools, PAL aims to break down barriers and unlock the "cop-kid" relationship through mentoring, tutoring, and facilitating discussions.

- Two annual summer sports camps
- Junior Police Academy
- After-school programs
- Life skills and character development
- Educational field trips, community service days, and special events

COMMUNITY OUTREACH PROGRAM (COP)

The Community Outreach Program (COP) is an initiative to bridge the gap between the Erie's residents and EPD by developing stronger relationships through mentoring, tutoring, community interactions, and public safety. Within the program, officers:

- Patrol Downtown to develop relationships with business owners and address their concerns
- Work with the homeless population to help them get the services they need
- Participate in community events like trick-or-treating, distributing gifts, neighborhood clean-ups, and National Night Out
- Mentor, tutor, and build relationships with elementary and middle school students through conversations, learning, and sports
- Teach students topics ranging from bike safety to the effects of drugs and alcohol

STRENGTHENING POLICE AND COMMUNITY PARTNERSHIPS (SPCP)

The Strengthening Police and Community Partnerships (SPCP) council is a U.S. Department of Justice pilot initiative designed to strengthen trust and develop partnerships between law enforcement and the diverse communities they serve.





CONTACT

For more information and to find out if you qualify,
scan the QR code to the right or contact:

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