



Pleasant Hill, Iowa
Invites Qualified Candidates to Apply for
POLICE CHIEF



ABOUT PLEASANT HILL – With a population of more than 9,000 within 9.3 square miles, Pleasant Hill, Iowa is part of the thriving Des Moines metropolitan area with a population of more than 575,000. Pleasant Hill, whose population grew by 73 percent in the last decade, continues to grow and attract new businesses and residents in the current decade.

An analysis of U.S. Census data for Pleasant Hill shows the community has 15 percent more college graduates and 27 percent greater median family income than national averages. While Pleasant Hill is transitioning from primarily a bedroom community to a full service city within the metropolitan area, there are several significant employers in Pleasant Hill including:

- ❖ Southeast Polk Community School District—850 employees;
- ❖ Hy-Vee Food Store—280 employees;
- ❖ G & K Services (uniform supply)—120 employees;
- ❖ Elder Corporation (earth excavating)—110 employees;
- ❖ Parkridge Nursing and Rehabilitation Center—65 employees;
- ❖ Mercy East Medical Clinic—65 employees;
- ❖ Spartech Townsend (acrylic tubing and rods)—36 employees; and
- ❖ Magellan Pipeline Company—33 employees.

Pleasant Hill’s brand of “Grow, Play, Live” was borne out of the community’s desire to provide a full-range of retail, medical, leisure, and related services for its residents’ convenience. The City expects to grow considerably for many years as there is a substantial amount of developable land within the city limits. Also, the community has two Homeland Security buffer zone facilities (Magellan Pipeline Company and MidAmerican Energy), which make the City eligible to receive federal funds in recognition of these facilities’ importance to the nation’s security.

Iowa has long been known for the quality of its workforce and the “Iowa Work Ethic”. In order to capitalize on the labor pool’s strength, Pleasant Hill along with other Eastern Polk County communities (Altoona, Bondurant, and Mitchellville), formed the Eastern Polk Regional Development organization which provides marketing and business attraction/retention services for the area.

Forbes ranked Des Moines #2 of the Best U.S. Cities for Jobs in 2015, #6 of the Best U.S. Cities for Raising a Family in 2014, and #2 of the Best U.S. Cities for Business and Careers in 2014.

EDUCATION

Pleasant Hill is served by two school districts—Southeast Polk Community School District and Des Moines Public Schools. Southeast Polk, which has more than 6,800 students, has one elementary school, one junior high school, and one high school in Pleasant Hill. The high school in Pleasant Hill is a \$60 million state-of-the-art facility completed in 2009. The average ACT score for Southeast Polk is 22, and average test scores for math, science, and reading all exceed state averages.

Des Moines Public Schools has one elementary school in Pleasant Hill. In addition there are several nearby private schools.

There are many post-secondary education opportunities available in close proximity to Pleasant Hill including Iowa State University, Drake University, Grand View College, Simpson College, Central College, and the Des Moines Area Community College (DMACC).

TRANSPORTATION

Pleasant Hill offers suburban living with quick access to metropolitan amenities in part due to fairly recent construction of two interchanges on the US 65/Highway 5 bypass. The community is less than a ten-minute drive to downtown Des Moines and the State Capitol and a fifteen minute-drive to the Des Moines International Airport. Bus service in Pleasant Hill is provided through the Des Moines Area Regional Transportation (DART) Authority.

LEISURE AND CULTURE

Pleasant Hill has approximately 170 acres of parks at six different locations. Park facilities include soccer fields, basketball courts, tennis courts, picnic areas with grills, shelters, pickle ball courts, playground equipment, baseball and softball fields, and open space. The crown jewel of the City’s park system is Copper Creek Lake Park, which features a 40 acre lake filled with a diverse selection of plants and wildlife. A lighted 1.22 mile trail surrounds the park which also includes picnic areas, playground equipment, a shelter, restrooms, woodland nature trail, and open space. Also, Pleasant Hill has a trail system connecting to the 500-mile Central Iowa trail system, known as the “Trail Capital of the World”.

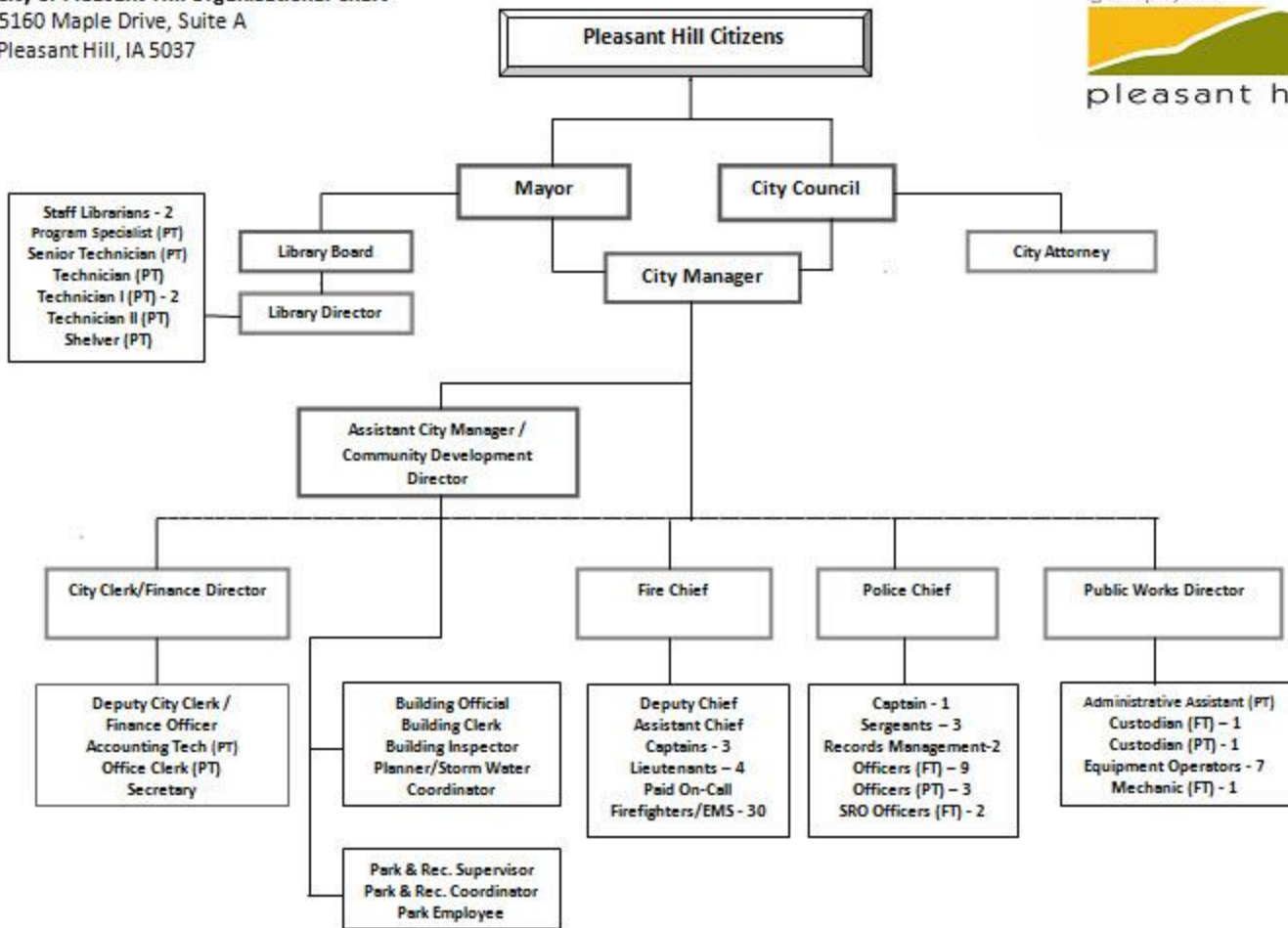


THE CITY GOVERNMENT – Pleasant Hill was incorporated in 1956 and has operated under the council-manager form of government since 1998. The City Council consists of a Mayor and 5 Council Members elected at-large to 4-year overlapping terms. The City Council hires a City Manager who ensures the policy direction set by the City Council is implemented. Three Council Members have current or former law enforcement experience at the state, county, and municipal level.

The City which operates on a July 1-June 30 fiscal year has an annual budget of \$13.8 million and 55 FTE’s. The City offers most typical municipal services with the exception of water and sewer utilities which are provided regionally—however the City is responsible for water distribution lines and sewer collection lines up to regional lift stations. The City has a municipal campus on Maple Drive which includes City Hall, the Library, and Police and Fire stations. Due to the community’s rapid growth, the City is developing plans to expand the campus in the future. The City has two collective bargaining units: one for sworn Police personnel up to the Sergeant level and one for Public Works employees.

The City is financially stable and has experienced 8 percent annual growth in its property tax assessed valuation over the last ten years. The City Council has approved the addition of three new positions for the 2015/16 fiscal year, including a Development and Communication Specialist who will be enhancing the City’s internet and social media presence, and its economic development marketing information. The City has an AA3 general obligation bond rating.

City of Pleasant Hill Organizational Chart
5160 Maple Drive, Suite A
Pleasant Hill, IA 5037





THE POLICE DEPARTMENT – The Pleasant Hill Police Department has a \$2.1 million annual budget, 18 FTE’s, and 15 reserve officers (see City organizational chart on page 3). The Police Chief is appointed by the Mayor subject to City Council approval and reports to the City Manager.

The Police Department provides 24-hour patrol response to criminal activity and is active in all aspects of law enforcement including internet crimes and traffic enforcement. The Department also provides community education and crime prevention services including D.A.R.E. instruction to Southeast Polk

sixth-grade students. Police personnel have a high level of college education for a Department of its size.



Issues and Opportunities

The following is a summary of the issues and opportunities to be managed by Pleasant Hill’s next Police Chief.

Strategic Plan—the Department is ready for the next Chief to lead a strategic planning process. Such a plan would assist the Department in addressing unmet needs and establish a framework for the future.

Growth—the next Police Chief will be involved in developing and implementing expansion of the current Police station in conjunction with others who will be working on the City campus expansion. Also, the Chief will have the opportunity to build a larger department to accommodate the City’s anticipated growth.

Professional Development—Department employees are interested in growing professionally and are looking for the Chief to be a mentor and coach. It would be desirable for the next Chief to offer employees more diverse assignments to broaden their law enforcement experience and make professional development opportunities such as seminars and conferences more available to employees.

Team Building—the next Chief will be expected to foster a culture of teamwork and trust within the Department. The City wants there to be mutual respect between the Chief and employees and among employees that can be nurtured with honest two-way communication.

Customer Service—the next Chief should enhance the responsiveness to citizen inquiries, and should model this behavior, making it a priority for all Department employees to do the same.

Employee Performance—employees should be given clear performance expectations and be held accountable. Positive and negative feedback about employee performance needs to be better documented.

JOB REQUIREMENTS –

The minimum job requirements are: 1) Bachelor's degree in criminal justice, public administration, political science, or related field; 2) a minimum of five years of increasingly responsible experience that includes management of personnel with preferably three years at sergeant level or above; 3) preferably be a graduate from the FBI National Academy or similar program; and 4) either currently possess Iowa Law Enforcement Academy certification or have ability to become certified; or any equivalent combination of education and experience.

grow. play. live.



pleasant hill

Desired Professional and Personal Attributes

The following are the *desired* professional and personal attributes for Pleasant Hill's next Police Chief:

- Strong, self-confident leader with command presence and integrity;
- Visionary with track record of being progressive and innovative;
- Demonstrated philosophy and history of valuing Department employees and fostering positive employee relations culture;
- Approachable, honest communicator;
- Experience working for growing community including planning for and implementing budget and facility growth;
- Be visible in community;
- Energetic with positive attitude and enthusiasm;
- Proactive with ability to make sound and timely decisions;
- Data-based decision-maker who is able to communicate that well both verbally and in writing;
- Strategic planning experience;
- Experience working with labor unions;
- Valued member of City management team that works well together and is genuinely concerned about best outcomes for entire City organization and community;
- Broad experience in all facets of law enforcement including patrol, investigations, administration, and internal affairs;
- Technology-savvy who uses City's website and social media to enhance Department's effectiveness; and
- Intergovernmental relations experience in particular with school districts and surrounding communities.

Compensation

The compensation for the Police Chief position is competitive with the starting salary dependent on the selected individual's qualifications and match with the attributes being sought by the City. Other benefits include:

- City match of three percent to deferred compensation (457) retirement plan;
- Family medical, dental, and vision insurance employee premiums of approximately \$58/month;
- Employment agreement containing a six-month severance provision;
- Reasonable and customary moving expenses; and
- Iowa Public Employee Retirement System (IPERS).

To Apply:

The position is open until filled. Please send your resume and cover letter with current salary to pwconsulting@cox.net. The first review of resumes will occur on May 11, 2015. For additional information about this job, please contact:

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AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER