



# CLIVE, IOWA

## FIRE CHIEF

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## CLIVE, IA FIRE CHIEF

Clive, IA (18,601) is a city located in Dallas and Polk Counties in the western portion of the Des Moines metropolitan area. [Clive](#) serves as the axis of the western Des Moines suburbs, between [Urbandale](#), [Waukee](#) and [West Des Moines](#) along the major transportation corridors of [I-35](#), [I-80](#) and [I-235](#). "Clive is a thriving community featuring large and small business alike providing services and career opportunities. The community is bound on all sides by other communities and there still are areas within the boundaries where business and homes are being built. Traveling through the hardwood forest creekside, it is hard to believe it exists in a metro area. The city is seeking candidates for the position of Fire/EMS Chief following the retirement announcement of current Chief Rick Roe, who had served the department and the City of Clive and the surrounding area for over 24 years.

## CITY HISTORY

"Clive is an old community, but a young city!" Maps dated in the 1870's first show Clive as a small settlement clustered around the intersection of Walnut Creek, the railroad and a county road. The community was an early rail shipping point and coal mining area. It was platted on January 18, 1882 by the Union Land Company. Two of Clive's first buildings still remain: the Railway Depot at NW 86th Street and Swanson Blvd. (built around 1882) and Swanson Grocery at 8641 Swanson Blvd. (built in 1911). The name Clive purportedly came from British General Robert Clive, who served in the late 1700's as administrator and founder of the British Empire in India. The City of Clive was incorporated on October 9, 1956 ([clivehistoricsociety.org](#)). Clive is a community that has grown from a population of 752 citizens in 1960 to 18,601 in 2020. This growing and prosperous city is located in the hub of a thriving suburban area that lends itself to convenience and a relaxed living atmosphere, great [restaurants](#) and access to the greater Des Moines area amenities. Clive has some of the most desirable and beautiful neighborhoods in the metropolitan area. One of the "signature" items in the community, is their [Greenbelt Trail](#) system that stretches across the city with connections to major regional walking and bicycling paths (7 major trail heads with parking).

Clive is governed by a Mayor and five council members who are elected at large in a non-partisan setting. The day-to-day administration is carried out by the appointed City Manager and city staff including the fire chief. The city provides a complete municipal service profile like many communities in metro areas. The mission of the Clive Fire Department is to "Provide exceptional service to our community through compassion, integrity, and professionalism." Clive covers an area of 7.7 square miles.

Clive has a beautiful [park system](#) located throughout the community. Take a stroll, ride your bike, jog, go roller blading and enjoy all of the natural scenery that is abundant in most of the 297 acres of the parks in the city.

## EDUCATION

Clive is served by two school districts. The portion of Clive east of 142nd Street (Polk County) is served by the [West Des Moines School District \(WDMSC\)](#). The West Des Moines School District has been inspiring young learners for over 100 years. With approximately 9,000 students, around 1,300 personnel and (13) schools, WDMSC provides each student with opportunities and resources to succeed. They focus on core programs like Project-Based Learning Schools, Artful Learning, 1:1 Devices, Foreign Language Curriculum and Award Winning Arts Programs.

The portion of Clive west of 142nd Street (Dallas County) is served by the [Waukee School District \(WCSD\)](#). For more than 100 years, the district has been committed to delivering a curriculum that is rigorous, relevant, and promotes high levels of engagement. They have one of the highest graduation rates in the state at 98% and more than 89% of their graduates go on to some form of postsecondary education. With (17) facilities in the district, WCSD is currently the sixth-largest school district in Iowa serving more than 13,000 students from Clive, Urbandale, Waukee, and West Des Moines, as well as open enrolled students from other communities outside the 55 square miles of their district boundaries.

### Higher Level Education

- [Drake University](#) – Des Moines, IA
- [Iowa State University](#) – Ames, IA
- [Simpson College Continuing and Graduate Programs](#) – Indianola, IA
- [Grandview University](#) – Des Moines, IA

## MEDICAL SERVICES

- [Broadlawn Medical Center](#), 1801 Hickman Road, Des Moines
- [Iowa Lutheran](#), 700 E. University Avenue, Des Moines (Unity Point Hospital System)
- [UnityPoint Health](#) - Iowa Methodist Medical Center, 1200 Pleasant Street, Des Moines
- [Methodist West Hospital](#), 1660 60th St., West Des Moines (Unity Point Hospital System)
- [MercyOne Des Moines Medical Center](#), 1111 6th Avenue, Des Moines
- [MercyOne West Des Moines Medical Center](#), 1755 59th Place, West Des Moines
- [VA Central Iowa Health Care System](#), 3600 30th Street, Des Moines

## CLIVE BY THE NUMBERS

Median Age – **38.4**

Male/Female Ratio - **.09:1**

Population – White **89.2%**, Hispanic **6.6%**, African American (Black) **2.10%**, Asian **4.65%**, American Indian **.35%**, Mixed Race **1.60%**, other **1.38%**

Median Property Value - **\$284,800**

Homeownership Rate – **75.6%**

Median Household Income - **\$107,268**

## CIVIC ORGANIZATIONS

Various civic organizations provide an opportunity to volunteer your time and talents to help make Clive a great community. Some of the organizations include:

- [Clive Lions Club](#)
- [Clive Chamber of Commerce](#)
- [Clive Community Services](#)
- [Clive Historical Society](#)





## CLIVE FIRE DEPARTMENT

- The Fire/EMS Chief reports to the City Manager and is supported by an Assistant Chief of Operations, an Assistant Chief of Training, an Assistant Chief – Fire Marshal, and administrative assistant, a Medical Director (PT) and support Chaplain services (PT). The department employs a total of 48 personnel involved in delivering services to the city. Staffing coverage for emergency response is through the use of 12 career firefighters assigned to 24-hour rotating shifts and 30 part-time responders that work 12 hour shifts. There are 5 Lieutenants, 3 career and 2 part-time. Career personnel are represented by IAFF Local 5055.
- The City of Clive recently completed construction of the Clive Public Safety Center, a 44,000 square foot facility project. This provides top-of-the-line facilities for joint Fire and Police operations focused on the health and safety of personnel and those they serve.
- The department operates from its current Strategic Plan with (5) distinct initiatives; Enhance Public Relations, Mental Health Awareness/Peer Support, Training, Internal Communications and Recruitment and Retention.
- The department has contractual service agreements with neighboring communities providing joint operations from West Des Moines Station 22 and Urbandale Station 43. Closest unit response is utilized between Clive, Urbandale, and Windsor Heights Fire Departments. The Clive Fire Department operates from one station (Station 32) within the city.
- 9-1-1 Service is provided by WestCom 9-1-1 Dispatch serving the cities of Clive, Norwalk, Urbandale, Waukee, West Des Moines and Windsor Heights.
- Training is clearly important to the department having a shared training facility in Urbandale, the Fire Safety Training Center (FAST Center).
- The department has completed a full Standards of Cover evaluation and currently is an ISO Class 3/3.
- [2022 Annual Report](#)





The Fire/EMS Chief position is a very visible member of the senior leadership team of the City and requires well-developed leadership abilities and management skill sets that are based upon consensus building and problem-solving. He/she must be a highly motivated, self-starting, and confident individual with excellent, genuine, and trustworthy interpersonal skills. The City is seeking progressive candidates committed to excellence in delivery of fire/EMS, Specialized Response and Emergency Management services.

- The City is seeking an experienced, innovative, collaborative fire/EMS leader with demonstrated managerial, interpersonal and customer service skills. Successful candidates will be able to demonstrate a balance of commitment to the organization as well as the senior management team of the City with a genuine confidence and approachable personality to residents, business and governmental leaders.
- It is particularly important the next Fire/EMS Chief be an integral and engaged leader of the Fire Department, with a strong background in modern fire, EMS, Community Risk Reduction, emergency management and all hazards practices.
- The new Fire/EMS Chief must understand the need to use data for problem solving assessing community risk and vulnerabilities.
- The Fire/EMS Chief should have a positive track record of strong bargaining relations with proven experience in fostering collaboration with Bargaining Unit members.
- The ability to mentor and foster leadership roles within the staff, succession planning, and a global vision of the community's needs and vision are critical. Creativity and the ability to guide and balance change is a must.
- The capability to be an active participant in operations and training to safely function as a command officer on incident scenes including oversight of interior operations within IDLH conditions.
- The ability to develop strong relationships with surrounding Fire/EMS agencies due to Clive's reliance on shared service agreements to provide Fire/EMS coverage to the community.
- The next Fire/EMS Chief will also have a demonstrated record of fairness, transparency and consistency in the administration of Departmental policies and procedures and the willingness to address issues in a positive and timely manner. The Fire Chief must possess well-developed writing and public speaking skills and the utmost integrity.



## SUCCESSFUL CANDIDATES:

- Shall possess a bachelor's degree in Public Safety Administration or related field from an accredited college or university. A master's degree preferred.
- At least 7-10 years of demonstrated leadership in supervisory positions with career development as a chief officer.
- Candidate's successful completion of the Executive Fire Officer Program offered by the National Fire Academy, and or Chief Fire Officer Designation is desired.

## SALARY/HOW TO APPLY:

The annual starting salary range for this position is \$130,000 +/- depending upon qualifications. The City of Clive also offers an attractive benefits package. Candidates interested in applying for the position should submit their résumé and cover letter electronically, along with contact information for five (5) work-related and/or professional references to [GovHRjobs.com](https://GovHRjobs.com) by February 24, 2023. Questions may be addressed to consultant T.E. Sashko, Vice-President. Questions, call via phone at (847) 380-3240x123.

The City of Clive, IA is an equal opportunity employer.



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