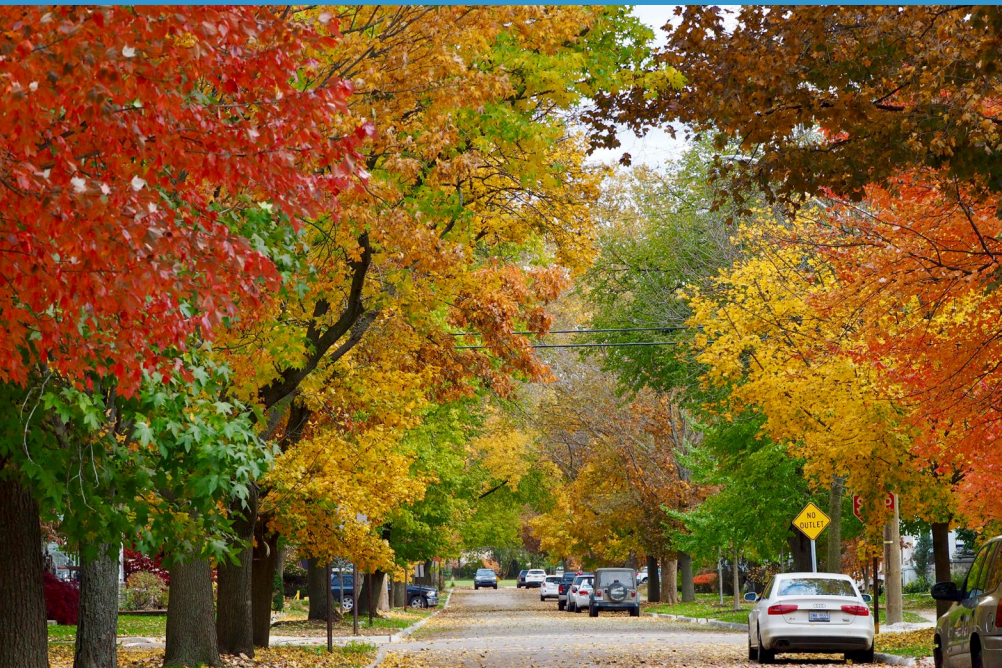


PLEASANT RIDGE, MICHIGAN

POLICE CHIEF

PLEASANT RIDGE, MICHIGAN

POLICE CHIEF



COMMUNITY BACKGROUND

Pleasant Ridge, MI (pop. 2,654) – The City of Pleasant Ridge, Michigan, is a close-knit and friendly community with tree-lined streets and excellent public services. The city is at the center of Southeast Michigan located at historic Woodward Avenue and I-696, is about 0.6 square miles and has a population of approximately 2,650 residents. Situated in southern Oakland County, about two miles north of Detroit, the city has easy access to urban amenities, while maintaining its historic charm and reputation as a premier residential community. The city values its stability and excellent public services.



AT A GLANCE

- Population: **2,654**
- Land Area: **0.6** square miles
- Households: **1,112**
- Owner-occupied housing rate: **94%**
- Median Home Value: **\$368,400**
- Median Household Income: **\$134,917**
- Bachelor's degree or higher: **74.6%**

Race/Ethnicity	Percent
White	88.9%
Black	1.6%
Hispanic	2.9%
Asian	1.2%
Multi-Racial	5.2%
Other	0.2%



PLEASANT RIDGE POLICE DEPARTMENT AND POSITION EXPECTATIONS

The Pleasant Ridge Police Department provides full-service policing and has a strong relationship with the community. City residents trust and value the Pleasant Ridge police. Pleasant Ridge partners with neighboring cities for dispatch services (City of Berkley) and fire/EMT services (City of Ferndale). The Police Chief is hired by and reports to the City Manager. City policy is set by an elected Mayor and four (4) City Commissioners.

The Police Chief is responsible for all resources and programs of the police department. The Chief is an important member of the city's leadership team and works closely with the City Manager and other department heads to ensure the best possible service to the citizens of Pleasant Ridge. The Chief oversees a police budget of approximately \$1.4 million. The Department includes the chief, a sergeant, five (5) full-time patrol officers, and one (1) part-time patrol officer. Officers work 12-hour shifts. The Chief is expected to be available as needed to fulfill the duties of the position and will generally be available during regular business hours.

The next Police Chief will work closely with the other members of the department to manage a complete program of police services to protect the lives and property of the public and preserve peace in the city. The Chief will provide leadership and effective oversight of the department. In addition, the next Chief will develop long term plans to improve public safety operations, law enforcement actions, crime prevention efforts, and best practice community policing activities. Recognizing the national shortage of police officers, the next Police Chief will prioritize retention and training of department personnel and will lead efforts to recruit new officers when there is a vacancy.



2023 COMMUNITY SURVEY

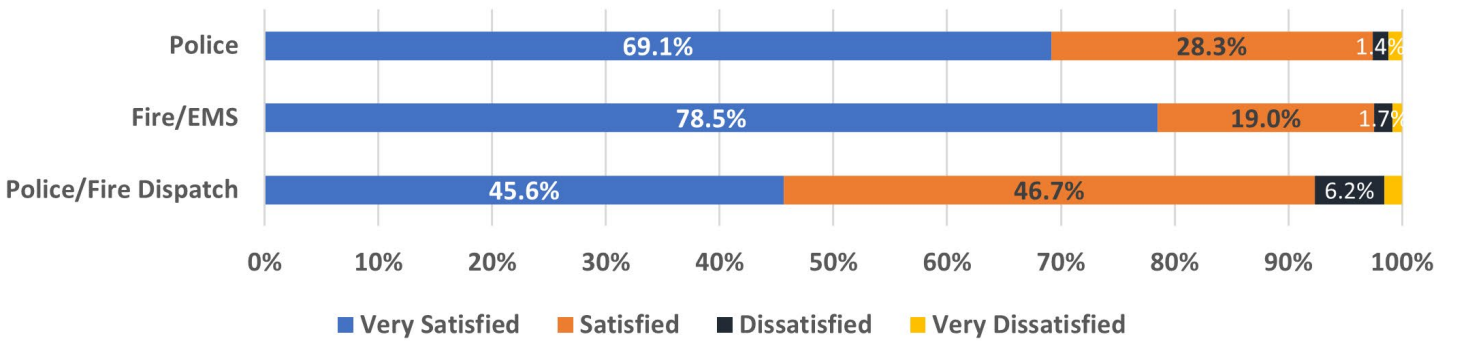
The 2023 Pleasant Ridge Public Opinion and City Communications Survey results were presented to the community in November 2023. This snapshot of the community provides Police Chief candidates with extremely current and valuable information about the community, its expectations, and opinions. The data included in the brochure is directly from the results of the 2023 community survey.

KEY FINDINGS

- **99** percent of residents are satisfied or very satisfied living in Pleasant Ridge
- **98** percent of residents feel very safe or safe in the City
- **42.5** percent of adult residents completed the survey
- **40** percent of respondents have lived in the City for more than 20 years
- Resident interactions with our police department and Ferndale Fire Department had a **97** percent satisfaction rating, while Berkley Dispatch hit **93** percent satisfaction

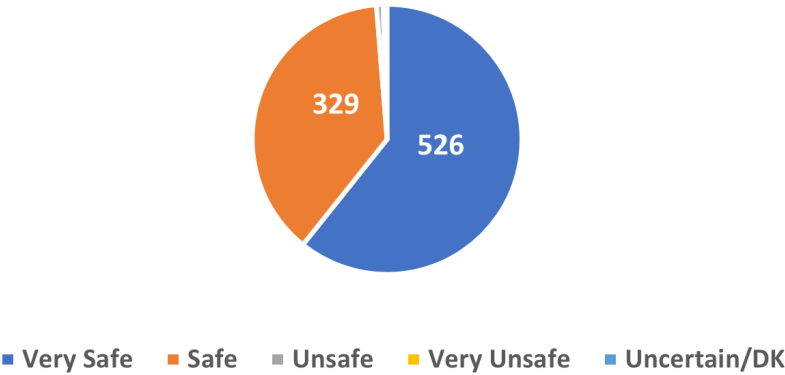
Satisfaction with Public Safety Services

If you have had contact in the last year, how would you rate your satisfaction with that contact?



Feeling of Safety in the City

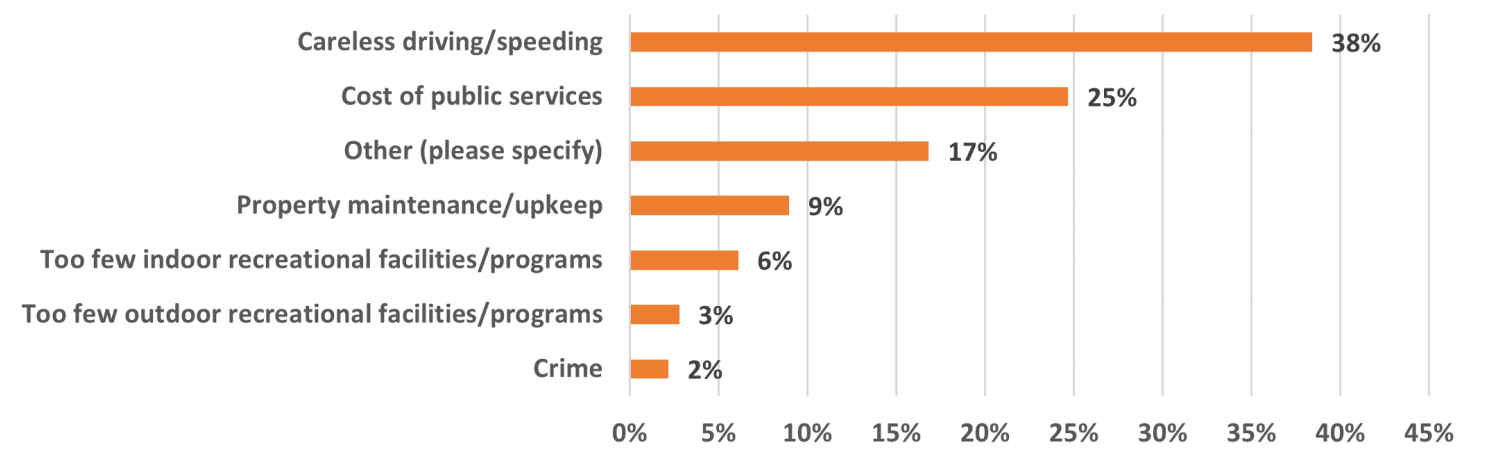
How safe do you feel in the City?



2023 COMMUNITY SURVEY (continued)

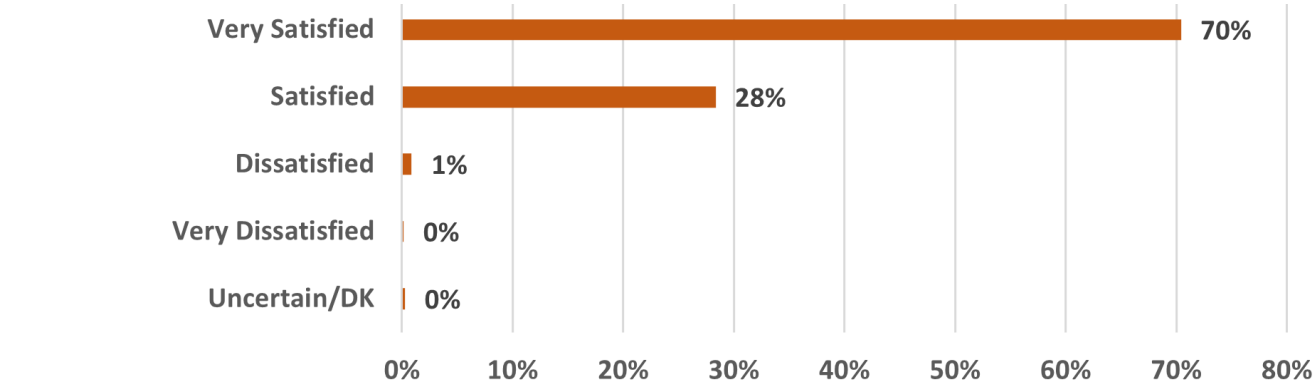
Most Serious Problems Facing the City

What would you say are the most serious problems facing the City today? (choose up to 3)



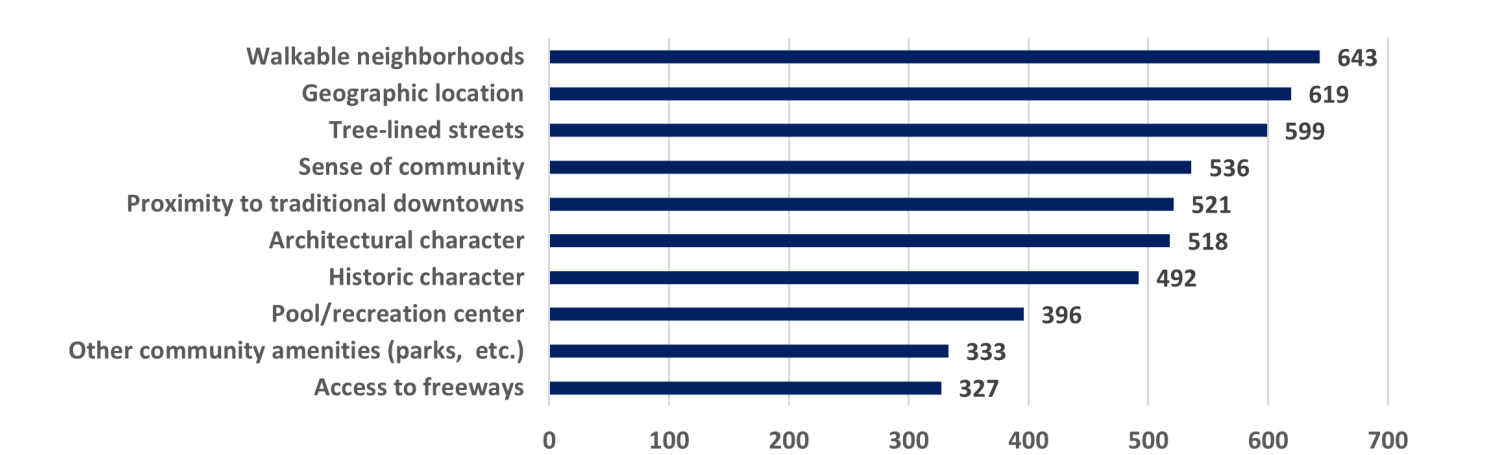
Satisfaction with Pleasant Ridge as a Place to Live

Overall, how would you rate your satisfaction with Pleasant Ridge as a place to live?



Reasons for Decision to Live in Pleasant Ridge

What was the most important reason for deciding to live in Pleasant Ridge? (Check all that apply.)



SCHOOL SYSTEM/EDUCATIONAL OPPORTUNITIES

The City is served by Ferndale Public Schools, which also serves the cities of Oak Park, Ferndale and Royal Oak Township. From the Ferndale Public Schools website, Ferndale Schools educates over 3,000 students each year, spread out across an early childcare center, two elementary schools, a middle school, two high schools, and one alternative/adult education program. Ferndale Schools offers a hometown, small school atmosphere that gives our parents, students, teachers, and community an opportunity to really get to know one another. The district is large enough to provide a wide range of curricular and extra-curricular offerings, but small enough to maximize student participation and maintain a community feel.

Pleasant Ridge is also close to several private school opportunities and regional colleges and universities.

CHALLENGES/OPPORTUNITIES FOR THE POLICE CHIEF

Community Engagement. Pleasant Ridge residents are both supportive and have high expectations of their police department. The Police Chief will have an opportunity to continue the positive momentum the department has with the public and further deepen the department's community engagement efforts. The next Police Chief must become a fixture in the community, meeting individuals at the police counter, walking the community, and engaging with residents on a personal level. Stakeholders are looking for a Chief that can not only recognize the opportunity to continue the current outstanding service but will also proactively develop programs to enhance community engagement, safety, and service.

Active (Patrol) Chief. The next Pleasant Ridge Police Chief will embrace the opportunity to serve as an active patrol officer for the community. While the Chief must fulfill all the administrative duties of the position, including being an effective spokesperson for the department, a considerable amount of the Chief's time will be executing the duties of a patrol officer. The city is most interested in a candidate who has experience as a patrol officer and has had a diversity of police roles and responsibilities. The Chief must be able to "wear many hats" and personally engage in every police activity in the small department.

Retention and Recruitment. The City is seeking a Chief who places a high priority on building personal and individualized relationships with staff. Recognizing the national shortage of police officers, the next Chief will have the opportunity to work with the members of the police department to develop innovative training and recruitment plans. 80% of the officers have extensive police experience, both with Pleasant Ridge and other departments. The next Chief will respect the deep experience of the staff, build a culture of public safety that is unique to Pleasant Ridge, and mentor the less experienced officers. Every unfilled officer position represents 15% of the full-time force; the next Chief will understand this dynamic and place the highest priority on retention and recruitment of high performing police officers.

Interjurisdictional Cooperation. The next Chief will prioritize relationships with other public safety departments. The Police Department works closely with the Ferndale Fire Department and Berkley Dispatch and the City recognizes these public safety partners as part of the Pleasant Ridge team. The City expects the next Chief to continue successfully managing these important partnerships. Pleasant Ridge also has excellent interdepartmental relationships with the other Woodward corridor police departments, often relying on them to provide critical support for community's public safety needs. It is essential for the Chief to be actively engaged with the neighboring police and fire departments.

Residential Community at the Heart of the Woodward Corridor. Pleasant Ridge is a residential community that is in the middle of the highly active and demanding Woodward Corridor. The next Chief must be able to both provide exceptional care and attention to the residential needs of the community, while having the skill and experience to address the complex public safety issues that arise along Woodward. While the residents are overwhelmingly satisfied with the police services (98%), they have identified "careless driving/speeding" as the most serious problem in the City. The next Chief will bring innovative ideas and commit attention to addressing traffic issues throughout the community.



PERSONAL TRAITS, BACKGROUND AND EXPERIENCE

The Police Chief will have a high level of personal and professional integrity, gaining respect and inspiring the trust and confidence of co-workers and elected officials, and the community.

The successful candidate will have a strong interest in developing a positive work culture for employees who are passionate about serving their community and will exhibit a strong personal passion for public service.

Ideal candidates will have demonstrated experience in leadership, employee relations, strategic planning, and budget management. The successful candidate will also have exceptional communication skills, will maintain the bond between the department and residents, and will be committed to intentionally engaging with all stakeholders of the city.

Candidates are required to have:

- Proven knowledge to lead the police department. This can be established through one or more of the following: bachelor's in criminal justice/related field, specialized law enforcement leadership training, demonstrated leadership with a police or public safety department.
- Ten or more years of progressively responsible experience in the law enforcement field, including experience with supervisory/command and administrative duties.
- Certification as a Police Officer by the Michigan Commission on Law Enforcement Standards and a valid Michigan's driver's license.
- The desire and ability to fulfill the duties of a patrol officer, both independently and as back-up for other officers, as needed given the size of the department.

COMPENSATION

Starting salary is \$101,000 - \$104,000 (DOQE) with excellent benefits. The next Chief will have a pension through the MERS system. The Chief may select the City's police hybrid plan, or the City's administrative defined benefit plan.

APPLICATION

Apply at [GovHRjobs.com](https://govhrjobs.com) with resume, cover letter, contact information and professional references by December 21, 2023. Any questions or inquiries regarding the position can be made to the attention of Jaymes Vettraino, Vice President, GovHR USA, 630 Dundee Road, Suite 130, Northbrook, IL 60062, Tel: (o) 847-380-3240.

The City of Pleasant Ridge is an Equal Opportunity Employer. The city values diversity, equity and inclusion, all qualified applicants will receive consideration with these values in mind.

[Click HERE to Apply](#)