



THE CITY OF
PLANT CITY, FLORIDA

invites your interest in the position of

POLICE CHIEF

PLANT CITY — AN OUTSTANDING OPPORTUNITY



COMMUNITY

The City of Plant City is home to 35,000 residents and a land mass of 28 square miles. Plant City is geographically located in the middle of the west coast of Florida, approximately 25 miles east of Tampa, immediately west of Lakeland, and 70 miles west of Orlando. Plant City is located in northeast Hillsborough County, which is the fourth largest county in Florida.

Plant City has adopted the theme of “Embracing the Future, While Preserving the Past” as it captures the residents desire to adapt and plan for expected growth, while protecting the enduring assets and hometown charm of Plant City. Plant City is known as the winter strawberry capital of the world and hosts the annual Florida Strawberry Festival in the late winter (usually in February or early March), which is attended by people from all over the United States as well as many people from around the world.

Plant City's original name was Ichepucksassa after the Seminole Indian village that once occupied the territory. So much confusion was created with the spelling and pronunciation that the Irish postmaster renamed the village Cork, after his home city.

Chartered in 1885, many people believe the City was named for the flora (especially vegetables and fruits, as well as tropical houseplants) grown at local nurseries in its tropical Gulf Coast climate. However, the City was actually named after prominent railroad developer of the time, Henry B. Plant, who extended the South Florida Railroad into the area in 1884.

Plant City is directly served by U.S. Highway 92 and Interstate-Four (I-4) through the City, while State Roads 39, 60, and 574 also provide easy access to the City. The City is also serviced

by railroad from both the CSX S line (north-south) and the CSX A line (east-west).

The Plant City Municipal Airport is located three miles from the City's Historic Downtown Business District and has a 3,950 foot runway with beacon, lighted windsock, and pilot instrument approach, and provides service and maintenance for private plane owners.

The City owns and operates its own water, wastewater, and solid waste systems. Water is obtained from four deep wells owned and operated by the City. Wastewater is treated at the City's Water Reclamation Facility, which underwent a \$56 million upgrade and expansion in 2008, with a total capacity of 10 million gallons per day, sufficient to handle projected growth through 2025.

Light, clean industry is encouraged in the City. There are over 2,000 acres of privately owned industrial parks. Among industries located in the City are James Hardie Building Products, International Paper, Paradise Fruit, Kerry Ingredients & Flavours, and Tata Tea.

Plant City has its own municipal library which has over 120,000 items in a variety of formats, including books, DVDs, audiotapes, CD-ROMs, magazines, and the ability to borrow from a regional library collection. The City offers 158 acres of public parks; playgrounds; athletic fields and courts; recreation centers; a 6,700 seat softball stadium, home of the International Softball Federation; and six miles of recreational trails.

Plant City has thirteen public schools:

- Burney Elementary (PK-5),
- Bryan Elementary (PK-5),
- Jackson Elementary (K-5),

- Lincoln Elementary Magnet (PK-5),
- Walden Lake Elementary (K-5),
- Wilson Elementary (PK-5),
- Marshall Middle (6-8),
- Tomin Middle (6-8),
- Plant City High School (9-12),
- Simmons Career Center (11-12),
- Simmons Exceptional Center (K-12),
- Teen Parent East Program (K-12) and
- Plant City Adult Learning Lab (GED Prep)

Four private schools:

- Evangelical Presbyterian Church Learning Center (PK),
- First Presbyterian Learning Center II (PK-K),
- Palnez Academy (PK-6) and
- St. Clement Early Education Center (PK).



Learn more by visiting the official site of the City of Plant City, Florida www.plantcitygov.com

THE POLICE DEPARTMENT

The Plant City Police Department (PCPD) is a State Accredited law enforcement agency. The police department headquarters, located at One Police Center Drive, is a 67,000 square foot state-of-the-art facility that includes an indoor pistol range, crime lab, and 9-1-1 Public Safety Answering Point.

The Department consists of 68 sworn and 24 civilian personnel with an annual operating budget of \$9.1 million. The Department responds to 95,000 service calls annually.

The Department is comprised of three divisions:

- Information services.
- Investigative services.
- Uniform Patrol.

Each division is headed by a captain or director and contains several units.

THE POSITION AND THE IDEAL CANDIDATE

The Police Chief reports directly to the Assistant City Manager for Public Safety of Plant City. In evaluating applicants for this position the Assistant City Manager will be looking for candidates who:

- Have a reputation of unblemished integrity.
- Show a demonstrated availability and responsiveness to the public.
- Have demonstrated experience as a hands-on administrator.
- Have demonstrated experience as a strong administrator.
- Have demonstrated experience as an administrator in a constrained fiscal environment.
- Maintains an open door policy.
- Maintains an awareness of public opinion.
- Maintains a good working relationship with other area law enforcement agencies.
- Inspire confidence, respect, trust, and a sense of mission.
- Convey a sense of stability.
- Show a demonstrated commitment to diversity within the department, and to ensuring that services provided are perceived as fair and effective throughout the community.

ESSENTIAL JOB FUNCTIONS

1. Establishes goals and objectives for the organization, including the development of operational and fiscal plans for the accomplishment of these goals and objectives.
2. Reviews the Police Department's policy and operating procedures as related to department functions and makes necessary changes for improvement. Develops and executes department policies and procedures.
3. Responsible for the selection, promotion, training, development, safety, evaluation and discipline of department personnel.
4. Represents the Police Department to the public through public addresses and meetings of various civic and service organizations.
5. Insures the department's adherence to all federal, state and local codes, statutes and ordinances related to the organization's functions.
6. Responsible for the coordination of the department's efforts with those of other government and criminal justice agencies.
7. Responsible for law enforcement decisions which directly affect safety and security of life and property of the public.

The next Police Chief should be able to inspire staff, be an incremental change agent and possess an orientation toward results. He/she should be decisive, collaborative, open minded, fair, highly ethical, and honest. The next Chief should be someone who is visible in the community and be someone who can deliver exceptional services to meet the high expectations of Plant City residents. The Chief should enjoy reaching out to the community and being part of it.

EDUCATION AND EXPERIENCE

Candidates must have served in a senior command position within a law enforcement agency similar or larger in size as the Plant City Police Department. The successful candidate will have graduated from an accredited four-year college or university with a Bachelor's Degree in Police Administration or a related field. Candidates must have current certification as a Florida law enforcement officer and have Florida experience. Graduate of the National FBI Academy is desired. Within six (6) months of employment, the Chief would be expected to comply with the police department's established residency requirement of living within a 20-mile radius of police headquarters.



COMPENSATION AND BENEFITS

The salary range for the position is **\$91,572.80** to **\$107,369.60**.

The starting salary will be negotiable dependent upon qualifications.

A negotiable relocation allowance of no more than \$5,000 may be available to the selected candidate.

Employee benefits are generously competitive and include:

- Cafeteria Plan for Health, Life, Dental, Vision, Disability, etc. Insurance.
- Safety Employees Retirement Plans.
- Generous Paid Time Off.
- And more.



HOW TO APPLY

For additional information on this outstanding opportunity, please contact **W. D. Higginbotham, Jr., Senior Vice President, The Mercer Group, Inc.** at **727-214-8673**, WDHiggin@mercergroupinc.com

A letter of interest and resume should be sent electronically by the close of business, **April 30, 2014** to:

W. D. Higginbotham, Jr.
Senior Vice President
The Mercer Group, Inc.
9123 Cherry Trace
Seminole, FL 33777
Email: WDHiggin@mercergroupinc.com

Resumes are subject to the provisions of Florida Public Records Statutes

The City of Plant City, Florida, is an Equal Opportunity Employer. The City of Plant City does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.

