



# Public Works Director

*The City of Clive offers rich community amenities while honoring its tradition of responsible stewardship. The City is currently seeking an accomplished Public Works Director to serve the community.*

## Community Profile

Clive is a distinctive city to live, play, and raise a family. Known for its beautiful Greenbelt Park and Trail system, residents and businesses consistently give Clive the highest marks for safety, care for natural and open spaces, and value for taxes paid. Clive has almost 20,000 residents and encompasses 7.71 square miles in Polk and Dallas Counties. It is located at the crossroads of two interstate highways (35 & 80). Its central location in the Des Moines Metro area creates easy access to work, world-class art and culture, and exceptional schools.

Established in 1956, Clive is a smaller city surrounded by much larger communities, which makes for excellent collaboration with neighboring jurisdictions. Over the coming decade, Clive's population is expected to surpass 25,000, and its demographic profile will continue trending older and more racially and ethnically diverse.



City of Clive  
1900 NW 114th St  
Clive, IA 50325  
[cityofclive.com](http://cityofclive.com)





Clive keeps growing and changing. The Clive Public Works Department is a key part of the City's ability to maintain resilient infrastructure and support a great quality of life for residents.

Trust among residents is strong in Clive. In a 2024 survey, Clive residents gave their feedback about the City's services:

- **93% of residents** reported that Clive is a great place to live.
- **Ranked #1** for overall confidence in municipal government out of 330 peer communities in Iowa and across the U.S.
- **90% of the residents** rated overall customer service by Clive staff as good or excellent.
- **Ranked #5** for the value of services in taxes paid out of 397 peer communities in Iowa and across the U.S.





## Public Works Department

Clive Public Works consists of 36 full-time employees who are responsible for the water distribution system, wastewater collection system, traffic signal operations, street maintenance, snow removal, stormwater system, engineering services, and construction inspection that keep the City going.



### Current Director

Jeff May has been the Clive Public Works Director since 2015. He will retire in July 2026.

## Programs & Projects

Public Works manages a multi-year improvement program focused on streets, utilities, and stormwater systems. Annual work includes pavement patching, asphalt overlays, and curb and gutter replacement, along with major street reconstruction projects. The department is also investing in water main replacements, pump station upgrades, and traffic safety improvements, while partnering with the Iowa Department of Transportation and regional agencies on large transportation and utility projects.



Public Works supports long-term planning through pavement, water, sewer, and traffic studies that guide future investments. The department provides full services to new neighborhoods while maintaining high service levels citywide, and is supported by experienced staff leading impactful community projects.

## Required Education and Experience

- Graduation from a college or university with a bachelor's degree majoring in a field related to public works administration.
- A minimum of 10 years of work experience in public works, with at least 5 years being in a supervisory or administrative capacity, including supervisory experience of engineering staff.

## Salary and Benefits

- \$138,148-\$179,608
- Paid vacation, sick leave, floating holidays, merit vacation, and holidays
- Parental leave and major life event leave
- Group insurance: health, dental, and vision
- Flexible health/dependent care spending plan contributions
- Long Term Disability Insurance
- Annual Vehicle Allowance
- Cell Phone Reimbursement
- After five years, 50% of prior public service is added to current service to calculate vacation leave.
- 457B Deferred Compensation City Contribution
- Iowa Public Employees' Retirement System (IPERS) pension plan

## How to Apply

- To apply, visit [cityofclive.com](https://cityofclive.com) and click on "Job Opportunities."
- Applications must include a resume and cover letter.
- Applications are due by March 20, 2026:
  - April 17, 2026 - Screening process (written and phone interviews)
  - April 24, 2026 - Selection of finalists
  - May 6-7, 2026 - Interviews
- New Public Works Director starts in July 2026

## Additional Information

- The Public Works Director shall reside within a thirty-mile radius of City Hall, 1900 NW 114 Street, Clive, IA.
- Visit [cityofclive.com/publicworks](https://cityofclive.com/publicworks) to learn more about the department.
- [Clive Public Works: Serving the Community \(YouTube\)](#)