

Mt. Pleasant

[meet here]



EXECUTIVE RECRUITMENT

Finance Director

City of Mt. Pleasant, MI

SALARY: \$110,000 TO \$125,000 DOQ

Great leadership is in our nature.

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OPPORTUNITY SUMMARY

The City of Mt. Pleasant, a vibrant and thriving college town nestled in Central Michigan, is celebrated for its forward-thinking mindset and deep-rooted community engagement. With a dynamic blend of small-town charm and innovative spirit, Mount Pleasant offers an ideal setting for professionals seeking both personal and career growth. The city is home to a variety of cultural experiences, recreational opportunities, and diverse amenities, ensuring a high quality of life for residents and visitors alike. From scenic parks and a bustling historic downtown to events that foster community connection, Mount Pleasant creates an environment where people are proud to live, work, and thrive.

The Finance Division plays a vital role in sustaining the financial health and long-term stability of the city. At the heart of this effort is the Finance Director, a key leader within the administration responsible for ensuring sound fiscal management. This position is central to supporting public services, driving strategic budget planning, and advising on resource allocation across all city departments. In collaboration with other leaders, the Finance Director helps shape policies and initiatives that meet the evolving needs of the community and maintain the city's legacy of public service excellence.

We invite experienced financial professionals who are passionate about public service and community impact to join our team. This role offers a unique opportunity to make a lasting difference by contributing to Mount Pleasant's growth and success. The Finance Director will play a key role in shaping the city's future by promoting innovation, accountability, and sustainable financial practices. This position is essential for helping create a culture where public trust and service excellence remain at the center of everything we do.



MT. PLEASANT AT A GLANCE



POPULATION
22,000



HOUSEHOLDS
9,000



MEDIAN HOME VALUE
\$163,000



MEDIAN INCOME
\$41,000



BIKESCORE
62/100



WALKSCORE
53/100



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REGIONAL ATTRACTIONS

The city draws approximately 14.4 million visitors annually, thanks to its lively festivals, Central Michigan University events, and recreational opportunities, making it a popular destination for residents and visitors alike.

One of Mount Pleasant's standout features is its blend of academic, cultural, and sporting events to the community. The Soaring Eagle Casino & Resort further enhances the city's appeal, attracting visitors with entertainment, dining, and gaming.

Outdoor enthusiasts can explore Island Park and Chipp-A-Waters Park, both of which provide scenic trails, playgrounds, and opportunities for fishing or canoeing along the Chippewa River. The Ziiibiwing Center of Anishinabe Culture & Lifeways offers a deeper look into the region's Indigenous heritage, while the Art Reach of Mid Michigan highlight the city's vibrant arts scene through exhibits, workshops, and performances.

With its active lifestyle, Mount Pleasant encourages residents to enjoy biking, hiking, and participating in community events year-round, creating a balanced work-life environment that fosters connection and well-being.

Here are some of the key attractions that make Mount Pleasant a must-visit destination:

- Bundy Hill Nature Preserve
- Deerfield Nature Park
- Mountain Town Brewing Company
- The Broadway Theatre
- Mt. Pleasant Discovery Museum





MT. PLEASANT HISTORY

Mount Pleasant, located in the heart of Michigan's Lower Peninsula, has grown through a rich blend of tribal heritage, education, and industry. The area became home to settlers following the Treaty of 1855, which provided land allotments to members of the Saginaw, Swan Creek, and Black River Chippewa tribes. Incorporated as a city in 1889, Mount Pleasant soon established essential services and institutions, including what would become Central Michigan University in 1895. The university remains a cornerstone of the community, attracting students, educators, and professionals while fostering a vibrant cultural and academic environment.

The discovery of oil in 1928 sparked a population boom, bringing workers and families from oil-producing states like Texas, Oklahoma, and Pennsylvania. Though the oil industry has since declined, the influx of residents helped shape the city's character and left a lasting impact.

Many families made Mount Pleasant their permanent home, creating a strong sense of community that continues today. The growth of Central Michigan University, alongside the success of the Soaring Eagle Casino, has fueled ongoing economic development, making Mount Pleasant a thriving hub for education, entertainment, and regional tourism.



FINANCE DIVISION OVERVIEW

The Finance Division of the City of Mt. Pleasant plays a vital role in managing the city's financial health by overseeing budgetary matters, debt administration, payables, and grant management, supported by six full-time staff across finance and treasury operations.

Led by the Finance Director, the department ensures transparency through internal audits and produces an Annual Comprehensive Financial Report (ACFR), earning the Certificate of Excellence in Financial Reporting for 35 consecutive years. The city maintains a strong financial position, balancing essential services with strategic investments. Through collaboration with other departments and adherence to state and federal regulations, the Finance Division plays a key role in fostering sustainable growth and ensuring long-term economic stability.

WHAT WE ARE LOOKING FOR...

TECHNICAL ACUMEN

- Expertise in municipal finance, budget management, and financial forecasting
- Knowledge of accounting principles, internal controls, and state/federal financial regulations

COMMUNITY FIT

- Actively engages with residents, businesses, and community organizations to build trust and foster meaningful connections
- Committed to promoting a positive public image and contributing to the overall well-being and growth of the community

PERSONAL ATTRIBUTES

- Strong leadership skills with high emotional intelligence and conflict resolution abilities
- Detail-oriented, strategic thinker, and community-focused
- Collaborative team player, open to sharing ideas and working across departments

DIVERSITY

Diversity of heritage, identity, thought, talent, and life experience bolsters the opportunities for enrichment, strengthening individuals, teams, organizations, and communities. The City of Mt. Pleasant is an Equal Opportunity Employer and shares these values. Candidates of all backgrounds, perspectives, who value public service, and seek to work with a team who appreciates our individual and unique differences are encouraged to apply.



ABOUT THE POSITION

As a Division Director, this salaried at-will employee exercises independent judgment and decision-making responsibility in carrying out a wide variety of high-level assignments and is a member of the City's Senior Management Team (SMT) reporting to the City Manager.

As a member of the SMT, this employee is responsible for fulfilling the City Commission's goals, meeting the needs of the citizens, and furthering the continuous improvement culture and principles embraced by the organization in order to foster a success-oriented environment leading to organizational excellence. Mentors, leads, supervises, and provides professional development to department heads and other employees within the Finance Division. Oversees the performance of activities within Finance, Treasurer, Assessor, City Clerk, Downtown Development, and Information Technology functions. Responsible for protecting and preserving the assets of the City of Mt. Pleasant and its citizens.

ESSENTIAL JOB FUNCTIONS

- Utilizing team concepts, the Finance Director works cooperatively with the SMT to develop a City-wide vision. In support of the vision, the Finance Director is responsible for developing Division goals consistent with the City Commission's goals, vision, and mission as well as the community's needs. Foster collaborative relationships, while modeling and encouraging superior customer service to both internal and external customers.
- Evaluates the structure and processes of the Finance Division to assure continuous improvement in the efficiency and effectiveness of the group. Provides team members with the training, tools, and opportunities necessary to ensure professional and personal growth. Uses appropriate and effective remedial action as necessary.
- Develops, organizes, implements, directs, and evaluates the organization's fiscal functions and performance. Serves as adviser to the City Manager and other administrators regarding the City's financial health, policies, and the provision of municipal services. Proposes adjustments and long-range financial plans and solutions. Represents the City to local, state, and federal agencies and citizen groups.
- Directly accountable for functions of debt, purchasing, account payables, and self-funded health insurance financial administration. Prepares and monitors annual City budgets and six-year Capital Improvement Plan. Estimates revenues and provides multi-year projections and analysis. Works with the Human Resources Department on the employee benefit system and provides assistance in labor negotiations.
- Maintains professional growth and up-to-date knowledge in areas of responsibility through extensive research, continuing education, training, and involvement in professional associations.
- Performs related work as requested.

INITIAL PROJECTS & OPPORTUNITIES

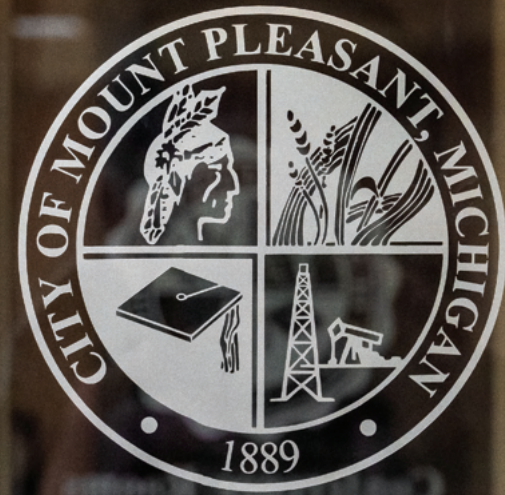
The Finance Director role offers a unique blend of opportunities and challenges as Mount Pleasant continues to grow and evolve. With the organization undergoing a significant cultural shift, the Finance Director will be integral to driving this transformation, bringing fresh ideas, challenging the status quo, and supporting strong financial leadership.

This position requires expertise in municipal finance, the ability to lead with confidence, and the willingness to engage in collaborative problem-solving.

A thriving community supported by an engaged commission and robust public safety system provides a solid foundation for future progress. Key elements of the role will involve navigating collective bargaining agreements with multiple labor groups. The Finance Director will also play a pivotal role in managing funding levels across pensions, healthcare, and benefits, such as OPEB and the Act 345 special millage.

CURRENT/UPCOMING PROJECTS:

- **Infrastructure Improvements:** Significant upgrades are underway, focusing on wastewater treatment facilities, drinking water systems, restrooms and other enhancements to improve long-term environmental sustainability.
- **Major Studies:** The city will soon embark on or complete studies critical to shaping future policy and infrastructure investments, providing data-driven insights for strategic planning.
- **Downtown Redevelopment:** Ongoing efforts to revitalize Mount Pleasant's downtown district will strengthen the local economy, enhance community spaces, and create new business opportunities.



Conference Room E

TOP FIVE REASONS WHY YOU WANT TO BE OUR NEXT FINANCE DIRECTOR

1. Opportunity to shape the financial future of the City of Mt. Pleasant.
2. Work in a dynamic and engaging environment.
3. Access to excellent professional development.
4. Enjoy a balanced lifestyle in a beautiful city.
5. Collaborate with dedicated professionals.

MINIMUM QUALIFICATIONS

Education:

- Bachelor Degree in Public or Business Administration, Finance, Economics or Accounting and significant progressively responsible leadership experience in governmental, non-profit, or private agency management or finance administration; or an equivalent combination of education and experience providing the required knowledge, skills, and abilities to successfully perform the duties as required. A Master's Degree or CPFO and financial experience within a municipal environment is preferred.

Knowledge Of:

- Accounting principles, practices, and procedures as related to municipal operations in Michigan. Competent in widely accepted accounting, office, and business software applications, and experience with BS&A software is desired. Knowledge of budgeting for performance outcomes or objectives.

Skilled In:

- Providing public presentations to a varied audience; effectively communicate, orally and in writing with team members, colleagues and the public regarding any aspect within the scope of responsibility; and to establish and maintain positive working relationships with the public and other employees. Use proven leadership and problem-solving techniques to resolve issues and conflict, while holding the values and goals of the organization as the guiding priority.

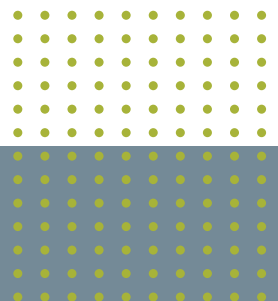
Ability To:

- Independently and cooperatively plan, organize, prioritize, coordinate, collaborate, and evaluate multiple events and activities; build, mentor, lead, and actively participate in an inclusive manner on the development and maintenance of successful and professional dedicated work teams.

Must possess a high level of professional and personal integrity, relate to others in an honest, open-minded, proactive, inclusive manner and be committed to the concept of organizational excellence through the mentoring, leading, motivation, training, and development of employees.

Preferred Qualification (not required):

Applicant resides and maintains principal domicile within the limits of Isabella County or within 20 miles from the nearest city limit.



SALARY & BENEFITS

- Salary range: \$110,000 to \$125,000 DOQ
- Health, prescription, dental, and vision insurance
- Personal, sick, and vacation paid time off
- Professional development opportunities
- Flexible work schedule
- MERS Defined Contribution plan with 10% employer contribution
- MERS Health Care Savings Program
- \$2,000 annual housing incentive
- \$5,250 annual tuition reimbursement
- See [PACT Policies](#) for additional information



LIVING IN MT. PLEASANT

Living in Mount Pleasant offers residents the perfect blend of small-town traditions and a vibrant, growing economy.

Education

Mount Pleasant is home to Central Michigan University (CMU), offering over 170 programs at the bachelor's, master's, and specialist degree levels. The city also hosts Mid-Michigan College, providing career-focused programs in health, business, and technology. Additionally, five other universities are located within a 45-mile radius. The community values education, with seven neighborhood schools, two high schools, and a variety of charter and parochial schools available to residents.

Healthcare

Residents of Mount Pleasant have access to quality healthcare services through a variety of providers, ensuring comprehensive care across all ages. The city's focus on wellness is supported by partnerships with CMU and local wellness initiatives, promoting healthy lifestyles for individuals and families.

Lifestyle & Community Events

- **Shopping and Dining:** Explore a variety of shops, restaurants, and cafes, from local favorites to national chains.
- **Community Services:** The city offers numerous recreational programs, a dog park, and collaborative events with CMU to foster community engagement.
- **Arts and Culture:** Mount Pleasant provides cultural events year-round, from chamber music concerts to performances hosted by CMU.
- **Parks and Outdoor Spaces:** The City Parks Department manages 11 parks covering 300 acres, offering opportunities for swimming, fishing, hiking, canoeing, and picnicking.
- **Festivals and Events:** Enjoy seasonal events and gatherings that celebrate the community spirit, including activities at the Soaring Eagle Casino and Resort.
- **Tribal Community Connections:** Mount Pleasant values its relationship with the Saginaw Chippewa Indian Tribe, whose heritage enriches the cultural landscape.

Recreational Activities

- **Outdoor Recreation:** Residents enjoy access to the city's parks and nearby Isabella County's 900-acre park system, with opportunities for cross-country skiing, camping, and more.
- **Sports and Leisure:** Golfers can explore 13 courses within a 30-minute drive. City-run programs also offer activities such as soccer, basketball, volleyball, and tennis.

Family-Friendly Environment

Mount Pleasant is a family-friendly community with safe neighborhoods, quality public schools, and numerous youth programs. With strong partnerships between the city and CMU, families benefit from education, recreation, and discounted tuition opportunities.



**DOUBLE
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SOLUTIONS**

Great leadership is in our nature.

HOW TO APPLY

Position will remain open until filled. First review of candidates will be on November 27, 2024.

Please send resume, cover letter, and professional references to april@doublehalsolutions.com.

Be sure to place "Mt. Pleasant Finance Candidate" in the subject line. Please DO NOT APPLY via LinkedIn.

NOTE: To request confidentiality during this executive search process,
please indicate your preference in your cover letter.

Any questions or inquiries regarding the position can be made to the attention of:

April Lynch,

Organizational Development & Executive Leadership Coach; Double Haul Solutions

april@doublehalsolutions.com | 734-476-4948

www.doublehalsolutions.com