

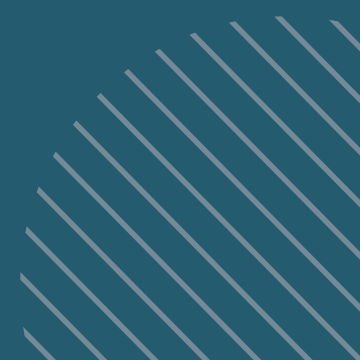


EXECUTIVE RECRUITMENT

City Manager
City of Ludington, Michigan

SALARY: \$125,000 - \$150,000 DOQ

Great leadership is in our nature.
www.doublehaulolutions.com





OPPORTUNITY SUMMARY

The City of Ludington, Michigan, is a picturesque lakeside community known for its stunning natural landscapes and vibrant local culture. Nestled along the pristine shores of Lake Michigan, Ludington blends small-town charm with modern amenities, making it an ideal place for residents and visitors alike. The municipal organization of Ludington is committed to enhancing the community's prosperity and welfare through effective public services and innovative projects.

Ludington offers an exceptional quality of life, highlighted by its beautiful parks, sandy beaches, and a variety of outdoor recreational activities such as boating, fishing, and hiking. The city boasts excellent schools, top-notch healthcare facilities, and a diverse selection of shops and restaurants. It has a rich cultural scene featuring numerous events and festivals celebrating Ludington's unique heritage and artistic spirit. The city provides a vibrant living environment for everyone, whether you're looking to raise a family, start a career, or enjoy a peaceful retirement.

As the City Manager of Ludington, you will play a vital role in shaping the future of the community. You will oversee the delivery of essential public services, guide community planning efforts, and drive groundbreaking projects that enhance the well-being for all residents. Your leadership will be key in addressing critical focus areas such as affordable housing, infrastructure planning, and the redevelopment of the city's waterfront. Additionally, you will collaborate closely with local businesses and community groups to support economic growth and foster a cohesive, inclusive community.

The City of Ludington is seeking a dynamic and visionary leader to serve as its next City Manager. This is a unique opportunity to make a significant impact on the community by leading and managing the city's municipal operations. The ideal candidate will have a strong commitment to public service, proven leadership skills, and a passion for community development.

If you are ready to lead a dedicated team and contribute to the ongoing success and vibrancy of Ludington, we encourage you to apply for this exciting opportunity. Join us in our mission to create a brighter future for all who call Ludington home.

LUDINGTON & REGION FAST FACTS



POPULATION
7,655



HOUSEHOLDS
3,469



MEDIAN HOME VALUE
\$173,000



MEDIAN INCOME
\$49,503



**Annual Visitors
to Region**
800,000



BIKESCORE
70/100



WALKSCORE
60/100

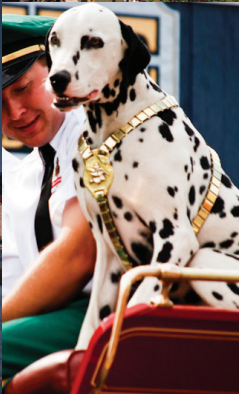




REGIONAL ATTRACTIONS

Ludington, Michigan, is a vibrant community located on the shores of Lake Michigan, offering an array of attractions that draw visitors year-round. Known for its stunning natural beauty, rich history, and lively cultural scene, Ludington provides residents and visitors with numerous opportunities for recreation, exploration, and relaxation.

What attracts thousands of people to Ludington, and what factors lead 8,000 residents to call this region home? Below are a few of the many wonderful amenities that people appreciate:



Sandcastles Children's Museum: An interactive kids' museum with 30+ hands-on displays such as a mini pizzeria, a music studio, and much more.

Stearns Park Beach & Ludington State Park: Two popular destinations with a large beach area, playground, hiking trails, skate park, and picnic facilities.

Historic White Pine Village: An open-air museum showcasing the region's history with over 30 historic buildings and exhibits.

Ludington North Breakwater Light: An iconic lighthouse offering scenic views of Lake Michigan and the Ludington harbor.

Big Sable Point Lighthouse: Accessible via a scenic 1.8-mile trail, this historic lighthouse is a must-see for visitors.

House of Flavors: A renowned ice cream parlor and restaurant, known for its delicious treats and family-friendly atmosphere.

Ludington Area Center for the Arts: A hub for local artists and cultural events, offering galleries, performances, and workshops.

Farmers Markets at the Legacy Plaza through the Spring and Summer.

Ludington Offshore Classic: An annual fishing tournament attracting anglers from across the region and nation.

Suds on the Shore: A popular beer festival featuring craft brews from around Michigan.

Gus Macker a 3-on-3 Charity Basketball Tournament held at Stearns Park right on Lake Michigan.

CITY OF LUDINGTON HISTORY

The City of Ludington has a rich history dating back to its founding in the mid-19th century. Originally a lumber town, Ludington grew rapidly due to its strategic location on the shores of Lake Michigan.

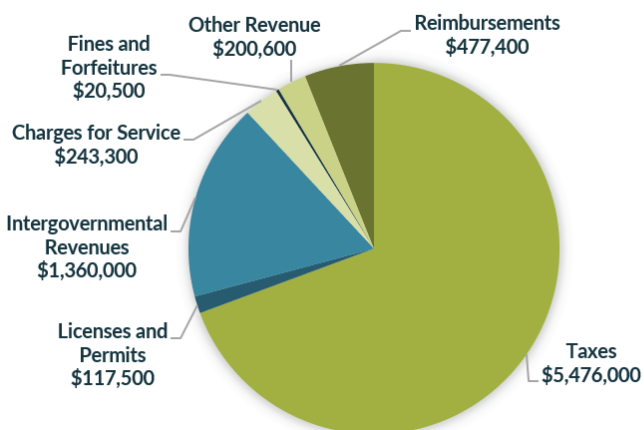
The city's economy diversified over the years, transitioning from lumber to manufacturing and tourism. Throughout its history, Ludington has maintained a strong sense of community and resilience, adapting to economic changes and embracing opportunities for growth and development.

The municipal organization has evolved to meet the changing needs of its residents, focusing on providing high-quality public services and fostering a vibrant, welcoming community.

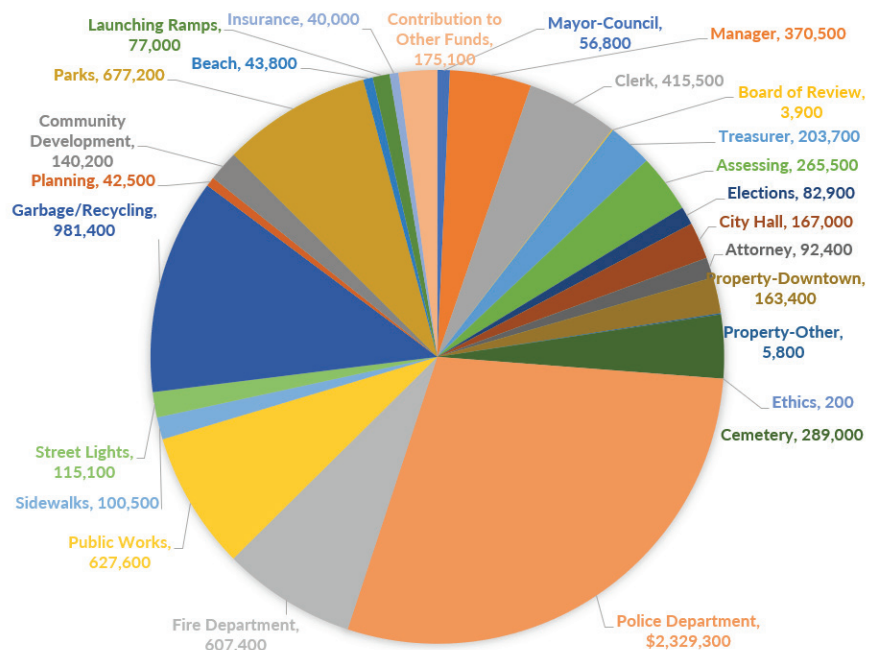
MASTER PLAN GUIDING PRINCIPLES

- Utilize the community's unique assets to enhance Ludington's sense of place and drive economic development.
- Protect natural resources, water quality, and open spaces.
- Address the potential impacts of the aging population on housing, transportation, and service needs.
- Improve, maintain, and expand infrastructure within the community.
- Improve walkability, biking, and accessibility in the community.
- Provide quality, affordable housing for all members of the community.
- Improve regional coordination with Hamlin and Pere Marquette townships and Mason County.

GENERAL FUND REVENUE SOURCES



General Fund Expenditures



COMMUNITY COLLABORATORS

The community is rich with collaborators who actively contribute to advancing the City of Ludington. The incoming City Manager will collaborate with a range of exceptional organizations, including but not limited to:

- **Local Businesses**
 - **Ludington & Scottville Area Chamber of Commerce:** Supports local businesses and economic development, providing resources and networking opportunities.
 - **House of Flavors:** A key local business and tourist attraction that collaborates on community events and initiatives.
- **Educational Institutions**
 - **Ludington Area Schools:** Partners with the city on educational programs and community activities.
 - **West Shore Community College:** Collaborates on workforce development and continuing education initiatives.
- **Healthcare Providers**
 - **Corewell Health & Trinity Health:** Works with the city to ensure the health and well-being of residents, offering comprehensive healthcare services and community health programs.
- **Non-Profit Organizations**
 - **Ludington Area Center for the Arts:** Enhances the cultural life of the community through arts programming and events.
 - **United Way of Mason County:** Partners with the city on social services and community support programs.
- **Government and Public Agencies**
 - **Mason County Government:** Collaborates on regional planning, infrastructure projects, and public safety initiatives.
 - **Ludington State Park:** Works with the city to promote tourism and outdoor recreational opportunities.
- **Community Groups**
 - **Friends of Ludington State Park:** Engages in conservation and community activities to support the park and its visitors.
 - **Downtown Ludington Board:** Focuses on the development and promotion of Ludington's downtown area, organizing events and improving local amenities.



TOP SIX REASONS WHY YOU WANT TO BE OUR NEXT CITY MANGER

- Dynamic and Engaged Community:** Ludington features a close-knit, engaged community with active participation in local events and decision-making. As City Manager, you'll collaborate with passionate residents, businesses, and community groups to foster economic growth and development.
1. **Focus on Innovation:** The City of Ludington is committed to innovative solutions while maintaining a small-town feel. You'll oversee projects prioritizing sustainable affordable housing, infrastructure, and smart development on the waterfront, making a lasting impact on Ludington's future.
 2. **Leading Ludington into the Future:** As City Manager, you'll facilitate Ludington's long-term vision and strategic goals. Collaborate with elected officials, community leaders, and residents to align city departments and initiatives with the strategic plan, ensuring a cohesive approach to achieving objectives. The updated five-year plan will be completed in August 2024.
 3. **Exceptional Quality of Life:** Living and working in Ludington offers an exceptional quality of life. Enjoy beautiful beaches, parks, a rich cultural scene, and various recreational activities, providing a perfect balance of professional opportunity and personal fulfillment.
 4. **Developing Ludington:** Lead the way in prioritizing sustainable affordable housing, managing key developments, overseeing major infrastructure projects, and initiating the redevelopment of Ludington's waterfront.
 5. **Free Community College:** Students graduating from Ludington High School are awarded 2 years of free education at West Shore Community College.

WHAT WE ARE LOOKING FOR...

The City Manager reports directly to the Ludington City Council and serves as the primary liaison between the council and city staff. The City Manager oversees all department heads, including; Public Works, Water and Sewer Treatment Plants, Municipal Marina, Cartier Park Campground, Finance, Police and Fire Services, Parks and Recreation, and Planning and Zoning. This role is central to the city's leadership team and requires close collaboration with elected officials, department heads, and other key stakeholders.

IDEAL SKILLS

TECHNICAL SKILLS

- Budgeting and Financial Management
- Urban Planning and Development
- Strong knowledge of municipal governance public policy, and regulatory compliance
- Project Management
- Human Resources Management

INTERPERSONAL SKILLS

- Capable of communicating complex information clearly to diverse audiences.
- Ability to work effectively with city council members, department heads, staff, and community stakeholders.
- Skilled in negotiating and mediating conflicts, building consensus, and making decisions that benefit the community.

EMOTIONAL INTELLIGENCE

- Understanding and responding to the needs and concerns of residents, staff, and stakeholders.
- Recognizes personal strengths and weaknesses, striving for continuous self-improvement.

LEADERSHIP SKILLS

- Ability to develop and articulate a clear vision for the city's future, inspiring others to work towards common goals.
- Capable of making informed and timely decisions, even under pressure.
- Demonstrates ethical behavior, transparency, and accountability in all actions and decisions.

CONFLICT RESOLUTION

- Proficient in resolving disputes and fostering a collaborative and respectful environment.
- Maintains composure and effectiveness in challenging situations, showing resilience and persistence.

COMMUNITY ENGAGEMENT

- Actively engages with residents, businesses, and local organizations, fostering a sense of community and collaboration.
- Maintains an open-door policy, making themselves available to listen to and address community concerns.

CULTURAL FIT

- Shares the community's values and vision, promoting Ludington's mission of enhancing quality of life and sustainable growth.
- Demonstrates flexibility and willingness to adapt to the unique cultural and social dynamics of Ludington.

COMMUNITY CHAMPION

- Encourages and facilitates active participation from residents in municipal processes and decision-making.
- Serves as a visible and enthusiastic advocate for Ludington, promoting the city's interests and fostering pride among its residents.

DIVERSITY

Diversity of heritage, identity, thought, talent, and life experience bolsters the opportunities for enrichment, strengthening individuals, teams, organizations, and communities. The City of Ludington 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

The City Manager serves as Chief Administrative of the City of Ludington. The City Manager is appointed by, and serves at the pleasure of the elected City Council.

The City Manager administers and coordinates various functions of City government as stated in the City Charter and supplemented by the policies established by the City Council.

Specific Duties & Responsibilities:

- Administers the day-to-day operations and policies of the City.
- Determines and ensures that employees are aware of City objectives and are performing their functions toward accomplishing these objectives.
- Conducts staff meetings; encourages supervisory leaders to pursue self-development in their respective fields of expertise.
- Assists in the preparation of the annual budget with the City Clerk / Treasurer; advises City Council regarding the City's financial condition including status the of major projects and programs.
- Prepares periodic and special reports concerning the activities of municipal government.
- Attends and participates in Council meetings, including presenting special studies and reports requested by the Council or on the City Manager's own initiative.
- Represents the City in intergovernmental relationships with neighboring townships and cities.
- Attends and participates in professional meetings to keep abreast of current developments in municipal government.
- Delivers speeches and presentations to community and professional groups on City Government.
- Pursues special projects as directed by the Council.
- Performs wide variety of administrative duties and responsibilities.
- Hires and supervises the City's staff.



CURRENT & FUTURE OPPORTUNITIES

- **Countywide Housing Plan:** The City of Ludington is a key partner in initiatives aimed at addressing housing shortages and improving housing options across the county.
- **New Developments:** The City Manager leads ongoing efforts to develop affordable and diverse housing solutions that meet the growing needs of the community.
- **Lead Line Replacement:** A critical project to replace old lead water lines, ensuring safe and clean drinking water for all residents.
- **Sludge Pond Closure:** Environmental and operational improvements to close and rehabilitate sludge ponds, promoting sustainability.
- **Water Treatment Plant Upgrades:** Significant investments to enhance the water treatment plant's capacity and efficiency, ensuring reliable water services.
- **Security Upgrades:** Conduct a comprehensive inventory of all systems and develop a strategic plan to centralize security across all city facilities.
- **Comprehensive Planning:** Developing a United Development Ordinance to streamline and modernize zoning and development regulations, supporting sustainable growth and development.
- **Economic Development:** Potential for continued growth in the manufacturing sector, providing jobs and boosting the local economy.
- **Recreational Opportunities:** Expanding the network of trails, promoting outdoor activities, tourism, and community wellness.
- **Partnership Initiatives:** Strengthening partnerships with local businesses, non-profits, and other stakeholders to collaboratively address community issues and drive innovative solutions.
- **Expanded Partnerships:** Exploring new and expanded partnerships to bring additional resources and expertise to the city's projects and initiatives.

CHALLENGES

- **Infrastructure Funding:** Securing adequate funding for critical projects, including water treatment upgrades, lead line replacements, and road projects.
- **Staff Recruitment and Retention:** Facing retirements and challenges in hiring and retaining qualified employees, including competition with larger regions, finding specialized skills, and managing limited recruitment resources.
- **Operational Challenges:** Managing funding for capital projects with limited resources. The City Manager will need to prioritize goals and support the city team by providing necessary resources.

QUALIFICATIONS

Competitive candidates will have a bachelor's degree in public administration, business management, or a related field, and five (5) years of experience, or a combination of any or all of the above.

ICMA Credentialed Manager Certification or other advanced training is preferred.

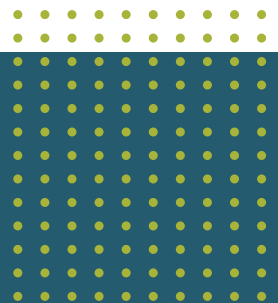
SALARY & BENEFITS

- Compensation: \$125,000-\$150,000 DOQ
- Car allowance of \$350 per month.
- \$800 in technology needs.

Benefits: The City of Ludington provides generous health care, dental care, HSA, FSA, STD, and LTD.

The City contributes 14.5% into a 457 Retirement Account for the City Manager.

A \$10,000 relocation expense will also be available.



LIVING IN LUDINGTON



Living in Ludington, Michigan offers residents a unique blend of natural beauty, cultural vibrancy, and a strong sense of community.

Education

Ludington Area Schools offer exceptional education with a focus on academic and extracurricular excellence. The district includes multiple highly-rated schools and it participates in the Mason County Promise, covering tuition at West Shore Community College. Nearby universities include Grand Valley State, Ferris State, and Central Michigan University.

Healthcare

Ludington boasts comprehensive healthcare services through Corewell Health and Trinity Health offering emergency care, specialized treatments, and primary care. Residents have access to a range of specialists ensuring quality care for all ages.

Lifestyle & Community Events

- **Shopping and Dining:** Enjoy diverse shopping and dining options from charming local cafes to fine dining in downtown Ludington.
- **Community Services:** Numerous recreational programs, a community center, and library foster a connected community.
- **Arts and Culture:** The Ludington Area Center for the Arts hosts galleries, performances, and workshops, with regular festivals celebrating local arts and heritage.
- **Historic Charm:** Explore Ludington's history at Historic White Pine Village and the Ludington North Breakwater Light.
- **Festivals and Events:** Annual events like the Ludington Offshore Classic, Suds on the Shore, free concerts at Waterfront Park, and the Fourth of July Freedom Festival create a strong community spirit.
- **Farmers Market:** Fresh produce and artisanal goods at the local farmers market enhance the vibrant lifestyle.
- **Places of Worship:** The town offers a welcoming community with a multitude of churches, providing a rich cultural and spiritual environment for residents.

Recreational Activities

- **Outdoor Recreation:** Ludington offers miles of sandy beaches, scenic parks, and trails for boating, fishing, hiking, and cycling.
- **Water Activities:** Lake Michigan and Stearns Beach provide ample opportunities for sailing, kayaking, and paddleboarding, with Ludington State Park being a favorite for canoeing and tubing.
- **Golfing:** Enjoy challenging play and scenic views at Hemlock Golf Club and Lakeside Links.

Family-Friendly Environment

Ludington's friendly, safe neighborhoods, excellent schools, and numerous family activities make it ideal for families. Youth programs and sports leagues offer children and teenagers various opportunities to engage in sports, arts, and educational activities.





DOUBLE HAUL SOLUTIONS

Great leadership is in our nature.

HOW TO APPLY

Candidate review will begin July 16, 2024 - August 16, 2024.

Please send resume, cover letter, and professional references to april@doublehaulsolutions.com.
Be sure to place “**Ludington 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@doublehaulsolutions.com | 734-476-4948

[CLICK HERE FOR MORE INFORMATION.](#)

www.doublehaulsolutions.com