



THE CITY OF  
*Saline*  
MICHIGAN



# EXECUTIVE RECRUITMENT

**City Manager**

City of Saline, Michigan

**SALARY: \$108,308-\$190,473 DOQ**

**Great leadership is in our nature.**

[www.doublehaulolutions.com](http://www.doublehaulolutions.com)



## OPPORTUNITY SUMMARY

The City of Saline, Michigan, is a vibrant and historic community known for its strong sense of identity, nationally acclaimed schools, and thriving downtown district. Located just minutes from Ann Arbor and the University of Michigan, Saline offers the perfect blend of small-town charm and modern amenities, making it one of the most desirable places to live in the state.

Saline takes pride in its welcoming atmosphere, safe neighborhoods, and engaged community. With a nationally accredited Main Street and a lively schedule of community events, seasonal celebrations, and cultural activities, the city embraces arts, connection, and a high quality of life for residents of all ages.

As Saline continues to grow, the next City Manager will play a critical role in leading the city into its next chapter. This position offers an opportunity to oversee key municipal functions while strengthening relationships with community stakeholders, local businesses, and regional partners. The City Manager will be responsible for ensuring the delivery of high-quality public services, guiding strategic planning efforts, and fostering economic development to support Saline's long-term success. With a dedicated leadership team, a talented staff, and an engaged City Council, this is an unparalleled opportunity for a visionary leader who values collaboration, innovation, and the preservation of Saline's unique character.

If you are a strong communicator, a proactive problem-solver, and a leader who thrives in a dynamic municipal setting, we encourage you to apply. Join a city that values excellence, community engagement, and forward-thinking leadership—be a part of shaping Saline's future.

# SALINE & REGIONAL AREA FAST FACTS



POPULATION  
8,948



HOUSEHOLDS  
3,863



MEDIAN HOME VALUE  
\$361,939



MEDIAN  
INCOME  
\$90,662



BIKESCORE  
45/100



WALKSCORE  
65/100





## REGIONAL ATTRACTIONS

Saline is ideally situated in southeastern Michigan, offering both small-town charm and easy access to a variety of regional attractions. Whether you're looking for outdoor recreation, cultural experiences, or vibrant city life, Saline's location provides residents with a unique blend of local and regional amenities.

*What makes Saline an exceptional place to live, work, and explore?*

**University of Michigan & Ann Arbor:** Just 20 minutes from Saline, Ann Arbor is home to the University of Michigan, world-class museums, and a thriving cultural and culinary scene.

**Downtown Saline:** A historic district featuring local boutiques, restaurants, and annual festivals that bring the community together.

**Mill Pond Park:** A scenic riverside park with walking trails, picnic areas, and open green space for community events.

**Community Events & Festivals:** Saline's vibrant community life comes alive year-round with events like the Celtic Festival, Summerfest, Oktoberfest, Jazz in the Park, and the Saline Community Fair, all hosted in and around the city, including at the nearby Washtenaw Farm Council Grounds. These gatherings bring residents and visitors together through food, music, tradition, and celebration.

**Saline Fiddlers Philharmonic:** One of the nation's premier youth fiddle groups, known for their energetic performances and community events.

**Regional Metroparks:** Saline is conveniently located near a variety of Southeast Michigan Metroparks that offer year-round recreation. Hudson Mills, Rolling Hills, and Huron Meadows Metroparks provide access to riverfront trails, golf courses, hiking paths, disc golf, winter sports, and water activities, making it ideal for outdoor recreation.

**Saline Historical Attractions:** Saline's past comes to life through the Saline Depot Museum, Rentschler Farm Museum, and Weber-Blaess One-Room Schoolhouse, each offering a unique look at the community's rail, agricultural, and educational heritage.

**Detroit (45 minutes away):** Michigan's largest city offers professional sports, world-class museums, and a dynamic food and entertainment scene.

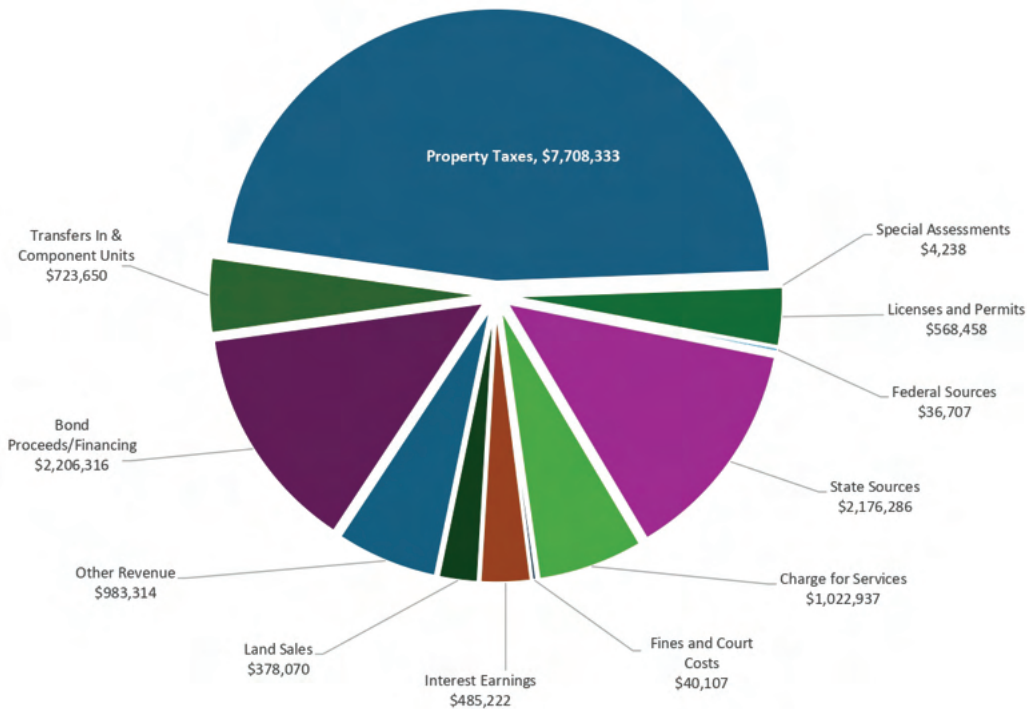


# CITY OF SALINE HISTORY

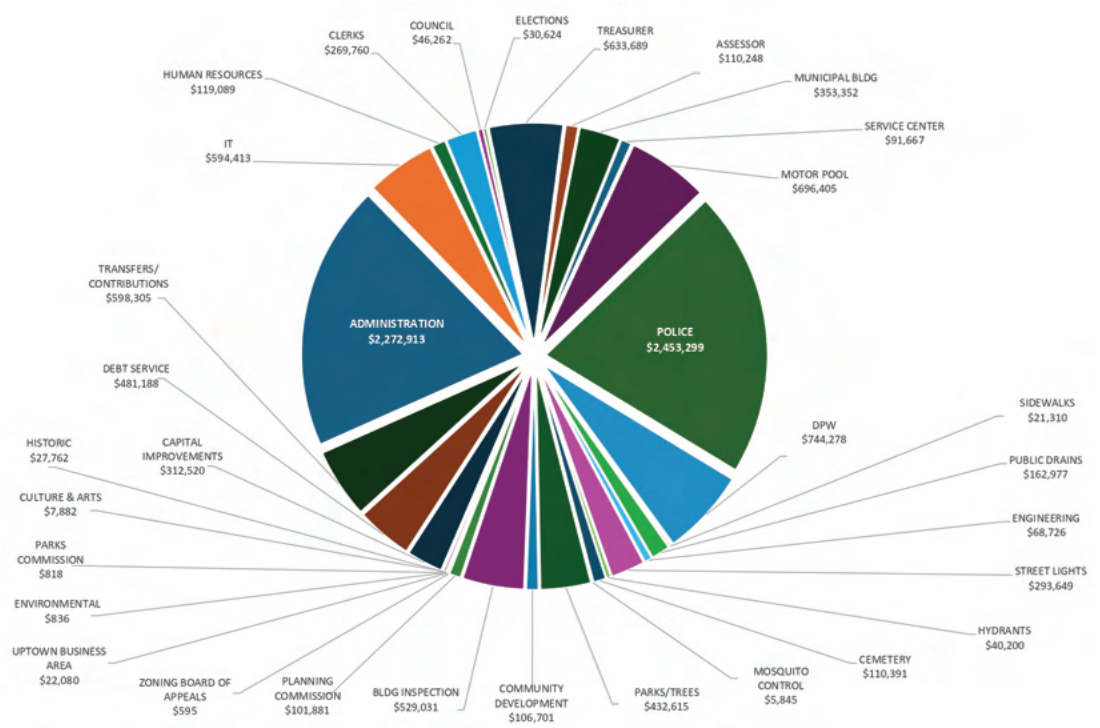
The City of Saline's history dates back to the early 19th century when Indigenous peoples gathered salt from its natural springs, later attracting French explorers who named the nearby river Saline. In 1825, surveyor Orange Risdon recognized the area's agricultural potential and recruited settlers, leading to Saline's official platting in 1832. The arrival of the Detroit-Hillsdale & Indiana Railroad in 1870 spurred further growth, and by 1931, Saline was incorporated as a city.

Today, Saline blends its historic charm with a forward-looking approach to development, fostering a thriving economy rooted in manufacturing, healthcare, and education. The city's leadership remains committed to strategic growth, ensuring that public services, housing, and community engagement initiatives support its evolving needs while maintaining strong fiscal responsibility.

## GENERAL FUND REVENUE



## GENERAL FUND EXPENDITURES



# WHAT WE ARE LOOKING FOR...

Under the general direction of the City Council, serves as chief administrative officer for the City of Saline, directing and coordinating the functions of all City departments and related agencies. Provides professional advice and recommendations on all matters before the Council and directs the implementation of mandates. Plans and administers City budget on a day-to-day basis. Directs labor relations and personnel management activities. Participates in the design and implementation of major civic development projects. Is responsible for the satisfactory provision of services to City residents. Represents city on various boards and committees (Saline Area Chamber of Commerce, Saline Main Street Board of Directors, Washtenaw County Brownfield Redevelopment Authority Board, among others).

## IDEAL SKILLS

### TECHNICAL SKILLS

- Municipal governance, policy, and compliance
- Budgeting and financial management
- Project and asset management
- Economic development and business recruitment
- Labor relations and personnel management

### LEADERSHIP SKILLS

- Visionary with strategic goal-setting
- Accountable, transparent, and ethical
- Balances political dynamics professionally
- Decisive under pressure

### INTERPERSONAL SKILLS

- Approachable and collaborative
- Clear, direct, and honest communicator
- Skilled in stakeholder engagement and mediation
- Resilient and level-headed

### EMOTIONAL INTELLIGENCE

- Understands community concerns and staff dynamics
- Adaptable and empathetic leader
- Maintains stability in challenging situations

### CONFLICT RESOLUTION

- Navigates political landscapes effectively
- Mediates disputes and fosters collaboration
- Builds trust and accountability

### COMMUNITY ENGAGEMENT

- Transparent and responsive to residents
- Strengthens partnerships with businesses and organizations
- Implements data-driven engagement strategies

### CULTURAL FIT

- Shares the community's values and vision, promoting Saline's mission of enhancing quality of life and sustainable growth.
- Balances tradition with progress
- Fosters pride and unity

### COMMUNITY CHAMPION

- Engages with residents beyond city hall
- Advocates for Saline's future growth
- Empowers staff and community collaboration

## DIVERSITY

Diversity of heritage, identity, thought, talent, and life experience bolsters the opportunities for enrichment, strengthening individuals, teams, organizations, and communities. The City of Saline 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 is charged with overseeing all activities and services provided by the City of Saline.

## Specific Duties & Responsibilities:

- Serves as final operating authority for budget, establishing the priorities of programs in relationship to income, authorizing expenditures, and developing funding mechanisms.
- Approves purchases in conformance with City ordinances and established purchasing procedures.
- Recommends purchases for approval by City Council.
- Develops purchasing directives for City department heads and policies for City Council approval.
- Regularly works with local partners on developing and implementing projects and ideas.
- Works with City's Business Ambassador, other staff, and local partners regarding economic development activities, including recruiting new businesses and retaining existing businesses.
- Works with developers interested in bringing residential, commercial, and industrial development to Saline.
- Negotiates labor contracts with collective bargaining groups; Oversees the administration of those contracts, including the settlement of grievances.
- Responsible for presenting a six-year Capital Improvement Program Budget to maintain and improve the community's infrastructure to Council annually.
- Determines broad policy for operating departments, recommends to Council, department heads, and all other employees.
- Monitors activities for conformance to Council mandates, departmental objectives, and community needs.
- Regularly conducts staff meetings to coordinate departmental activities, receive progress and general briefing reports, and to identify and develop solutions to problems.
- Responds to correspondence and telephone inquiries relating to City operations, policies, and positions of a variety of issues.
- Develops personnel policies for recommendation to City Council. Hires, counsels, and, when necessary, terminates City employees.
- Directs the purchase, utilization, maintenance, and control of City-owned land, buildings, and equipment.
- Proposes funding mechanisms, ordinances, and zoning regulations to the City Council in the interest of orderly community growth and development.
- Conducts annual personnel performance evaluations, and quarterly check-ins, for all department heads and City Manager's office staff.
- Prepares, or directs the preparation of, special studies and reports as requested by the Council. Reviews and presents analyses and findings and makes recommendations on appropriate actions.
- Monitors proposed legislation at the state and federal level and recommends policy positions with respect to proposals which affect municipalities in general and the City of Saline in particular.
- Interacts extensively with federal, state, and county government representatives to coordinate programs, funding, information, and legislation related to a variety of common interests.
- Meets with citizens and community groups on a variety of topics related to municipal administration.
- Regular and routine onsite attendance.

# CURRENT & FUTURE OPPORTUNITIES

- **Team & Talent Development:** Recent leadership transitions offer a timely opportunity to build a strong, collaborative, and forward-thinking team. With new voices and perspectives on board, the next City Manager will have the chance to foster innovation and shape a high-performing culture aligned with Saline's values and goals.
- **Strategic Growth & Smart Development:** Saline is poised for intentional growth that preserves its small-town character while expanding housing options, enhancing public services, and supporting business development. With thoughtful planning, the City can strengthen its economic foundation and quality of life.
- **Downtown Vitality:** The City's historic downtown remains a focal point for business, culture, and community gatherings. Opportunities exist to enhance its vibrancy through increased walkability, new business attraction, and placemaking strategies that promote both economic development and civic pride.
- **Community Collaboration:** Saline benefits from a deeply engaged and supportive community. The next City Manager will be well-positioned to continue fostering strong relationships with residents, businesses, and regional partners to co-create solutions and advance shared priorities.
- **Financial Stability:** Saline's strong fiscal position provides a solid foundation for long-term success. With legacy costs under control, the City is well-positioned to plan for strategic investments while exploring innovative funding approaches for capital improvements.

## CHALLENGES

- **Wastewater Treatment Investment:** Saline has committed nearly \$80 million toward the rehabilitation of its wastewater treatment plant, a cornerstone project within the City's \$163 million Capital Improvement Plan through 2030. While critical for long-term infrastructure reliability, this large-scale initiative presents challenges related to construction impacts, sewer rates, and neighborhood disruptions that will require steady leadership and proactive communication.
- **Dam and Water Infrastructure:** The City is actively evaluating the future of the Saline River Dam, a structure dating back to the late 1930s. With structural concerns now identified, a feasibility study is underway to weigh options including rehabilitation or removal. In parallel, the City's broader water system will need thoughtful reinvestment to ensure environmental sustainability and long-term service reliability.
- **Fire and Emergency Services:** The Saline Area Fire Department (SAFD) is facing rising operational costs, staffing pressures, and long-term planning needs. While a recent strategic plan outlines goals like station upgrades and workforce expansion, the City must develop a sustainable model, either by supporting the SAFD or exploring alternative service delivery options, to meet growing community expectations.
- **Recreation Center Viability:** The Saline Rec Center is a vital community asset, but rising maintenance needs and declining membership trends call for renewed attention. The next City Manager will help assess long-term sustainability options and identify strategies to increase engagement and financial viability.
- **Aging Infrastructure:** From roads and bridges to underground utilities, Saline's aging infrastructure demands continued investment. Like many legacy communities, the City must navigate funding constraints while prioritizing upgrades that support growth, maintain service quality, and enhance long-term resilience.



# COMMUNITY COLLABORATORS

The City of Saline thrives through robust partnerships with various organizations and neighboring municipalities. The incoming City Manager will have the opportunity to collaborate with a diverse array of stakeholders, including but not limited to:

- **Economic and Community Development**
  - **Saline Main Street:** Dedicated to enhancing the vitality of downtown Saline, this organization focuses on promoting local businesses, organizing community events, and preserving the area's historic charm.
  - **Saline Area Chamber of Commerce:** Supports local businesses by providing resources, networking opportunities, and advocating for economic development initiatives that benefit the broader community.
- **Educational Institutions**
  - **Saline Area Schools:** Committed to equipping students with the knowledge and skills necessary to succeed, the district serves as a cornerstone of the community, fostering educational excellence and lifelong learning.
  - **Foundation for Saline Area Schools:** Enhances educational opportunities by funding innovative programs and initiatives that enrich student learning experiences.
  - **Washtenaw Community College:** Offers accessible and high-quality education, contributing to workforce development and providing residents with opportunities for skill advancement and lifelong learning.
- **Social Services**
  - **Saline Area Social Services:** Provides critical support to residents in need, offering assistance programs that address food insecurity, financial hardships, and other social service needs.
- **Regional Government Partners**
  - **Washtenaw County:** Collaborates with the City on regional planning, infrastructure projects, and public safety initiatives across the county.
  - **Neighboring Townships:** Pittsfield Township, Saline Township, Lodi Township, Scio Township, and York Township work in partnership with the City to address regional challenges and opportunities.
- **Community Organizations**
  - **Homeowners Associations (HOAs):** HOAs play a vital role in representing residents' interests, maintaining neighborhood standards, and facilitating communication between the City and its communities.



## TOP FIVE REASONS WHY YOU WANT TO BE OUR NEXT CITY MANGER

1. **A Community Rooted in Collaboration:** Saline thrives on strong partnerships between city leadership, local businesses, and engaged residents. As City Manager, you will have the opportunity to foster collaboration among diverse stakeholders, ensuring transparent governance and a shared vision for the city's future.
2. **Strategic Growth & Economic Development:** With a vibrant downtown, a nationally recognized school system, and a growing business sector, Saline offers a dynamic environment for economic expansion. You will play a key role in guiding business development, infrastructure investments, and innovative solutions to support long-term prosperity.
3. **Strong Foundation for Success:** The city boasts a history of sound financial management, a dedicated staff, and engaged elected officials who are committed to responsible governance. As City Manager, you will have the resources and support needed to uphold Saline's fiscal responsibility while addressing key priorities such as infrastructure improvements and public services.
4. **A Leader in Public Services & Quality of Life:** From parks and recreation to public safety and municipal services, Saline offers exceptional amenities that contribute to a high quality of life. You will oversee the continued enhancement of these services, ensuring that residents and businesses benefit from a well-run and forward-thinking local government.
5. **An Opportunity to Shape the Future:** Saline is at a pivotal moment, balancing growth with maintaining its small-town character. The next City Manager will have the chance to lead initiatives in sustainable development, community engagement, and regional partnerships while preserving the values that make Saline a desirable place to live and work.

# QUALIFICATIONS

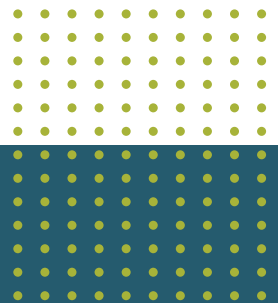
- Competitive candidates will have a bachelor's degree. Masters degree is preferred.
- 7 - 10 years of progressively more responsible experience in local government administration, policy administration, or another related field in a comparably complex environment.
- At least 5 years as a department head, executive level director, or chief executive; preferably with prior local government manager experience.

# SALARY & BENEFITS

- Compensation: \$108,308-\$190,473 DOQ
- Car allowance \$450 per month.
- Benefits:
  - Health insurance options (PPO, HSA or HMO) including dental and vision coverage
  - Flexible and Limited Purpose Spending Accounts
  - 10 paid holidays and 2 floating holidays
  - 8 hours each of vacation and sick leave accrued per month, plus 40 hours of bonus vacation annually
  - 40 hours of personal leave annually
  - Paid Parental Leave
  - Employer paid life, short, and long term disability insurance
  - MERS Hybrid Retirement
  - Flexible scheduling and comp time available

The City currently contributes about 10% into the defined benefit portion of the MERS plan. The employee then chooses to contribute to 1% to 10% into the retirement plan. The employee also has the option to contribute to a MERS Health Care Savings account or a 457 plan.

A relocation package will also be available for the right candidate.



# LIVING IN SALINE



Nestled in the heart of Washtenaw County, the City of Saline offers a welcoming, small-town atmosphere with the convenience of being just minutes from Ann Arbor and the University of Michigan. Known for its historic downtown, top-ranked schools, and thriving arts and cultural scene, Saline is a community that blends tradition with innovation, providing residents with an exceptional quality of life. Whether you're drawn to its lively events, outdoor recreation, or tight-knit community, Saline offers something for everyone.

## Education

Saline is home to the Saline Area Schools, consistently ranked among the best school districts in Michigan. The district's strong emphasis on academics, arts, and athletics makes it a top choice for families. Saline High School has been nationally recognized for its excellence, with award-winning music programs and championship sports teams. Beyond K-12 education, Saline's close proximity to the University of Michigan, Eastern Michigan University, and Washtenaw Community College provides residents with access to world-class higher education opportunities.

## Healthcare

Saline residents have access to top-tier healthcare services, with Michigan Medicine (University of Michigan Health System) just a short drive away. The area is also home to Trinity Health Ann Arbor, VA Ann Arbor Healthcare System, and St. Joseph Mercy Chelsea, ensuring a wide range of medical specialties, emergency services, and preventative care. Locally, the EHM Senior Solutions provides specialized healthcare for aging residents, reinforcing Saline's reputation as a great place for families of all generations.

## Lifestyle & Community Events

Saline offers a vibrant downtown district featuring unique shops, restaurants, and entertainment venues. Residents enjoy a mix of locally owned businesses, from boutique shopping to cozy cafes and award-winning dining experiences. The city also hosts community events that bring neighbors together year-round. Saline Main Street, a nationally accredited downtown revitalization initiative, fosters economic growth and cultural development, ensuring the downtown remains vibrant and dynamic for both residents and visitors.

## Recreational Activities

Saline offers a wide range of recreational opportunities for outdoor enthusiasts and families. The city maintains over 200 acres of parks, providing walking trails, sports fields, and picnic areas.

## A Connected and Thriving Community

With a rich history, strong civic engagement, and ongoing development initiatives, Saline continues to build on its legacy as a premier place to live, work, and play. Whether you are raising a family, launching a business, or looking for a dynamic community to call home, Saline's blend of small-town warmth and modern amenities offers the best of both worlds.





# DOUBLE HAUL SOLUTIONS

Great leadership is in our nature.

## HOW TO APPLY

**Candidate review will begin on May 2, 2025 at 5:00 PM.**

Please complete the application form using the link below.  
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@doublehailsolutions.com](mailto:april@doublehailsolutions.com) | 734-476-4948

*Applicant Management Provided by [Vettraino Consulting](#).*

**[CLICK HERE TO APPLY TODAY.](#)**

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