

Gratiot County County Administrator

Profile Sessions

August 5, 2025

Two Sessions

County Commissioners

Elected and appointed staff

Facilitator clarification or note

Data (research not completed)

- Demographics:
 - Age: 11% of residents were under the age of 10; 12% were between 10 and 19 years of age; 63 % were age 18-64; 13 % were 60-69; 12% were 70 years of age or older. Median age 39.7 (Michigan 40.1)
 - Median household income \$61,128, with 14.3% of residents living below the poverty level
 - Racial makeup of the county is 84 % White, 5% Black or African American, 8% Spanish or Latino, 3% from two or more races.
- 41,478 population
- 19 % of residents have bachelor's degree or higher
- 78.9 % home ownership
- Median value of owner occupied dwelling unit = \$137,000
- Median household income = \$61,000

Required qualifications: Bachelor's Degree in public administration or related field and 5 years local government management experience. Starting salary range is \$120,000 - \$140,000.

Note: Comments that were provided multiple times were only listed once in the information below.

Community Profile

Rural – Agricultural is primary land use, 4th largest farming

Geographic center of the Lower Peninsula – reasonable drive to all the surrounding areas

Small town feel with many families having long histories in the area

Good schools

Variety of manufacturers

Alma College

Lakes/rivers/regional trails offering abundant recreational opportunities, ample State land

Close knit community feel

Stable population

Safe

Lower cost of living

Majority of working residents are employed locally

Government Organization Profile

County works well with other local units of governments

Circuit Court shared with Montcalm County

Operates a Road Department under the Administrator

Know other governmental officials – closer working relationships

Board Committees used as needed and issues arise

Commissioners work well together

Departments work well together

The BOC can be difficult at times

Current budget process is a pleasant experience for departments

Departments are adequately staffed

Hiring replacement staff goes smoothly except for wages being low for some positions

Six unions represent a majority of the 183 employees

Awesome County Parks

BOC does not utilize standing committees

Voted millages for parks,

Ideal County Manager Candidate Profile

Skills/Knowledge

Strong leader

Visionary

Airport experience

Strong finance background

Good listener and communicator

Technology experience

Smaller community familiarity

County government experience

Understands unique dynamics of county government

Know the departments in some level of detail

Personality/Traits

Has intestinal fortitude to make decisions

Well rounded

Handles diversity with calm demeanor

Has common sense

Community oriented

Easy to get along with, but not easily swayed

Transparent

Honest

Can ID what Commissioners need to know, not what they want to hear

Outgoing, particularly if they are not from the area

Be a part of the community

Open-minded

Has integrity

Has respect for county departments

Allows department flexibility in day-to-day operations

Has leadership qualities

Challenges & Opportunities

Challenges

Tax revenue – long range forecast

Pine River Restoration and addressing agricultural run-off

St. Louis superfund site cleanup

Former landfill which was previously owned by the State of MI

Jail restoration or replacement (72 beds)

Software modernization and planning

Long range financial stability, impacted by depreciating green energy infrastructure

Budget impact of assuming responsibility for local airport

Opportunities

Green energy knowledge and additional investments in the county

Hiring a FOIA Officer as requests have become more frequent and involve larger quantities of documents

Improve relations between the BOC and elected and appointed department heads

Grant funding and targeted State and Federal sources to finance high priority County projects