

Emilie G. LaGrow, Esq., ICMA-CM

119.071(4)(d)2h

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Dear Mayor and Members of the City Commission,

I am writing to express my strong interest in the City Manager position with the City of Madeira Beach. With more than eleven years of experience as a chief administrative officer in a commission–manager form of government, along with a legal background and a proven record of leading redevelopment, infrastructure investment, and organizational excellence, I am excited about the opportunity to serve a vibrant coastal community that I love, such as Madeira Beach.

As Village Manager for Cassopolis, Michigan, I oversee all municipal operations including public safety, public works, utilities, planning and zoning, and economic development. Since my appointment, I have led strategic initiatives that have resulted in more than \$275 million in community investment, secured over \$28 million in state and federal grant funding, and positioned the organization for long-term financial stability through disciplined budgeting and multi-decade financial forecasting. These efforts have supported significant infrastructure modernization, downtown and corridor redevelopment, and community-focused capital projects—experience that aligns well with Madeira Beach’s ongoing priorities related to infrastructure, tourism, and quality of life.

My leadership style is collaborative, transparent, and results-oriented. I have extensive experience working with elected officials, residents, business owners, regional partners, and state agencies to balance growth with community character and environmental stewardship. I have successfully negotiated and administered multiple collective bargaining agreements, managed complex capital and infrastructure projects, and provided executive oversight of public safety operations, including policy development, legal compliance, and intergovernmental coordination.

In addition to my executive management experience, my Juris Doctor degree provides a strong foundation in municipal law, contracts, land use, and regulatory compliance—an asset when navigating the complex legal and operational challenges facing coastal communities. I am particularly drawn to Madeira Beach’s unique position as a tourism-driven waterfront city, where thoughtful leadership is essential to managing redevelopment, infrastructure resilience, fiscal sustainability, and community engagement.

I would welcome the opportunity to bring my experience, professionalism, and commitment to public service to the City of Madeira Beach. Thank you for your time and consideration. I look forward to the opportunity to discuss how my skills and leadership approach can support the City Commission and community in achieving their long-term goals.

Warm regards,

Emilie G. LaGrow

ICMA-CM | Village Manager | Attorney at Law

EMILIE G. LAGROW, Esq., ICMA-CM

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PROFESSIONAL SUMMARY

Collaborative, non-partisan municipal executive with 11 years of experience as a chief administrative officer in a commission-manager form of government. Proven record in strategic planning, organizational leadership, subnational diplomacy, labor relations, redevelopment, and community engagement. Extensive experience managing growth, implementing master plans, and navigating complex legal and regulatory environments.

EDUCATION

Juris Doctor, Thomas M. Cooley Law School – Grand Rapids, Michigan

Bachelor of Arts, Hospitality Business, Michigan State University – East Lansing, Michigan

PROFESSIONAL EXPERIENCE

Village of Cassopolis, Michigan | Village Manager | February 2015 – Present

- Chief administrative officer overseeing all municipal operations including public safety, public works, utilities, planning and zoning, and economic development within a commission-manager form of government.
- Strategic economic development leadership resulting in more than \$275 million in community investment since 2015.
- Long-range financial planning and budget administration, including 25-year projections; on track to triple the general fund by FY 2026.
- Successful negotiation of collective bargaining agreements for Police (POAM) and Public Works (AFSCME).
- Leadership of downtown reconstruction, corridor redevelopment, municipal complex development, and infrastructure modernization projects.
- Implementation and completion of prior Village Master Plan; currently leading the next comprehensive master plan process grounded in data-driven analysis and meaningful public engagement.
- Secured and administered more than \$28 million in state and federal grant funding since 2019.
- Organizational leadership and succession planning, including staff development, cross-training, and performance management.

- Executive oversight of Police Department operations including policies, FOIA compliance, media coordination, and intergovernmental public safety partnerships.
- Comprehensive legal oversight including contract negotiation, resolutions, policies, leases, and intergovernmental agreements.

Law Offices of David L. Carrier, Grand Rapids, Michigan | Of Counsel | 2016–2023

- Provided legal counsel in estate planning, contract review, and client representation.

LaGrow Consulting, Michigan | Municipal Consultant | 2012–2016

- Provided municipal and school district consulting services including budget audits, labor negotiations, grant administration, and policy development.

McCarty Law Offices, PLC | Attorney | 2014–2015

- Practiced municipal law, contracts, probate, and litigation; supervised staff and managed workflow.

Boersen Farms, Michigan | Contract Specialist & HR | 2012–2013

- Led contract transitions, HR management, and operational support following a major asset acquisition.

Berrien County Prosecutor's Office | Legal Intern | 2011

- Prosecuted criminal and traffic cases in District and Circuit Court including all required pleadings, briefs and memos of law and correspondence required.

E's Eatery Restaurant & Catering | Owner/Operator | 1999–2009

- Owned and operated full-service restaurant and catering business; managed staff, budgets, marketing and vendor contracts.

Caesars Palace Tahoe | Assistant to VP of Hotel Operations | 1997-1999

- Created and audited quality initiatives throughout departments within the hotel, casino, food & beverage and special event departments aimed at improving process outcomes, increasing customer satisfaction, and producing customer loyalty.

AWARDS, RECOGNITION & AFFILIATIONS

- **Michigan Subnational Diplomacy Working Group**
- **MML Community Builder Award - 2024**
- **Municipal Trailblazer of the Year - 2024**
- **GRIT Award – Governor Whitmer – 2023**
- **MSHDA Regional Impact Award 2024 & 2025**
- **MSHDA Success in Monitoring Award 2025**
- **MML Community Excellence Award - 2022**
- **AIA Award for Municipal Complex Project**
- **Bold Women of Business 2021**
- **ACEC Cassopolis Transformation Project Award**
- **Graham Woodhouse Award: Southwest Michigan Planning Commission 2024 (SMART Park Project)**
- **Graham Woodhouse Award: Southwest Michigan Planning Commission 2022 (Imagine Cass Project)**
- **ICMA Community Partnership Award**
- **International City Managers Association – CM**
- **Certified Zoning Administrator – Michigan State University**
- **Master Citizen Planner – Michigan State University**
- **Certified Election Official**
- **Certified Grant Administrator**
- **Certified Civil Mediator**
- **MML Land Use and Economic Development Legislative Committee**
- **Michigan Municipal League**
- **Michigan Municipal Executives**
- **Michigan Economic Developers Association**
- **Notary Public**
- **Cass Area Utility Authority Board Member**
- **Cassopolis Main Street Advisor/Volunteer**
- **Cass Land Bank Authority – Vice Chair**
- **Michigan Infrastructure Council**
- **Southwestern Michigan College, Paralegal Program Advisory Board**

SPEAKING ENGAGEMENTS

***List of speaking engagements available upon request**

Public Records Exemptions

Enclosed please find a copy of the response documents for your public records request. The following information is provided to explain the process employed to review and produce the response documents.

Reason	Description	Pages
119.071(4)(d)2h		1-2

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