



TROY, MICHIGAN CITY MANAGER



MGT

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COMMUNITY BACKGROUND

Troy, MI (pop. 87,294) – The City of Troy is a vibrant, dynamic city strategically located in Oakland County, Michigan, 20 miles northwest of Detroit in the heart of Detroit’s northern suburbs. The City is the largest in Oakland County and has the third highest taxable value in the state. Troy is Michigan’s premier address for business, retail, and commerce with 6,637 businesses, including more than 200 foreign companies, employing 129,642 people. Those companies find Troy an ideal location with a low tax rate, excellent city services, and welcoming business environment.



AT A GLANCE

Population: **87,294**

Households: **32,961**

Bachelor’s degree or higher: **62.4%**

Median Household Income: **\$107,550**

Owner-occupied housing rate: **71%**

Median Home Value: **\$335,000**

Land Area: **34.3** square miles

Race/Ethnicity	Percent
White	72.7%
Asian	19.1%
Black	4.0%
Hispanic	2.1%
Multi-Racial	1.9%
Other	0.3%

LOCATION. LOCATION. LOCATION.



Troy is located 25 minutes north of Detroit and centrally located between Toronto and Chicago.

MAJOR MARKET	DISTANCE
Downtown Detroit	20 mi
Windsor, Ontario	21 mi
Flint	49 mi
Ann Arbor	53 mi
Toledo, Ohio	77 mi
Lansing	90 mi
Grand Rapids	158 mi
Cleveland, Ohio	188 mi
Toronto, Ontario	238 mi
Chicago, Illinois	293 mi

POSITION

The City is seeking an experienced local government professional with a commitment to proactive communication, innovation, and best practices in leadership and management to serve as their next City Manager.

Troy is a full-service municipality with a AAA bond rating. The City's annual budget is \$168.9 million, including over 400 full-time employees. Troy is governed by a Mayor and six City Council members who are elected to four year staggered terms. The Council appoints the City Manager as the City's Chief Administrative Officer. The City Manager appoints the department heads including the Police Chief, Fire Chief, Chief Financial Officer, Community Development Director, Human Resources Director, and City Clerk. Troy's city services also include a library, two golf courses, a transit center, a community center, and an aquatics center.

COMMUNITY

The City of Troy is home to a vibrant and diverse international community with 83 different languages spoken in Troy homes and 31% of the population speaking a language other than English at home. About 27% of Troy's residents are foreign born.

Troy's outstanding location in the heart of Oakland County offers quick highway access to I-75, I-696, and M-59. Troy is only 20 minutes from Detroit, 45 minutes from either Detroit's Metropolitan Airport (DTW) or Flint's Bishop International Airport (FNT), and less than 30 minutes to the Oakland County International Airport (OCIA).

Troy is home to 7 million square feet of retail space, 20 million square feet of office and engineering space, and 14 million square feet of industrial space. Troy is home to several corporate and regional headquarters including Altair, Aptiv, Flagstar Bank, Kelly Services, Magna International, Meritor, PNC Bank, Toyoda Gosei, and Valeo. Troy is one of Michigan's top locations for Automotive Research and Development facilities. The City is also home to Automation Alley, Michigan's largest technology business association driving growth in Southeast Michigan's economy.

"The Somerset Collection, one of the nation's premier upscale shopping destinations, is proudly located in the City. The 1.44 million square foot mall features over 180 stores and restaurants including Saks Fifth Avenue, Nordstrom, Neiman Marcus and Macy's.

SCHOOL SYSTEM/EDUCATIONAL OPPORTUNITIES

The Troy School District received a perfect rating from the educational nonprofit GreatSchools. It is one of only four school districts in Metro Detroit to receive an A+ rating from the Detroit News. Troy's High Schools, Troy Athens, Troy High, and the east campus of the International Academy, were named among the top 4% of all U.S. high schools by Newsweek. The entire Troy School District has achieved North Central Accreditation, and every Troy School District school is a Michigan Exemplary Blue Ribbon School; with Seven National Exemplary Blue Ribbon Schools. The City of Troy is also served by the six other school districts: Birmingham, Lamphere, Avondale, Bloomfield, Royal Oak and Warren Consolidated.

Troy is home, and in close proximity, to several private schools and regional/national universities.

AWARDS

- Troy was named the 10th best place to live in the US and 1st best in Michigan (2023)
- Ranked the 2nd healthiest city in Michigan (2023)
- Troy was named the #2 best suburb in Michigan, and the #1 best place to live in the Detroit Area (2023).
- Smart Asset named Troy the best place to retire in the Midwest (2022).
- ChamberofCommerce.org named Troy the #1 best city to live in Michigan and #6 best city for retirees in the U.S. (2019).
- Smart Asset ranked Troy the 16th most livable small city in the U.S. based on cost of living, quality of life and availability of economic opportunity (2018).
- According to NerdWallet, Troy is the 6th wealthiest city (65,000+ pop.) in the Midwest region (2016).
- NerdWallet named Troy the 4th best small city in the U.S. to start a business (2015).
- Niche Rankings named Troy the #1 best town in Michigan to raise a family (2015).
- Troy is ranked as the 5th healthiest housing market in Michigan by Smart Asset (2015).
- Troy is consistently ranked as one of the safest cities in Michigan regardless of population.

CHALLENGES/OPPORTUNITIES FOR THE CITY MANAGER

Municipal Facilities Funding and Improvement. The City of Troy prides itself on both fiscal responsibility and quality public facilities. Several of the City's important public facilities have aged and need renovation, including its Library, City Hall, and Aquatics Center. There are also community requests for expanded parks and senior services. The next City Manager will have the opportunity to work with City Council to ensure that City facilities continue to meet the needs of the residents of Troy, balanced with the City's long history of fiscal responsibility.

Core Public Safety Services. Troy has long focused on public safety. As the next City Manager begins their tenure, the City will be evaluating its emergency medical service (EMS), currently provided by a private transport company, with a need to identify a sustainable and long-term path forward to provide excellent EMS service to the community. The City proudly has a volunteer fire department, unique for a city of its size; the next Manager will work with the fire department and elected officials to continue to support this important service. The Troy Police Department has a long history of providing outstanding service to the community; the next Manager will be committed to maintaining the Police Department's standing as an exemplary department.

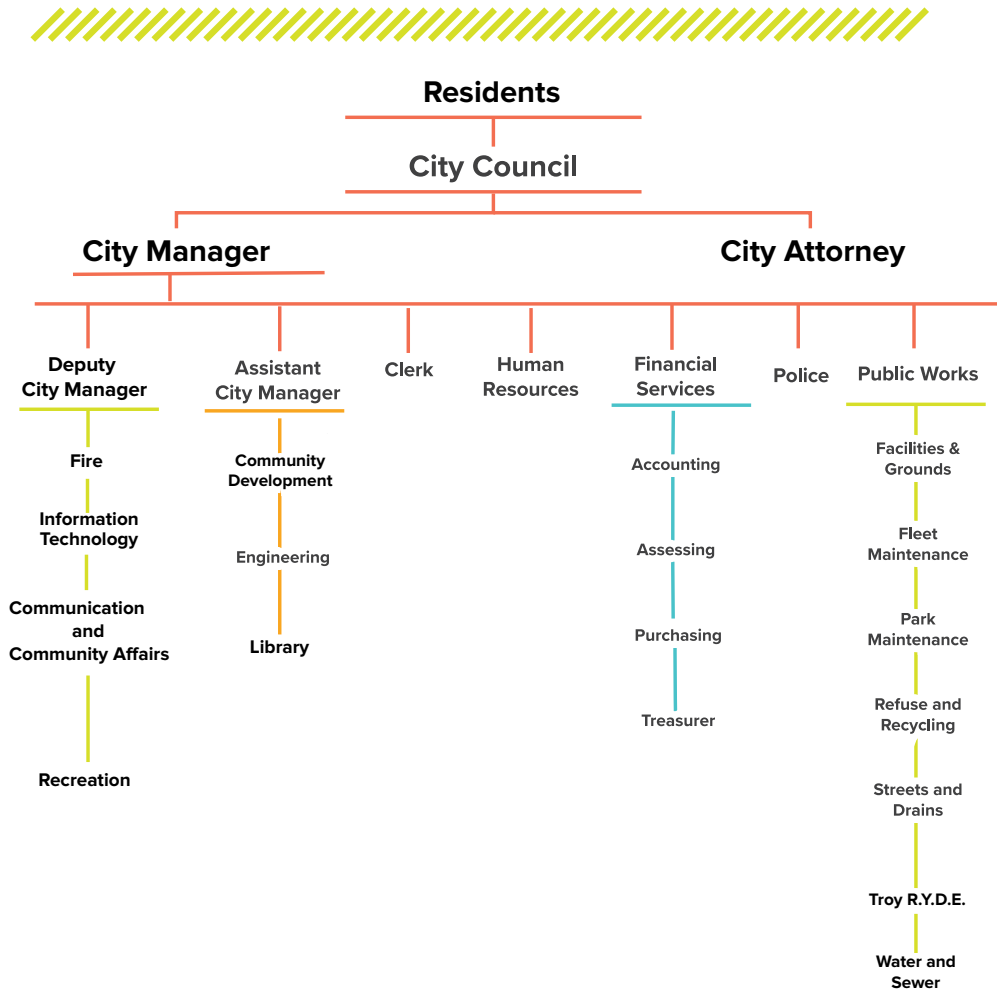
Communication. The next City Manager must be exceptionally focused on the City's distribution of information to all of the City's diverse stakeholders. While it is important for the Manager to communicate consistently and proactively, there are also opportunities to work closely with staff to develop a city-wide communication plan and delegate communication responsibilities throughout the organization.

Retention and Recruitment. The City is seeking a Manager who understands the importance of building positive and direct relationships with staff. Troy is committed to offering employees competitive wages and benefits. The next Manager will place the highest priority on the retention and recruitment of high performing employees through the development of a positive work culture.

Sustainability. Troy has long been environmentally conscious and recently applied for designation by the Michigan Green Communities Challenge. Over the past several months, the City has focused even more on developing internal and external capacity to become more sustainable. It is expected the City's recent application for an Energy Efficiency and Conservation Block Grant to develop a city-wide sustainability plan, with the support of the Department of Energy Office of State and Community Energy Programs, will provide important guidance to the next Manager for the City's sustainable future.



Organizational Chart





PERSONAL TRAITS AND EXPERIENCE

City Manager candidates will have demonstrated successful administration of municipal operations with a strong emphasis on communication and collaboration.

Candidates must be team oriented, strategic, and innovative.

Experience in strategic planning, complex economic development, public safety, improvement of municipal facilities, and revenue enhancement is preferred.

The successful candidate will be approachable and proactively engage with employees, elected officials, residents, and the business community.

Candidates must have the highest standards with respect to ethics and possess unquestioned integrity.

Candidates are required to have:

- Seven to ten years of increasingly responsible senior management experience; and
- Bachelor's degree in public administration, business administration, finance or related field. An MPA or MBA is highly desirable

COMPENSATION

Salary is \$177,500-\$240,000 (DOQE) with excellent benefits.

APPLICATION

Apply at [GovHRjobs.com](https://www.govhrjobs.com) with resume, cover letter, contact information, and professional references by October 1, 2024. Any questions or inquiries regarding the position can be made to the attention of Jaymes Vettrano, MGT Approved Independent Executive Recruiter.

The City of Troy is committed to providing equal opportunity employment to all applicants. The City of Troy will consider all qualified applicants for employment regardless of race, religion, color, sex, sexual orientation, gender identity or expression, height, weight, marital status, national origin, age, disability, or veteran status or any other basis protected by federal and state law.

[Click HERE to Apply!](#)

***Credit for contributing to the narrative and photographs: City of Troy and semcog.org*



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EXECUTIVE RECRUITMENT