TROY
OHIO









IS INVITING APPLICANTS
FOR THE POSITION OF

Director of Public Service and Safety

Introduction

The City of Troy, Ohio is seeking a tested and grounded professional with a proven, successful commitment to delivering high-quality public services. Troy, Ohio blends small-town warmth with a lively, welcoming downtown. Centered around its historic Public Square and the Great Miami River, the city offers local shops, restaurants, cultural attractions, and scenic outdoor spaces. The next Director will reflect the City's commitment to professional, reliable service and the safety of its residents. More information about the City can be found at **troyohio.gov**.



The Community

The City of Troy is a thriving community with over 27,300 residents located in southwest Ohio approximately 19 miles north of Dayton. Troy encompasses approximately 13 square miles and has an annual operating budget exceeding $50 million dollars. The City holds an Aa1 municipal bond rating from Moody's and S&P and has been recognized annually since 1989 for its quality financial reporting. Troy is the county seat of Miami County and is located along Interstate 75, the nation's commerce corridor that extends from Canada to South Florida.

The City is known for its excellent work-life balance and maintains an enviable commercial/industrial base while offering an array of amenities not normally found in a city its size. Troy has a proud heritage dating back to its platting in 1807. The community's historic and charming downtown, with its unique Troy Square and traffic circle, is an iconic source of pride for residents. The Great Miami River and the adjacent spacious, manicured parks and recreation areas that border it, offer gathering space for nearly 250,000 visitors each June during the annual Strawberry Festival. The nearby aquatic center, football stadium and Hobart Arena are facilities representative of the outstanding planning and philanthropy that makes this community so special.

The Hobart Arena was a vision realized in 1950, which has hosted sporting, ice skating, and nationally recognized entertainment events for over 75 years. The updated complex has welcomed everyone from U.S. Presidents to Elvis Presley. The City also boasts its own 18-hole municipal golf course designed by the legendary golf course architect Donald Ross. Troy is home to the Hayner Cultural Center, Brukner Nature Center, Troy-Miami County Library, renowned WACO Air Museum and Airfield, and the Hobart Institute of Welding and Technology.

The City of Troy is served by two highly rated area hospitals and is connected to one of the most comprehensive bike trail networks in the country. Troy exudes an abundance of charm and blends the old and the new in a respectful way, twice earning recognition as one of Ohio's best hometowns.

TROY'S LARGEST EMPLOYERS

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City Governance and Services

Troy is a statutory city under Ohio law with an elected Mayor, President of Council, nine Council Members, and three principal elected administrators: Auditor, Treasurer, and Director of Law.

The Director of Public Service and Safety reports to the Mayor and serves as the chief administrative officer of the City. This position manages approximately 200 full-time and 100 part-time employees, many of whom are in bargaining units. The Director develops the annual operating and capital budget for all operations. S/he develops and directs all plans, policies, programs and operations of all divisions and departments of the City noted below, with the exception of those identified with an asterisk (*). These latter departments fall under the supervision of the Park and/or Recreation Boards.

Troy is truly a full-service city consisting of the following departments and functions:

- Cemetery
- Development
- Electrical
- Engineering
- Fire & EMS
- GIS
- Hobart Arena*
- Human Resources
- Income Tax
- Management Information Systems
- Miami Shores Golf Course*
- Planning & Zoning
- Police
- Recreation
- Solid Waste & Recycling
- Street
- Troy Aquatic Park*
- Troy City Parks*
- Utility Billing & Collections
- Wastewater Treatment
- Water Distribution & Sewer Maintenance
- Water Treatment

TROY, OHIO DEMOGRAPHICS (2024)

HOUSEHOLDS
11,243

OWNER OCCUPIED HOUSING RATE
65.5%

PERSONS PER HOUSEHOLD
2.37

MEDIAN HOME VALUE
$217,400

MEDIAN HOME MORTGAGE
$1,326

MEDIAN GROSS RENT
$1,003

HIGH SCHOOL GRAD. RATE
92.9%

BACHELOR'S DEGREE PLUS
33.2%

MEAN WORK TRAVEL
21.6 minutes

MEDIAN HOUSEHOLD INCOME
$68,630

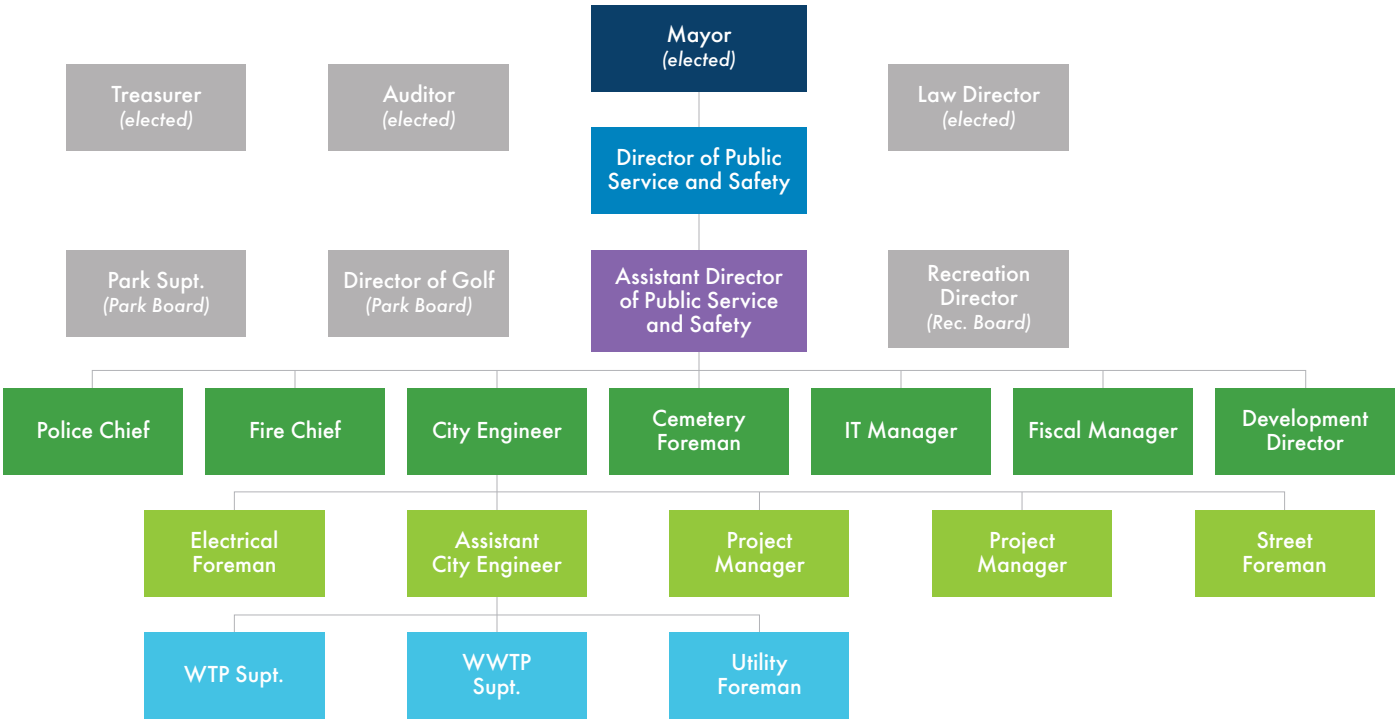
PER CAPITA INCOME
$38,427

POVERTY RATE
12.6%





Organizational Chart



The Ideal Candidate

The ideal candidate will have the ability to exercise comprehensive organization reviews, be detail oriented, collaborative, and an innovative problem solver. S/he will possess a strong local government management skillset and have broad exposure to an array of municipal government departments, from safety services to public works, including engineering, utilities, planning, and parks and recreation. The selected candidate will be expected to promote and foster a culture of mutual respect and have a true passion for achieving local government excellence.

The successful candidate will be able to demonstrate relevant experience and past accomplishments in the following areas:

- Excellent written and oral presentation skills with the ability to communicate technical issues to a variety of audiences. It is also important to have a demonstrated ability to present and lead discussions with boards, commissions, city staff and elected officials.
- Extensive experience in economic development will be emphasized, with demonstrated success in fostering stable and highly diverse growth in all areas, including industrial, commercial and residential sectors.
- Organize and multi-task in relation to a diverse set of daily tasks and administrative duties.
- Financial analysis and management of operating budget development and monitoring, bond financing, long-range capital planning, and governmental accounting principles and practices.
- Monitor and refine workflow issues impacting various departments from safety services to public works/utilities.
- Collaborate and be able to serve as a gatekeeper or sounding board for issues that may confront the community and region.
- Negotiating with bargaining units representing police, fire, and public works employees. Familiarity with Ohio laws related to bargaining units is preferred.
- Active participation within regional and state-wide boards and organizations, including leadership positions.
- Possess mentorship and solid management skills.







Education and Experience

A combination of education and experience that provides the needed knowledge and soft skills for this position is required:

- Bachelor's degree in Public Administration, Business Administration, Civil Engineering, or a relevant discipline is required
- Master's degree in Public Administration, Business Administration, or a related field is preferred.
- A minimum of five years of progressive local governmental management experience, with ten years preferred.

Salary and Compensation

The salary range for the Director of Public Service and Safety is $170,179 to $226,173. The City of Troy also offers a highly competitive benefits package including contributions towards the Ohio Public Employee Retirement System (OPERS), medical, dental, vision, and life insurance. The City also provides a paid leave program (vacation, personal days, bereavement, and sick leave) that compares very favorably with surrounding communities.

Management Advisory Group LLC

Trusted Advisors to Local Government

HOW TO APPLY

Questions regarding this position and/or all submittals should be directed to:

Gregory B. Horn – Partner
Management Advisory Group, LLC
Direct: 937-478-6385
ghorn@themanagementadvisorygroup.com

Resumes and cover letters will be accepted until the position is filled. Early submittals are highly encouraged as first reviews will commence on **November 20, 2026.** The City of Troy desires to have a selection finalized by the end of 2026.

The City of Troy is an Equal Opportunity Employer. Ohio is an open records state and confidentiality of submittals cannot be guaranteed.