

Troy Hill

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January 19, 2026

S. Renee Narloch
President
S. Renee Narloch & Associates
Re: Madeira Beach City Manager Search

Dear Ms. Narloch,

I am writing to express my enthusiastic interest in serving as the next City Manager for the City of Madeira Beach. With over a decade of experience leading both fast growing and small municipalities through revitalization, infrastructure upgrades, tourism expansion, and fiscal turnaround, I bring a results-driven approach rooted in transparency, collaboration, and strategic planning.

In Glen Rose, Texas, I served as City Administrator and Economic Development Director, where I led a citywide revitalization effort that included a walkable downtown overlay, \$5M+ in donated parks and facilities, and a 14% and 10% sales tax increase. I also created the "Christmas Town" brand and event series that drew over 20,000 new visitors and increased hotel occupancy tax revenue by 20%. Prior to that, I helped lead Leander, Texas, America's fastest-growing city in 2019-2020, through the development of \$1B+ in public-private partnerships, including the Leander Springs Crystal Lagoon and Northline TOD projects.

What sets me apart is my ability to blend strong council alignment with bold vision. I understand the nuances of managing a destination community, balancing resident expectations, visitor needs, infrastructure limitations, and regulatory requirements. I've chaired TIRZ boards, authored Chapter 380 re-imbusement agreements, overseen utility systems and capital plans, and guided land use decisions in floodplain and environmentally sensitive areas.

Madeira Beach's emphasis on walkability, community character, infrastructure renewal, and tourism-focused redevelopment aligns perfectly with my leadership style and background. I would be honored to bring my passion for public service and proven results to your community and work with the Commission, staff, and residents to move Madeira Beach forward.

Thank you for your consideration. I welcome the opportunity to speak further about how my experience can contribute to the continued success of Madeira Beach.

Sincerely,

Troy Hill

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CITY MANAGER | STRATEGIC MUNICIPAL EXECUTIVE

ICMA-Aligned | Coastal & Tourism-Savvy | Council-Centered

Dynamic and accomplished municipal leader with over a decade of executive experience in fast-growing and tourism-driven cities. Expertise in leading full-service operations, revitalizing commercial corridors and downtowns, overseeing infrastructure and capital upgrades, and fostering collaboration. Adept at navigating complex land use, coastal regulations, fiscal recovery, and stakeholder consensus-building. Known for revitalizing mature areas for redevelopment, expanding tourism and hotel tax revenues, and creating vibrant, community-rooted places. Strong familiarity with Florida-style governance, TIRZ/CRA-type incentives, utility planning, and environmentally sensitive development.

CORE COMPETENCIES

- Council & Community Engagement
- Budgeting & Fiscal Management
- Coastal & Waterfront Redevelopment
- Tourism & Destination Branding
- Economic Development & Business Retention
- Capital Improvement & Infrastructure Planning
- CRA/TIRZ & Incentive Structuring
- Downtown & Corridor Revitalization
- Utility Oversight & Intergovernmental Partnerships
- Strategic & Comprehensive Planning

PROFESSIONAL EXPERIENCE

City Manager – City of Lampasas, TX | 2025

- Reduced operational costs by \$260K in the first month through vendor realignment and budget restructuring.
- Launched redevelopment efforts for a city-owned \$6M business park, targeting mixed-use and retail.
- Upgraded parks and trail systems to position city for regional youth sports tourism and hotel occupancy tax (HOT) growth.

City Administrator / Economic Development Director – City of Glen Rose, TX | 2023 – 2025

- Delivered \$590K surplus while expanding events, parkland, and services.

- Boosted sales tax by 14% and hotel tax revenue by 20% through tourism campaigns, festivals, and corridor revitalization.
- Created “Christmas Town” identity, drawing 20,000+ visitors annually.
- Recruited key employers to the downtown and gateway corridors: Starbucks, gun manufacturer, French bakery, Grumps.
- Secured over \$5M in parkland and buildings for civic use including a 33-acre soccer park and 7-acre riverwalk.
- Implemented zoning overlays, walkability improvements, and historic preservation incentives.

Director of Municipal Services – Aqua Texas | 2021 – 2023

- Led municipal partnerships for water/wastewater systems across Texas; executed Aqua’s first acquisition of a city-owned system.
- Supported city councils on infrastructure funding, SRF/TCEQ permitting, and developer-aligned planning.

Mayor / Councilmember / TIRZ Chair – City of Leander, TX | 2013 – 2021

- Oversaw city during explosive growth (fastest-growing in U.S., 2019–2020).
- Chaired \$300M TIRZ and authored 380 agreements for the \$1B Leander Springs Crystal Lagoon.
- Directed \$700M Northline TOD project including structured parking, plazas, retail, and entertainment.
- Created Old Town revitalization plan with breweries, food trucks, walkability, and beautification.
- Increased sales tax revenue from \$5.1M to \$9.2M in three years, and cut long-term debt ratio while achieving annual surpluses.

SELECTED INITIATIVES & ACHIEVEMENTS

- **Waterfront Revitalization:** Delivered walkability, zoning overlays, and civic beautification near rivers and downtowns.
- **Tourism Expansion:** Increased HOT revenues 20%+ through event programming, branding, and destination marketing.
- **CRA/TIRZ Redevelopment:** Spearheaded \$1B+ mixed-use projects through tax increment financing and incentive deals.
- **Environmental & Parks Development:** Secured over \$5M in green space and environmental lands via donation and conservation partnerships.
- **Public Engagement:** Created festivals and events that built civic pride and community identity.
- **Fiscal Recovery:** Delivered multi-year budget surpluses and improved net financial positions while expanding services.

EDUCATION & CERTIFICATIONS

University of Oklahoma – Economic Development Institute
Certificate in Economic Development | GPA 4.0

Texas State University – San Marcos
B.A., Public Administration & Urban Planning

- Certified Economic Developer (CEcD) – In Progress (April Exam)
- Texas Real Estate Coursework Completed

PROFESSIONAL AFFILIATIONS

- International City/County Management Association (ICMA)
- Texas Economic Development Council (TEDC)
- President (former) – Leander TIRZ Board (\$300M District)
- Board Member (former) – Capital Metro Transit Authority
- Board Member (former) – CAMPO Regional Planning Board
- Member – Downtown & Tourism Associations

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, 3