



ARANSAS PASS
SALTWATER HEAVEN



CITY MANAGER

City of Aransas Pass
Texas

Position Marketed by
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LOCAL LIFESTYLE

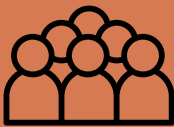
The City of Aransas Pass is located in the heart of the Gulf Coast. With proximity to the metropolitan Corpus Christi area, along with gulf fishing, beaches and a variety of outdoor recreational opportunities, the City offers a great place to live, work or visit. The area is experiencing healthy economic development with major industries moving into the general area impacting the growth of Aransas Pass. The population of the City is estimated at 8,923 compared to the 2020 Census population of 7,941. The median household income is \$59,403.

The City Limits of Aransas Pass encompasses most of Redfish Bay and its islands, which are located in both Nueces and Aransas County. The land portion of the City is mostly located in San Patricio County. The City is located on the mainland and is connected to Mustang Island (which includes Port Aransas) via a six-mile long causeway and a free ferry for both vehicles and pedestrians.

The City provides an assortment of social and recreational opportunities including the operation of a Civic Center, Aquatic Center, Conn Brown Harbor, Paddling Trails and other city parks. The City is also actively involved in major events throughout the year including the Shrimporee, Hotties on the Harbor, Fall Fest, Easter Egg Hunt, Salsa Fest, Trunk or Treat, National Night Out, Saltwater Mardi Gras, and Holiday events.

Aransas Pass enjoys a strong sense of community with active volunteers coordinating major projects and community improvements. Education is also a cornerstone of the community with the city served by the Aransas Pass Independent School District. The District is known for its strong academic and athletic programs, dedicated teachers and a wide-range of extracurricular activities catering to a diverse student base.

The City also enjoys a healthy economy that has almost fully recovered from previous hurricanes that have impacted the community. Major retailers and locally-owned small businesses provide most of the shopping needs for local residents. The City is also receptive to continued economic growth including expansion of local businesses to serve a growing population.



Population
8,923



Median Income
\$59,403



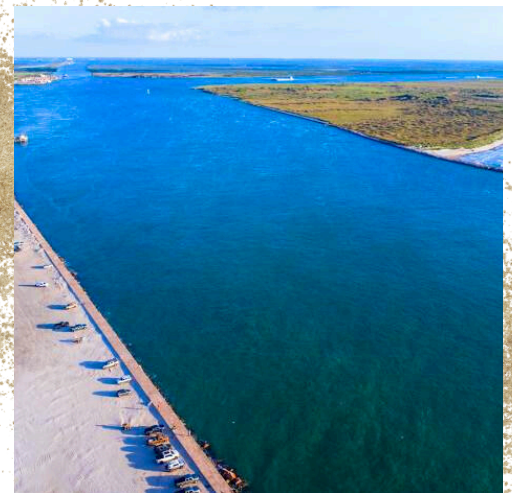
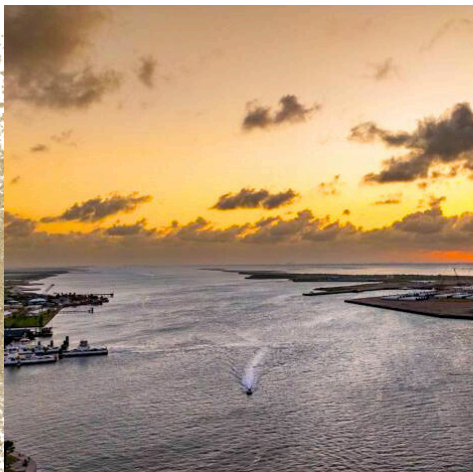
Median Home Value
\$183,400

WORKPLACE CULTURE

The City of Aransas Pass is known as a full-service city with dedicated employees providing a full range of services including water, wastewater and parks/recreation (community enrichment). The City is currently staffed with experienced employees in all key positions including public safety, finance, public works, community enrichment and planning. The Police Chief serves as the Public Safety Director which includes management of the Fire Department. A new Fire Chief has been hired and should be on board in November. All other department heads and key positions are currently filled.

The Mayor and four Council members are elected for two-year terms and they work diligently to represent the interests of the community. They generally have a shared interest and vision on how to move the City forward in terms of future growth and economic development. Customer services and public outreach are important to the Council and they set the example by being actively involved in various city programs and special events. The employees of the City all appear to have a strong work ethic and a desire for the City to continue to grow and improve. There is, however, a need for improved teamwork and employee morale in City departments which should be a major goal of the new City Manager. Overall, there is a high standard of services provided by the City.

City employees bring valuable skills to their roles, and there is an opportunity to further support their growth through an enhanced training and career development program. Additionally, implementing a more consistent evaluation process and an employee recognition program would contribute positively to both individual and organizational success.



THE POSITION

The City Manager in Aransas Pass serves as the Chief Executive Officer reporting directly to the Mayor and City Council. Key responsibilities include providing the Mayor and City Council with critical information in a timely manner, implementing Council policies, and effectively managing City departments and overseeing major City projects. The City Manager also administers ordinances, contracts, leases, permits and the overall finances of the City.

The position is appointed by the City Council and serves at their pleasure as defined in the employment agreement. The City Manager's performance is evaluated annually to ensure compliance with the established policies and Council direction. This position requires someone who is a true professional, a people-person, effective planner and team builder.

The current City Manager has recently retired from the City following a 7-year tenure with the City. During his employment he was able to make major improvements particularly in the financial position of the City. He also helped secure funding for construction of a new Fire Station and major improvements to the Police Station with these projects getting underway in early-2025.

The City Manager oversees all City departments including public safety public works (water, wastewater, streets), community enrichment (parks), finance, IT, planning and municipal court. The City currently has about 120 full-time employees. Several key employees are relatively new to the City while other key employees have been with the City at least 5-10 years. The City Manager directs and evaluates department directors to ensure efficient operations.

Effective community involvement is another important requirement for this position with the City Manager representing the City at various local public functions. The City Manager also serves on several local and regional agencies as the City's representative. Effective communications with elected officials, community organizations and the general public is critical for this position.

As the Budget Officer for the City, the City Manager works closely with the Finance Director on all fiscal matters involving the City. This includes the financial management of harbor leases, the Civic Center, , Aquatic Center, infrastructure improvements and other operations.

Finally, the City Manager is involved with other key City officials in the management of any disaster. The City of Aransas Pass has been impacted by hurricanes in the past and it is important for the City Manager to be actively involved in the City's efforts at managing and coordinating the City's response to these types of disasters.

THE IDEAL CANDIDATE

The ideal candidate for the City Manager position in Aransas Pass, Texas, will be an experienced leader with a proven track record in municipal government, capable of providing strategic direction and fostering collaboration across departments. This individual will excel in managing the full spectrum of city operations and providing comprehensive support to the Mayor and City Council. A strong background in municipal finance, strategic planning, and policy development is essential, as is the ability to effectively oversee all senior management and staff operations. The candidate must also demonstrate excellent communication and negotiation skills to represent the City's interests with external organizations and in public forums. An unwavering commitment to fiscal responsibility, transparency, and responsive governance will be key for success in this role.

Required Qualifications

- Bachelor's degree in Government, Public Administration, Business, or a related field (Master's degree preferred).
- Minimum of eight years of professional experience in a municipal setting, including five years in a supervisory role.
- Valid Class C driver's license at time of application and hire.
- Extensive knowledge of city management programs, municipal operations, and service delivery.
- Strong leadership and delegation skills, with the ability to motivate and manage diverse teams.
- Proficiency in municipal budget planning, presentation, and administration.
- Excellent communication skills, both oral and written, with the ability to present complex information clearly.

Preferred Characteristics

- Skilled in creating and implementing city-wide goals, policies, and strategic initiatives.
- Strong critical thinking and problem-solving abilities, with a focus on efficient service delivery.
- Proven experience in contract negotiations and intergovernmental relations.
- A collaborative leader with integrity, transparency, and responsiveness to community needs.
- Proactive in staying informed on municipal management trends and innovative solutions.
- Skilled at building community relationships and fostering a positive workplace culture.
- Commitment to sustainable growth, economic development, and long-term infrastructure planning.
- While residency is not required at the time of appointment, the City Manager will be expected to establish residence in the community within a reasonable timeframe, as stipulated by the City's charter.

COMPENSATION AND BENEFITS

The City of Aransas Pass, Texas is offering a competitive salary range of \$148,901 to \$177,691 for the City Manager position, based on experience and qualifications. In addition to the salary, the position includes a vehicle stipend and comprehensive benefits. Aransas Pass provides 100% paid medical insurance for employees.

The benefits package also includes paid holidays, sick leave, vacation leave, and long-term disability coverage. Aransas Pass participates in the Texas Municipal Retirement System (TMRS), which offers a 6% employee contribution matched 2:1 by the city, supporting a secure retirement plan for its employees.

This compensation package reflects Aransas Pass's commitment to attracting a skilled, dedicated leader for this vital role in guiding the city's future growth and development.



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HOW TO APPLY

The position is open until filled.

First Review Deadline: 5 p.m. Friday, December 13, 2024

Please email your cover letter and resume in .pdf format to applyAPCM@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position contact:

Kent Myers, Vice President

kent@clearcareerpro.com

[\(830\)998-4101](tel:(830)998-4101)

Candidate materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include virtual interviews with the most qualified candidates and final interviews with the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.

RESOURCES

Aransas Pass City Website: <https://aptx.gov/>

Nueces County Website: <https://www.nuecesco.com/>

Aransas County Website:
<https://www.aransascountytexas.gov/main/>

San Patricio County Website:
<https://www.sanpatriciocountytexas.gov/>

Aransas Pass ISD Website: <https://www.apisd.org/>



The City of Aransas Pass is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.