

# CITY MANAGER

Merkel, Texas

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Clear Career Professionals

# LOCAL LIFESTYLE

Nestled in the heart of West Texas, Merkel radiates warmth and authenticity, earning its nickname "The Windmill City." Life here is shaped by strong traditions, a deep sense of neighborly care, and a shared vision for a bright future. With a population of just over 2,000, Merkel is small enough to know your neighbors by name but big enough to offer opportunities and experiences that enrich daily living.

Merkel's charm begins with its rich history, lovingly preserved and celebrated by its residents. The Merkel Area Historical Museum serves as a time capsule, showcasing the stories and artifacts that have shaped this proud community. From the early settlers who braved the Texas frontier to the oil boom that brought new energy to the region, Merkel's history is woven into its very fabric. This appreciation for the past is complemented by a commitment to the present, where every resident contributes to the shared spirit of this vibrant town.

In Merkel, community isn't just a word; it's a way of life. The town thrives on connection—whether it's cheering on the Merkel High Badgers under Friday night lights, gathering for local festivals that fill the air with music and laughter, or simply lending a hand when a neighbor needs help. This is a place where people look out for one another, where shared values create unbreakable bonds, and where every resident plays a role in shaping the town's future.

Life in Merkel offers a blend of natural beauty and recreation. The expansive West Texas skies provide breathtaking sunsets, while local parks invite families to picnic, play, and explore. Golfers enjoy leisurely days in the country, and sports enthusiasts gather at the Merkel Baseball Field to root for local teams. Merkel's outdoor spaces aren't just amenities—they're backdrops for memories waiting to be made. The town's historic downtown, with its charming storefronts and eclectic character, invites exploration and nostalgia, offering unique shops and friendly faces that make every visit feel special.

Though Merkel cherishes its small-town identity, it benefits from being just 17 miles from the vibrant city of Abilene. This proximity provides easy access to shopping, dining, and entertainment while allowing Merkel to maintain its peaceful pace of life. It's the perfect balance for those who crave serenity but appreciate the occasional city convenience. With a highly regarded school district, affordable housing, and a community spirit that embraces newcomers, Merkel is more than just a town—it's a home.



Population  
2,290



Median Income  
\$53,681



Median Home Value  
\$77,100

# WORKPLACE CULTURE

The City of Merkel (<https://www.merkeltexas.com>) is dedicated to maintaining a professional and collaborative workplace culture where employees are valued for their contributions and encouraged to grow. With a small yet capable team, Merkel's city government prioritizes open communication, efficiency, and a shared commitment to providing high-quality services to residents.

As a Type A General Law Municipality, Merkel operates with a council-manager form of government. Employees work closely with the City Manager and City Council to align operations with the community's goals. This structure ensures clear accountability while fostering a supportive environment where staff have the resources and guidance needed to succeed.

City employees take pride in their ability to work across departments, whether it's providing essential services, maintaining city infrastructure, or supporting community programs. This culture of teamwork extends to the broader community, where city staff engage with residents and local organizations to address challenges and embrace opportunities for growth.

The City of Merkel values continuous improvement and welcomes innovative ideas that help deliver excellent public service. Leadership emphasizes professional integrity and encourages employees to contribute to the city's mission of enhancing the quality of life for all residents. With a focus on efficiency, transparency, and community engagement, Merkel offers its employees a workplace where their efforts make a direct and meaningful impact.



# HOW YOU FIT HERE

As City Manager of Merkel, Texas, you will serve as the chief executive officer of a dynamic and tightly knit community, working closely with a dedicated City Council and a committed team of employees. Your leadership will set the tone for Merkel's municipal operations, aligning daily activities with the City Council's vision and the community's aspirations for growth, sustainability, and quality of life.

In this role, you'll oversee an annual budget of \$3.3 million and manage key municipal services, including administration, police, public works, the library, parks, and municipal court. Your ability to balance fiscal responsibility with forward-thinking strategies will ensure the efficient delivery of these essential services while supporting the long-term success of Merkel.

Merkel is seeking a proven leader with experience in local government who thrives in a small-town setting. Your expertise in municipal budgeting, public infrastructure management, and organizational leadership will be critical to addressing the city's evolving needs. With a strong understanding of governance in a Type A General Law Municipality, you will work collaboratively with council members to develop policies, set strategic goals, and ensure transparency and accountability in all city operations.

You'll also play a pivotal role in building relationships across the community, engaging with residents, businesses, and local organizations. Merkel values leaders who understand the importance of balancing small-town charm with economic growth. Your ability to connect with people, make informed decisions, and manage projects with integrity will be vital.

You should bring a servant leadership approach, high emotional intelligence, and a long-term vision for community development. This role demands someone who is approachable, communicative, and eager to engage with the unique challenges and opportunities of Merkel.



# THE CITY MANAGER WE'RE LOOKING FOR

A community-focused leader with a strong track record in municipal management to guide our city into the future. The ideal candidate will be a skilled communicator, a collaborative partner to the City Council, and a motivational leader for staff. With a focus on balancing small-town values and future growth, this individual will ensure that Merkel remains a welcoming and vibrant community.

## Minimum Qualifications:

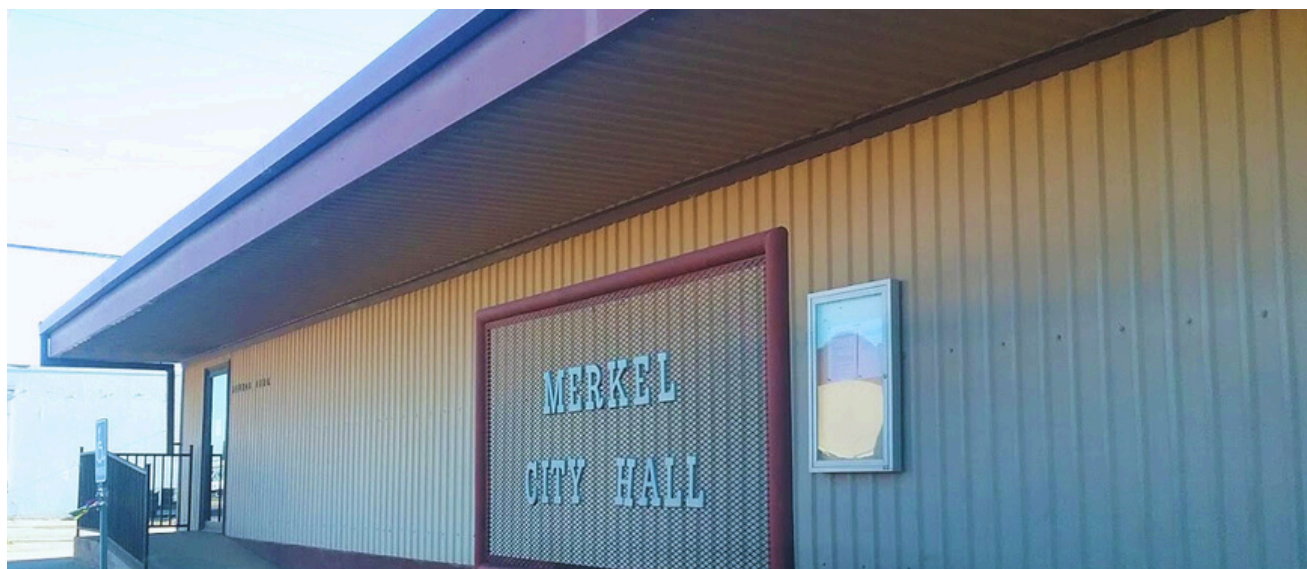
- Bachelor's degree in Public Administration, Business Administration, or a related field.
- Five to seven years of progressively responsible experience in local government, including service as a City Manager, Assistant City Manager, or Department Head.
- Strong expertise in municipal budgeting, project management, and infrastructure planning.
- Knowledge of Texas municipal laws and regulations.
- Demonstrated ability to foster collaboration, resolve conflicts, and build consensus.
- Relevant experience may be considered in lieu of the educational requirement for candidates with significant accomplishments in municipal government or related fields.

## Preferred Characteristics:

- Master's degree in Public Administration or a related field.
- Experience managing public works, water, and wastewater systems.
- Proven success in economic development and attracting new businesses.
- High emotional intelligence, integrity, and approachability.
- Familiarity with the dynamics of smaller communities.
- A commitment to living within or near city limits, with an expectation of maintaining a reasonable response time for city needs.



This is an opportunity for a results-oriented leader to inspire a dedicated team and shape Merkel's future while honoring its proud heritage. If you have the vision and skills to make a meaningful impact, we encourage you to apply.



# COMPENSATION AND BENEFITS

The City of Merkel is committed to attracting and retaining top talent by offering a competitive salary and benefits package that reflects the importance of the City Manager role. For this position, the salary range is \$100,000 to \$120,000, depending on qualifications and experience.

In addition to a competitive salary, Merkel provides a comprehensive benefits package, including:

- Employee Medical, and Dental Insurance, along with AD&D paid by the City.
- Vision and Supplemental insurance policies are offered at employee expense
- Paid holidays, vacation, and sick leave.
- Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 employer match.

The City of Merkel also supports a healthy work-life balance and professional growth, offering a collaborative and forward-thinking work environment. Employees enjoy the opportunity to work closely with a dedicated council and staff in a community that values innovation, integrity, and service.



# HOW TO APPLY

The position is open until filled.

First Review Deadline: 5 p.m. | Monday | April 7, 2025

Please email your cover letter and resume in .pdf format to [\*\*applymerkel@clearcareerpro.com\*\*](mailto:applymerkel@clearcareerpro.com)

Faxed and mailed submissions will not be considered.

For more information on this position contact:

Michael Boese, President - 972.837.0916

[\*\*michael@clearcareerpro.com\*\*](mailto:michael@clearcareerpro.com)

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

City Website:

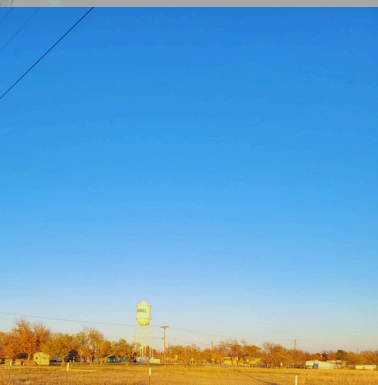
<https://www.merkeltexas.com>

Merkel ISD Website:

[www.merkelisd.net](http://www.merkelisd.net)

Taylor County Website:

[www.taylorcounty.texas.gov](http://www.taylorcounty.texas.gov)



*The City of Merkel 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.*