



CITY ATTORNEY

CITY OF TEMPLE, TEXAS



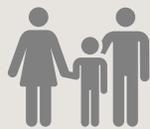
EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES

THE COMMUNITY



Temple, Texas, is ideally situated along the Central Texas technology corridor with San Antonio and Austin to the south, and Dallas and Fort Worth to the north. Easily accessible by road or air, Temple is located on Interstate 35 with convenient access to US Highway 190 and State Highways 36, 53, and 95, and is home to Draughon-Miller Central Texas Regional Airport. A principal city in the Killeen-Temple-Fort Hood Metropolitan Statistical Area, which has an estimated population of 428,000, Temple covers 75.15 square miles and offers an exceptional quality of life to approximately 79,286 residents.

Today Temple enjoys the distinction of being near the demographic and geographic centers of Texas. The City has been recognized as:



100 BEST CITIES FOR YOUNG FAMILIES
BY APARTMENTLIST.COM



TOP 20 FASTEST GROWING CITIES IN TEXAS
BY NERDWALLET



ONE OF THE 40 BEST COMMUTER CITIES IN TEXAS
BY OBRELLA

Temple was founded in 1881 by the Gulf, Colorado, and Santa Fe Railroad Company to fulfill the need for a town at a major junction point to provide services for railroad equipment and passengers. The City was chartered in 1907, and named for Bernard Moore Temple, the chief engineer who built the railroad tracks through Bell County.

Temple offers the conveniences of a large metropolitan city while retaining a charming, small town atmosphere. The community enjoys a diverse economy with a strong and thriving billion dollar business sector comprised of a strong industrial base of manufacturing, medical services, and education. A home to visionaries and dreamers who see the fulfillment of their

aspirations, Temple offers a bright future for growth and opportunity.

Temple is recognized by the national medical community as a leading healthcare provider with two major hospitals calling the community home. The \$8.3 billion Baylor Scott & White Health System and the Olin E. Teague Veterans Hospital combined employ approximately 10,000 medical professionals and provide high-quality healthcare to the local, state, and international community. Additionally, the Temple Health and Bioscience District, established in 2003, was the first such district in Texas devoted to the development and creation of health and bioscience/biotechnology opportunities.

THE COMMUNITY CONTINUED

Residents and visitors alike have abundant options for cultural and recreational pursuits. The Cultural Activities Center hosts professionally produced musical, theater, lecture, and concert series, as well as symphony and orchestra performances with the Central Texas Orchestral Society. New gallery exhibitions and openings take place each month promoting local and regional arts and humanities. Temple Civic Theatre, with a full-time professional staff, performs six main-series productions each year, along with other special presentations. The Temple Symphony Orchestra features local, national, and international artists performing classical music, pop, and jazz.

Temple has 58 developed parks and special-use facilities, featuring athletic fields, picnic pavilions, horseshoe and washer pits, splash pads, playgrounds, dog park, skate park, community garden, outdoor amphitheater, and over 18 miles of trails. Golfers enjoy several courses including Sammons Golf Links and Wildflower Country Club, as well as disc golf courses available at Lions Park and South Temple Park. Water sports and recreation are readily available in Temple with three splash pads, three outdoor swimming pools, a heated indoor pool offering year-round swimming, fitness, and therapeutic classes, and several fitness and activity centers and a water park. Belton Lake is located just west of Temple and is a great place for camping, picnicking, fishing, boating, swimming, and hiking.

Temple offers a wide variety of homes in a broad range of styles, sizes, and prices, from historical Victorian showplaces, restored turn of the century mansions, and charming 1930s and 40s bungalows, to more contemporary houses, executive homes, and family friendly neighborhoods. Affordable apartments, garden homes, and quality retirement complexes round out the city's comfortable, yet diverse lifestyle. The average home price in Temple is \$151,319, and the median household income is \$47,962.

Educational needs in Temple are served by four schools districts. Temple ISD serves 8,500 students in Early Childhood through Grade 12 across 15 campuses and features an International Baccalaureate curriculum. Belton ISD offers quality education to 10,500 students in Early Childhood through Grade 12 on 15 campuses. Small portions of the community are served by Academy ISD and Troy ISD, each serving 1,300 students in Early Childhood through Grade 12.

For those seeking higher education, there are a number of outstanding colleges and universities located in and nearby Temple, including Temple College, Temple College Community Education, Texas A&M Health Science Center & College of Medicine, University of Mary Hardin-Baylor, Texas A&M University Central Texas, Central Texas College, Texas State Technical College, Baylor University, and the University of Texas at Austin.



GOVERNANCE AND ORGANIZATION

The City of Temple is a full-service, home rule city operating under a council-manager form of government. The Temple City Council is comprised of a Mayor, elected at-large, and four Council members elected from single member districts. The City Council appoints a professional City Manager to lead and direct the daily operations of the organization. The City Council also appoints the City Attorney, Director of Finance, City Secretary, and Municipal Court Judge.

The City of Temple has a staff of 850 employees and an adopted budget of \$143,124,381. Temple's current property tax rate is \$.6772 per \$100 valuation.



ABOUT THE DEPARTMENT

The Legal Department advises officials and employees of the City regarding municipal legal matters. The City Attorney drafts and reviews ordinances, resolutions, policies, and contracts prior to consideration by the City Council to ensure compliance with state, federal, and local laws; adjusts claims; initiates and defends lawsuits; prosecutes cases filed in municipal court; and makes recommendations pertaining to risk management.

Department Goals

- ▶ Assist the City Council, City Manager, and all department heads in meeting their goals and objectives
- ▶ Manage the City's risk management and claims management programs
- ▶ Assist in the processing of Public Information Act requests
- ▶ Review and update the City's Code of Ordinances
- ▶ Acquire rights-of-way and easements required to construct various City projects

ABOUT THE POSITION

Under the supervision of the City Council and as chief legal officer for the City, the City Attorney provides legal services to the City Council, City Manager, City boards and commissions, and other various City departments; reviews or drafts all legal instruments in which the City has an interest; represents the City's interest in court, state and federal agency hearings, and local administrative or quasi-judicial proceedings; and oversees the purchase and sale of property, municipal court prosecution, and open records requests that require submission to the Texas Attorney General's Office.

ABOUT THE POSITION CONTINUED

The City Attorney must meet continuing legal education requirements set by the Texas State Bar for practicing attorneys and maintain licensing as a practicing attorney, maintaining knowledge of federal and state laws and court decisions affecting cities, as well as the City Charter and City Code provisions. This position supervises staff, including deputy and assistant city attorneys, a paralegal, and secretary and must attend regular and special meetings of the City Council. Additionally, the City Attorney manages and makes recommendations that impact the department budget.

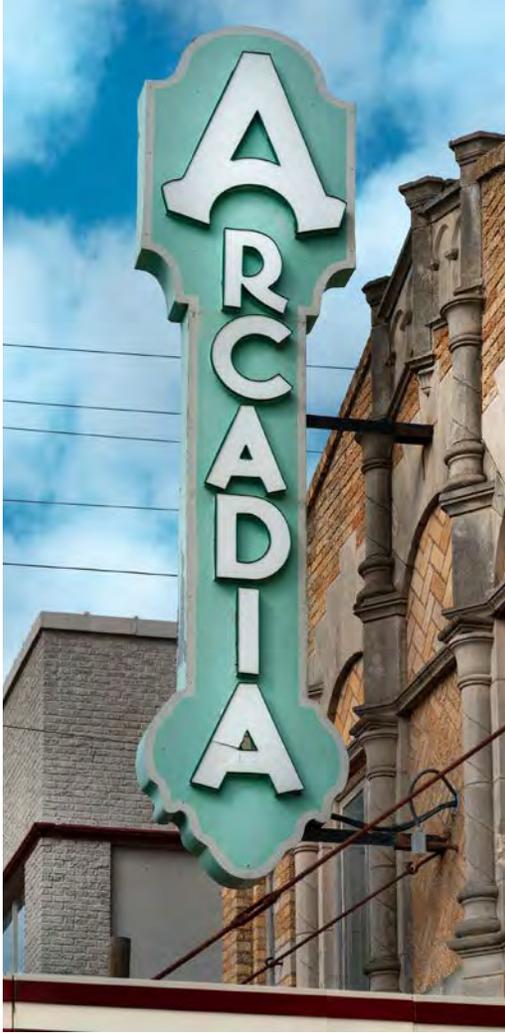


IDEAL CANDIDATE

The City of Temple is seeking an experienced, ethical, and customer-friendly legal professional to serve as its City Attorney. The ideal candidate will act with integrity, dependability, and professional maturity at all times, serving as a model and mentor to staff and always acting in the best interest of the City. The selected City Attorney will both demonstrate and require ethical behavior from staff and must be well-versed in business and leadership practices to ensure the department's culture always aligns with the mission and values of the City. The successful candidate will be a team player and trust-builder who serves as an advocate for the City of Temple and shows a deep appreciation for its culture, traditions, and diverse citizenry.

The City Attorney will have up-to-date knowledge of federal and state laws and court decisions affecting cities, as well as the City Charter and City Code provisions. Knowledge of constitutional and labor law, planning and zoning law, eminent domain law, civil service law, and other aspects of law unique to municipalities and the skills needed to successfully apply abstract principles to specific cases on hand are required. An ability to check financial aspects of contracts, review purchase orders, and to read and manage the departmental budget will be essential. A candidate who is highly skilled in negotiation, instruction, persuasion, and arbitration is strongly desired.

The chosen candidate must possess strong oral and written communication skills and the ability to read, comprehend, and proofread statutes, regulations, ordinances, resolutions, the City Charter, and other legal documents, as well as non-legal materials. In addition to these skills, the City Attorney will be responsive and flexible as needs change and must be a good listener who is willing to hear and consider differing opinions and recommendations and make sound, evidence-based decisions. The City Attorney will be politically savvy, but never political, and must always interact with the public, department heads, fellow employees, and appointed and elected officials in an accessible and courteous manner, approaching sensitive issues with tact and diplomacy. It will be imperative for the City Attorney to prioritize duties to ensure goals and timelines are met. Maintaining confidentiality of work assignments and information in the workplace will be of the utmost importance.

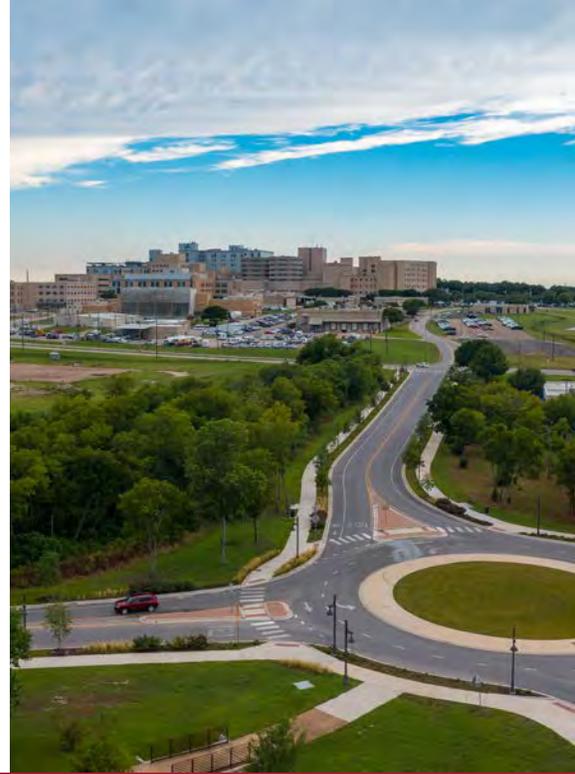


EDUCATION AND EXPERIENCE

The selected candidate must hold a bachelor's degree and have graduated from an ABA-approved law school. Five years of progressive experience in municipal law is preferred. The chosen candidate will be required to complete fifteen hours of continuing legal education annually, must maintain licensing as a practicing attorney, and must possess a license, or have the ability to acquire licensing, to practice law in the State of Texas. Residency within the City during term of office is required.

COMPENSATION AND BENEFITS

The salary range for this position is \$180,000 to \$200,000, depending on qualifications and experience. The Department participates in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate with a municipal matching ratio of 2:1 and five-year vesting. A full range of leave and benefits is also provided.



APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Lissa Barker, Senior Vice President
Strategic Government Resources
LissaBarker@governmentresource.com
817-266-0647



This position is open until filled. To view the status of this position, please visit:
<http://bit.ly/SGRCurrentSearches>

The City of Temple is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Temple
www.templetx.gov

TEDC Choose Temple video
www.bit.ly/30waLh4

Convention & Visitors Bureau
www.discovertemple.com

Temple EDC
www.templeedc.com

Temple Chamber of Commerce
www.templechamber.com

