



DIRECTOR OF FLEET SERVICES

Fleet Services Department

Annual Salary:
Up to \$140,000 DOE/DOQ

Temple, Texas



Are you a strategic fleet management leader who can balance operational excellence with long-term planning? If so, apply to be the City of Temple's next Director of Fleet Services.

The City is seeking a collaborative, forward-thinking professional who brings a strong background in fleet operations, asset management, and organizational leadership. The ideal candidate will have experience overseeing complex fleet programs, managing budgets and capital planning, and leveraging data to improve service delivery and cost efficiency.

Temple – *A Place You Love to Call Home* – invites you to help lead and modernize a vital service that supports every City department.

ABOUT THE COMMUNITY

Located in the heart of Central Texas, the City of Temple offers an exceptional quality of life that blends metropolitan amenities with a welcoming, community-oriented feel. Positioned along the I-35 corridor, Temple provides convenient access to Austin, San Antonio, Dallas, and Fort Worth, making it an ideal location for both work and leisure.

Temple is a regional hub for healthcare, logistics, and manufacturing and is home to major employers such as Baylor Scott & White Health, McLane Company, and Wilsonart International. The city's strong economy, affordable housing, and steady growth continue to attract residents and businesses alike.

Residents enjoy a wide variety of recreational and cultural amenities, including more than 65 parks, over 29 miles of trails, golf courses, lakes, and family-friendly attractions. Temple also boasts a revitalized downtown, a vibrant arts scene, and rich historical roots tied to its railroad heritage.

With diverse housing options, strong schools, and a reputation for exceptional public services, Temple offers a balanced lifestyle that supports both professional success and personal fulfillment.



POPULATION
100,000



MEDIAN HOUSEHOLD INCOME
\$64,945



MEDIAN HOME VALUE
\$220,300
AVERAGE MONTHLY RENT
\$1,174

History



Tourism



GOVERNANCE & ORGANIZATION

The City of Temple operates under a Council–City Manager form of government. The City Council is comprised of a Mayor elected at-large and four Council Members elected from single-member districts, each serving three-year terms.

Temple is a full-service municipality providing public safety, public works, utilities, parks and recreation, development services, finance, and administrative services. The City is committed to innovation, accountability, collaboration, and exceptional service delivery.





ABOUT THE JOB

The Fleet Services Department is responsible for the maintenance, repair, replacement, and lifecycle management of the City's vehicle and equipment fleet. The department supports all City operations by ensuring safe, reliable, and cost-effective fleet services.

Reporting to the Assistant City Manager, the Director of Fleet Services provides strategic and operational leadership for fleet programs and personnel. Key responsibilities include:

- Directing fleet maintenance, acquisition, and disposal programs
- Developing and managing the department budget and capital plans
- Leading performance monitoring and data-driven decision making
- Overseeing fuel management, inventory control, and vendor contracts
- Ensuring regulatory compliance, safety, and operational efficiency

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the Department:

- Fleet Maintenance & Operations
- Asset Management & Replacement Planning
- Fuel, Inventory, and Service Delivery Programs

DEPARTMENT QUICKFACTS



EMPLOYEES

35



DEPARTMENT BUDGET

~\$3.3

MILLION

KEY PROJECTS FOR 2026

- Modernization of fleet asset management and reporting systems
- Vehicle and equipment replacement planning aligned with growth
- Optimization of maintenance operations and service delivery

THE IDEAL CANDIDATE

The ideal candidate is a seasoned fleet management professional with experience leading complex operations in a public-sector or large-scale environment. They are a collaborative leader who values teamwork, accountability, and continuous improvement.

This individual brings strong technical knowledge of fleet operations, maintenance programs, and lifecycle planning, paired with the ability to analyze data and implement efficiency-driven solutions. They communicate effectively across departments, manage change with confidence, and foster a culture of safety and service excellence.

A successful candidate will be strategic yet hands-on, comfortable navigating both day-to-day operations and long-range planning, and committed to supporting the City's mission of exceptional service without exception.



EXPERIENCE & QUALIFICATIONS

Required:

- Combination of education and experience equivalent to a Bachelor's degree in Business Administration, Public Administration, or a related field
- Seven (7) years of experience in fleet management or a closely related field
- Five (5) years of managerial or supervisory experience
- Valid driver's license

Preferred:

- Experience in public-sector fleet management
- Certified Automotive Fleet Manager (CAFM), Certified Public Fleet Professional (CPFP), or Certified Equipment Manager (CEM)
- ASE certifications in applicable categories
- Experience managing complex projects and fleet software systems

SALARY & BENEFITS

Compensation: Up to \$140,000 DOE/DOQ

The City of Temple offers a competitive benefits package designed to support employee well-being and long-term success. Benefits include comprehensive medical, dental, and vision insurance, as well as wellness incentives and access to employee assistance programs.

Employees participate in the Texas Municipal Retirement System (TMRS) with the City contributing at a 2:1 matching ratio. Full retirement benefits are available at age 60 with five years of service or at any age with 20 years of service.

Additional benefits include paid leave, holidays, and opportunities for professional development. Relocation assistance is available, with up to \$3,000 for in-state moves and \$5,000 for out-of-state moves, subject to City policy.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Billy Owens, Senior Vice President

billyowens@governmentresource.com | 972-989-3686

The City of Temple is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Finalists will be subject to a comprehensive background check.