



CITY ATTORNEY

Legal Department

Annual Salary:

\$260,000-\$290,000, depending on qualifications and experience (DOE/DOQ)

Temple, Texas



Are you an experienced municipal attorney who can serve as a trusted legal advisor, strategic partner, and ethical leader for a growing city? If so, apply to be the City of Temple's next City Attorney!

We're looking for an exceptional, collaborative executive who is:

- Experienced in municipal law, economic development, and land use
- Skilled in managing legal operations and advising elected officials
- Adept at navigating complex legal and policy issues

Temple is a place you love to call home—read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Temple, Texas is a vibrant Central Texas community of nearly 100,000 residents, known for its strong economy, high quality of life, and regional accessibility. Located along Interstate 35 between Austin and Dallas–Fort Worth, Temple offers convenient access to major metropolitan areas while maintaining a welcoming, community-oriented feel.

Originally founded as a railroad hub in 1881, Temple has grown into a regional center for healthcare, education, manufacturing, and logistics. The city is home to Baylor Scott & White Health and the Olin E. Teague Veterans Medical Center, supporting a stable and expanding economy.

Residents enjoy more than 65 parks, trails, golf courses, and cultural amenities including a symphony orchestra and civic theater. The city offers diverse housing options and a cost of living that remains affordable compared to larger Texas metros.



POPULATION
100,000



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



MEDIAN HOUSEHOLD INCOME
\$64,945

Tourism



History

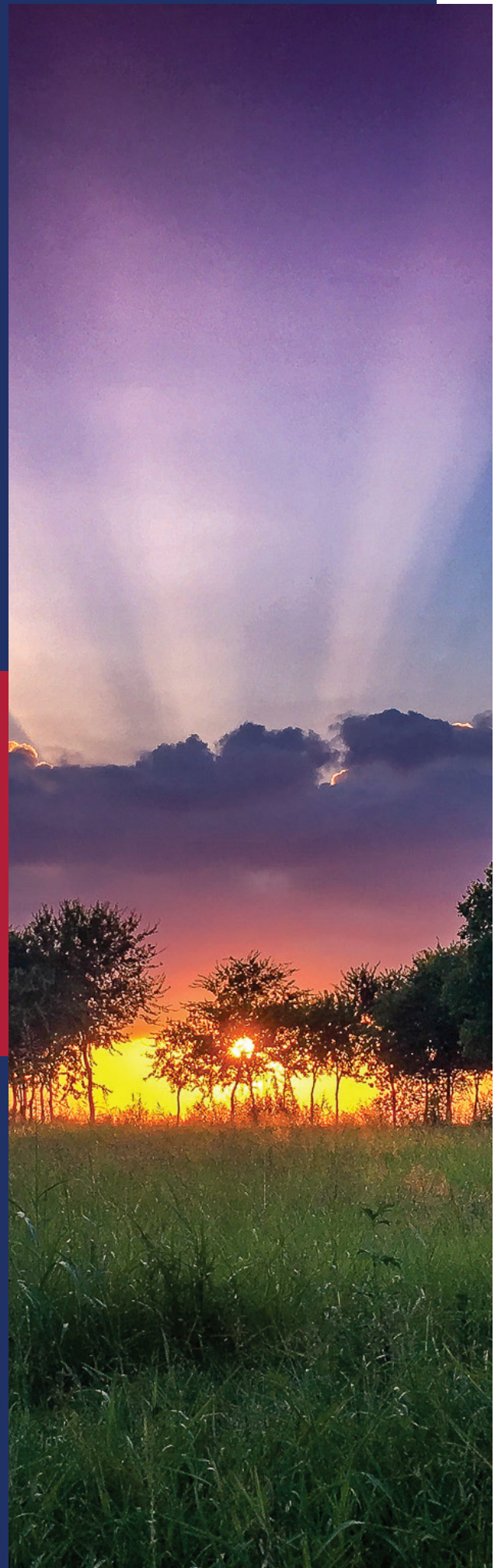


GOVERNANCE & ORGANIZATION

The City of Temple operates under a Council–Manager form of government. The City Council consists of a Mayor elected at-large and four council members elected from single-member districts, serving staggered three-year terms. The Council appoints key leadership positions, including the City Attorney.

The City provides a full range of municipal services including:

- Public safety (police, fire, EMS)
- Utilities and public works
- Parks and recreation





ABOUT THE JOB

The Legal Department provides comprehensive legal services to the City Council, City Manager, departments, boards, and commissions. The department supports municipal operations, risk management, litigation, and policy development.

Reporting to the City Council, the new City Attorney will:

- Serve as chief legal advisor to City leadership
- Draft, review, and negotiate contracts, ordinances, and agreements
- Oversee litigation and coordinate with outside counsel
- Lead and manage the City Attorney's Office
- Support economic development initiatives and complex transactions

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- Legal Advisory & Transactions
- Litigation & Municipal Court
- Public Information & Records

ORGANIZATION QUICKFACTS



EMPLOYEES

11



BUDGET

\$1.69
MILLION

KEY PROJECTS FOR 2026

- Update and streamline the Unified Development Code (UDC)
- Revise key City ordinances (housing, parks, traffic, animals)
- Improve municipal court intake processes and policy frameworks

IDEAL CANDIDATE

The ideal candidate is a strategic, ethical, and collaborative legal leader with deep experience in municipal law. They bring a proactive and transparent management style and are highly skilled in building relationships with elected officials, staff, and community stakeholders.

This individual is politically savvy yet apolitical, with strong emotional intelligence and communication skills. They are comfortable handling complex legal issues, negotiating high-impact agreements, and advising on policy decisions in a fast-paced, high-growth environment.

The successful candidate is a confident decision-maker, creative problem solver, and mentor who fosters a collaborative and high-performing legal team.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree and Juris Doctor from an ABA-accredited law school
- Ten (10) years of experience in municipal law
- Three (3) years of management experience
- Licensed to practice law in the State of Texas and member in good standing with the State Bar

Preferred:

- Experience in economic development, land-use, and litigation
- Background in real estate, construction, employment law, and public information law
- Demonstrated experience advising governing bodies and senior leadership

SALARY & BENEFITS

- **Compensation:** \$260,000-\$290,000, depending on qualifications and experience
- **Health Benefits:** Medical, dental, and life insurance coverage; employer-paid disability insurance; and access to Baylor Scott & White Health executive health benefits.
- **Paid Leave:** Generous vacation, sick leave, and holidays
- **Retirement:** Participation in a municipal retirement system (details provided upon hire)
- **Additional Perks:** Professional development support, continuing legal education, and leadership opportunities

The City of Temple offers a comprehensive and competitive executive benefits package designed to support employee wellness, financial security, and professional growth.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Michael D. Mallinoff, Esq., Senior Vice President , Executive Recruitment

mdmallinoff@GovernmentResource.com | 443-336-5772

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