

Memorandum



CITY OF DALLAS

DATE May 5, 2026

TO Honorable Members of the Ad Hoc on Administrative Affairs Committee:
Jesse Moreno (Chair), Laura Cadena (Vice Chair), Maxie Johnson, Cara Mendelsohn, Kathy Stewart

SUBJECT **City Attorney Recruitment – Executive Search Firms for Consideration**

Purpose

This memorandum presents a curated list of executive search firms proposed to support the recruitment process for the City of Dallas City Attorney. The firms identified have been evaluated based on their expertise in legal executive recruitment, public sector experience, and documented track record conducting city attorney and municipal legal searches. The list is intended to support leadership in selecting the most appropriate search partner for this critical appointment.

Background

The City Attorney serves as the chief legal officer for the City of Dallas, providing legal counsel to the City Council, the City Manager, and all City departments. The successful candidate must bring exceptional credentials in municipal law, including litigation, administrative law, and government operations. Given the seniority and visibility of this role, engaging a qualified executive search firm with relevant experience will be essential to identifying and attracting top-tier candidates.

Proposed Firms – Overview

Eleven firms have been identified and organized into two categories based on their core area of expertise:

Group 1 — Top-Tier Legal Executive Search (Government-Capable): These firms specialize primarily in legal executive recruitment at the highest levels — general counsel, chief legal officers, and senior in-house attorneys. While their primary client base is corporate, all four have documented capacity to serve governmental and public sector organizations. They are best suited for high-profile appointments where national prestige, broad legal candidate networks, and deep attorney-to-attorney relationships are a priority.

Group 2 — Government & City Attorney Specialists: These firms specialize exclusively or predominantly in public sector executive recruitment. Several have directly conducted city attorney searches for municipalities across the United States. They bring deep knowledge of municipal governance, public sector compensation structures, and the specific legal competencies required for a city attorney role. They are best suited when the priority is proven municipal experience, local government network depth, and demonstrated city attorney search outcomes.

Proposed Firms — Summary

Firm	Primary Expertise
Group 1 — Top-Tier Legal Executive Search (Government-Capable)	
Major, Lindsey & Africa [GOVT + LEGAL]	Legal executive search leader (40+ yrs); serves corporate, nonprofit, and government agencies; 98% of recruiters are former attorneys; 27 offices globally.
Spencer Stuart [GOVT + LEGAL]	Global executive search firm; dedicated Legal, Compliance & Government Affairs practice; team includes former lawyers and public policy experts.
Heidrick & Struggles [LEGAL]	Legal, risk, and compliance practice; AI-powered leadership assessment tools; strong government affairs recruiting at enterprise/regulatory level.
Egon Zehnder [LEGAL]	Senior in-house legal and GC succession planning; serves public sector at enterprise and state agency level; 600+ consultants, 71 offices worldwide.
Group 2 — Government & City Attorney Specialists	
S. Renée Narloch & Associates [GOVT + LEGAL]	Minority-owned; 25+ yrs experience; documented city attorney searches for Port St. Lucie, Cape Coral, and North Port, FL; active in Texas municipalities.
Mosaic Public Partners [GOVERNMENT]	Led Austin, TX City Manager search (T.C. Broadnax, 2024); 310+ placements in 130+ agencies; founded by former public sector executives.
Municipal Solutions [GOVERNMENT]	City/County Attorney is a listed specialty; 400+ public sector clients across cities, counties, boroughs, and utility districts nationwide.
Ralph Andersen & Associates [GOVERNMENT]	Established 1972; one of the oldest public sector search firms in the U.S.; conducts city manager, city attorney, and department head searches.
Affion Public [GOVERNMENT]	Specializes in executive-level public sector placements; strong DEI focus; documented Texas municipal searches; nationwide reach.
CPS HR Consulting [GOVERNMENT]	Dedicated public agency search practice; conducts city attorney, city manager, and department head searches for cities, counties, and special districts.
Colin Baenziger & Associates [GOVERNMENT]	Exclusively local government; operates in 35 states; 200+ searches completed; 90%+ placement retention rate; documented state-level attorney client.


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Recommended Next Steps

It is recommended that leadership review this list and consider the following path forward:

- Determine whether the search priority is legal prestige and broad attorney network (Group 1) or proven municipal and city attorney search experience (Group 2), or a combination of both.
- Issue a Request for Qualifications (RFQ) or Request for Proposals (RFP) to selected firms from both groups to evaluate cost, methodology, timeline, and relevant placements.
- Schedule brief introductory calls with the top candidates to assess fit, capacity, and familiarity with Texas municipal law requirements.
- The full contact directory for all firms — including key contacts, phone numbers, email addresses, and documented city attorney search history — is attached as a reference.

Please reach out to Nina Arias, Director of Human Resources as nina.arias@dallas.gov with any questions or if you would like to discuss the recommended approach.



Jack Ireland,
Chief Financial Officer

c: Kimberly Bizzor Tolbert, City Manager
Bertram Vandenberg, City Attorney (I)
Mamatha Sparks, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Baron Eliason, Inspector General (I)
Dominique Artis, Chief of Public Safety
Dev Rastogi, Assistant City Manager

M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Alina Ciocan, Assistant City Manager
Robin Bentley, Assistant City Manager
Ahmad Goree, Chief of Staff to the City Manager
John Johnson, Chief of Real Estate
Directors and Assistant Directors