



City of **Farmington NM**

Chief of Police Position Available

Apply by November 15, 2013

Nestled in the northwest corner of New Mexico, Farmington is a bustling retail center known for its Southwestern hospitality. It is centrally located in the Four Corners region (where the states of Arizona, Colorado, New Mexico and Utah all meet) and the perfect jumping off point to numerous day trips to nationally and internationally recognized sites of natural beauty and historic significance. The City is looking for a high energy, elite level executive to be its next Police Chief and we invite you to apply!

Farmington is located in a fertile river valley surrounded by high desert, rolling plateaus, mesas, and mountain

ranges. The Animas, La Plata, and San Juan Rivers flow through Farmington, accounting for two-thirds of the surface water in New Mexico. The City covers 27.0 square miles and is the commercial and agricultural hub for the region. Highways 64 and 550 run through the City and form the basis for commercial and commuter travel.

Farmington has a small town feel but as a regional center has many attractions. Area parks include Aztec Ruins National Monument, Chaco Culture National Historical Park, Angel Peak Scenic Area and Gateway Park. Hunting (deer, elk, and turkey) is popular and world class fly fishing can be found on the San Juan River just below the Navajo

Dam. Nearly an hour and a half in separate directions are two world-class ski locations. Hot spots for house boating, four wheeling, and hiking are in the area as well. Mountain bike trails abound and the City is home to a municipal golf course that is routinely ranked as one of the top five in the country. Baseball of all sorts is a popular leisure activity. The City is home to the annual Connie Mack World Series and both of the local high school teams, Farmington High and Piedra Vista High, have claimed the State Championships from 2005-2008 and 2010-2011 respectively. San Juan Plaza in Farmington is also home to the annual strongman competitions and the annual power weight lifting and body building competition.

The City has a regional shopping mall and draws many of the 350,000 who live in the surrounding area. The City has over 100 restaurants that its citizens can explore and relish. Available options include Asian, Barbeque, Mexican, and the unique New Mexican style that blends Spanish, Native American, and Mexican cuisine into exquisite tastes. These restaurants add culture and variety to the halcyon life style that Farmington residents enjoy. For those who desire the world class dining, Durango, CO, with its internationally renowned ski-resorts and shopping, is a short 50 mile drive from the City. Many locals go and spend the evening or weekend in Durango enjoying the sights and culture of the resort community.

On the practical side of life, Farmington is a great place to raise a family. In addition to the many activities already mentioned, the City has 77 parks covering nearly 1,800 acres. Housing prices are reasonable, the community is safe, and schools are solid. A typical 3-bed/2-bath home will cost between \$175,000 and \$225,000. More upscale living is available for those who would like to spend a bit more. Finally, any student willing to work hard and study is able to get a great education in the public schools.

History

Thousands of years ago, Puebloan Indians farmed the land and built stone and adobe cities whose remnants can still be seen today. Other tribes that inhabited the region included the Utes, the Navajo, and the Apaches. The Navajo Nation was later founded in the western half of San Juan County, the County in which Farmington is located. In 1540, Francisco Coronado and his men searched the area for the fabled and allegedly fabulously wealthy Seven Cities of Cibola.

In 1901, the City incorporated with a population of slightly over 500 people. A short four years later, the railroad connected Farmington with several other major western cities including Durango, Colorado. This avenue of transit created a significant boom in the economy. In the 1920s there was significant investment in natural gas and oil in



Table I: Population by Age

Age Bracket	Percent
Under 10	16.40 %
10 to 20	14.30 %
20 to 30	15.40 %
30 to 40	13.00 %
40 to 50	12.00 %
50 to 60	13.10 %
60 to 70	.90 %
70 +	8.60 %

Source: U.S. Census

the area, although actual production remained low until the 1950s. With construction of a developed road connecting Farmington to U.S. Route 66 and Albuquerque in the 1940s, and the construction of the San Juan Basin Natural Gas Pipeline in 1953, the population expanded significantly (from 3,637 in 1950 to 35,000 in 1953) and the growth continued after that. However, the significant connection to the energy industry has made the City vulnerable to international market fluctuations.

Over time the economy diversified to some degree and the population steadily grew to its current level of approximately 45,000.

Demographics

While Farmington, statistically speaking, only has a population of roughly 45,000, due to its status as a commercial hub for a region with a population of 350,000, the number of people

in the City at any given time, especially weekends, can be much greater. Some estimates have Farmington's weekend population at over 100,000.

Farmington's population's median age is slightly under the national average, 32.7 as opposed to 37.2. Table I to the left breaks down the population by age.

In terms of race, the population is 66.2% Caucasian, 21.5% American Indian, 1% African American and the remainder of the population being made up of other races or more than one race. Hispanics (of all races) compose 22.4% of the population.

Per the 2010 census, the median household income is \$52,980, while the mean is \$71,558. The unemployment rate was 5.8% in July 2013. 14.3% of the population has not graduated high school, 29.5% have a high school degree, 25.8% have finished some college, 10.3% have an associate's degree, 12.7% have a bachelor's degree, and 7.4% have completed graduate work.

Climate

The weather is gorgeous with warm temperatures and little humidity, few mosquitoes and a near absence of other bothersome insects. Farmington is classified as having a semi-arid climate with warm summers and mild winters. See Table II for climate information.

An average of 273 sunny days per year means that year-round outdoor activities are not only possible but very enjoyable.

Geography

Farmington is in the high desert region of northwestern New Mexico. It lies at the confluence of the Animas, La Plata, and San Juan Rivers. The City lies in a fertile river valley surrounded by high desert (i.e., very dry ground), rolling plateaus, mesas, mountain ranges to the north, east, and west. It is approximately 5,400 feet above sea level. Overall the City covers 33.1 square miles. The [Navajo Indian Reservation](#) is west of Farmington, the [Ute Mountain Indian](#)

Table II: Climate Data for Farmington, NM

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average High °F	41	47	56	65	75	85	90	87	79	66	52	41	65.3
Average Low °F	20	25	30	36	46	55	61	60	52	40	29	21	39.6
Precipitation Inches	0.53	0.61	0.78	0.65	0.54	0.21	0.90	1.26	1.04	0.91	0.68	0.50	8.61

Source: National Oceanic and Atmospheric Administration

Table III: Principal Area Employers

Employer	Employees
San Juan Regional Medical Center	1,520
Central Consolidated Schools	1,223
Farmington Public Schools	1,193
BHP Billiton/New Mexico Coal	1,039
City of Farmington	773
Conoco Phillips	720
San Juan County	700
San Juan College	563
Arizona Public Service	504
Bloomfield Municipal Schools	432

Source: Farmington Citizen's Financial Report 2010

[Reservation](#) is to the northwest, and the [Southern Ute Indian Reservation](#) is northeast of the city.

Commerce

Possibly the best measure of commercial activity is the gross receipts tax. 42% of the receipts result from the retail trade, 30% from services, 6% from mining, 5% from wholesale trade, 5% from construction and 13% from other activities. The area's major employers are displayed above in Table III.

The Government

Farmington operates under a Council/Manager form of government. The Council consists of a Mayor and four Council Members. The Mayor is elected at large directly by voters, and all the other Council Members are directly elected by district. All serve staggered four-year terms, with the elections falling in March of even numbered years. Farmington does not have term limits.

Farmington is a full service city including a municipal golf course and electric, water and sewer utilities.

The current City Manager assumed the position in 2007 and is well respected. His leadership style is to delegate, empower his employees to make decisions and to hold his staff accountable. He and his current Police Chief confer regularly and, while

he grants the Chief a great deal of freedom and autonomy, he expects to be kept well informed.

The Police Department

Due to Farmington's location and status as a regional center, the Police Department is similar in size to cities with populations of 100,000 rather than the 45,000 population the City currently has. The Department has 135 sworn officers and approximately 40 non-sworn personnel. It also has about 25 part-time employees (such as school crossing guards) for a total of roughly 200 employees. Personnel within the Department are divided into the following budgetary divisions: Administration, Operations, School Crossing Guards, Code Compliance, Detectives, Gangs, K-9, School Resource Officer, SWAT/Bombs, Traffic, Training, Crime Lab, Records and Evidence, and Police Grants. The Department also has a SWAT Team, a Bomb Squad, and K-9 units, which often respond outside of the city limits proper. Ten of the Department's officers are participating in the regional narcotics and gang task force. Each of these teams is a regional player, as Farmington is the largest City and serves much of San Juan County and the surrounding area. The Department uses the County jail which is located in Farmington.

The Department's overall budget is \$15,600,000. Operationally, the City receives approximately 70,000 calls for service a year and makes 7,000 arrests a year. The employees are not unionized, having overwhelmingly voted to decertify approximately four years ago. The Department is accredited by the Commission on Accreditation for Law Enforcement Agencies and has been since 1995. It is also very well equipped.

The Challenges

Farmington is not a sleepy little town so plan on being busy if you are selected to be the next Police Chief. From an operational side, the Police Department routinely confronts issues with alcohol. DWI's and street inebriates are common. Last year, 640 DWI arrests were made and 2,105 were placed in protective custody. Much of the



surrounding region is “dry” – including the nearby reservation – and, as a result, people come to Farmington to purchase alcohol. Hence, drunk driving and public intoxication occur fairly regularly.

Second, the isolation of the municipalities in and surrounding the Farmington area is both a challenge and an opportunity for the Department. On one hand, it allows Farmington to be a regional player and take the lead on many law enforcement enterprises in the area. It also allows Farmington a competitive advantage in seeking and receiving many grants from the Department of Homeland Security for top-notch equipment for the department’s specialty teams. However, the isolation proves challenging as well. It is difficult for department personnel to receive additional assistance quickly in times of crisis, and Farmington officers have to be incredibly sound in their operations and tactical decisions. As a result, the Department is one of the best-trained departments in the entire state and it will need to maintain and enhance this emphasis on training under the administration.



Third, administratively speaking, staffing at the upper levels of the Department is a significant issue. Due to recent changes by the legislature in the New Mexico retirement system, several officers, including five of the nine members of the Department’s command staff will be retiring before the changes take effect next July 1st. While the department is well trained, and significant succession planning has occurred, this turnover will place the Department in a state of flux. On the other hand, it does provide the new Chief with an opportunity to select several key staff.

Finally, the Farmington community is very diverse. Ideally the composition of the Department would reflect the composition of the community. At the very least, bridges to the various communities (particularly Hispanics and Navajos) must be maintained and strengthened.

The Ideal Candidate

The ideal candidate will have the following characteristics:

Leadership Ability: The next Chief will need to be a natural leader. He or she will be highly ethical and will win the confidence of the troops as well as the public. The individual will think strategically, always looking over the horizon so as to solve problems before they become issues. In terms of public leadership, he or she will be equally comfortable speaking one-on-one with the everyday citizen as to a reporter in front of a TV camera. The individual will also be involved in the community.

Managerial Ability: While the Chief will not need to be a working Chief, he or she will need to be a certified and commissioned officer. The department culture demands that the Chief spend time with his troops and practice “management by walking around”. The next Chief will need to continue this pattern. He or she will both know how to manage their personnel, as well as manage their department.

Politically Astute: Occupying a high level position in the city government, the Chief will understand local politics but not be politically involved.

Experienced with Strong Tactical Skills: Due to Farmington’s isolation, the Chief will need to be knowledgeable and experienced in a wide variety of areas in law enforcement. A Chief with a strong tactical background will be necessary to oversee the agency.

Strong Decision Making: With the complexity of law enforcement in Farmington, the next Chief will need to make difficult decisions and to do so without outside assistance. At times, he or she will need to be comfortable making the right call based on experience, training, and in concert with law enforcement best practices. He or she will also need the courage to stand by and defend that decision.

Customer Service Oriented Attitude: The next Chief will need to have the velvet and steel approach that is critical to the success of any managerial position in Law Enforcement. He or she will need to be responsive to the needs of the everyday citizen, while also holding firm to legal and department standards. He or she will also need to remember that, as the City Manager put it, “the customer may not always be right, but they are still the customer!”

Collaborative Attitude: The next Chief will need to maintain and build upon the regional partnerships that Farmington has already established with neighboring police departments. Teamwork is key and the next Chief will need to get to know neighboring leaders and build bridges of trust and cooperation with them.

Practical Attributes: The next Chief will need to have at least a bachelor’s degree in a field related to law enforcement. A Master’s degree is highly desirable. He or she will also have at least 5 years of professionally progressive command experience as a Deputy Chief (or equivalent) or Chief in another department. While not required at the time of hire, the Chief must obtain certification as a law enforcement officer from the State of New Mexico. Graduation from the FBI National Academy is strongly preferred and may be considered in lieu of a Master’s degree. Experience with tactical teams such as SWAT or others is a plus.



Residency

The Police Chief must live within or very close to the city limits.

The Current Chief

Due to legislative changes in the retirement system, the incumbent Chief is retiring after 25 years with the City and 3 years as Chief.

Compensation

The posted hiring range is between \$99,100 (min) and \$121,788 (mid). Benefits are excellent and the training that officers receive is second to none. Also, officers work four 10 hour days. A modified “regular” schedule is potentially available to the Chief.

Confidentiality

Under New Mexico law, applications for this position will be a public record and can be disclosed if requested.

How To Apply

E-mail your resume to Recruit32@cb-asso.com by November 15th. Faxed and mailed resumes will not be

considered. Questions should be directed to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537 or Sean Baenziger at (561) 351-9350.

Schedule

Candidates will be screened between November 18th and December 30th. Interviews will likely occur on January 9th and 10th with a selection made shortly thereafter.

Other Important Information

Farmington is an Equal Opportunity Employer and strongly encourages minorities and women to apply. It is also a drug-free workplace.

COLIN BAENZIGER & ASSOCIATES
EXECUTIVE RECRUITING



Police Chief
Farmington, NM