



Deputy Chief of Police Position Available
Apply by June 10, 2016

The Farmington Police Department is dedicated to a safe community through professional law enforcement. – *The Mission Statement of the Farmington Police Department*

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 Deputy Chief of Police 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 US 64 and US 550 run through the City and form the basis for commercial and commuter travel.

Although Farmington streets and business sectors are often busy with regional shoppers and commuters, the city still maintains its small town feel. Its close proximity to a multitude of world-class historical and cultural attractions, in addition to an amazing variety of iconic landscapes which evoke images of the Old West, provide families, visitors, and citizens with an abundance of unique adventure opportunities. Regional attractions include the Aztec Ruins National Monument, Chaco Culture National Historical Park, Angel Peak Scenic Area, Mesa Verde National Park, Monument Valley, the historic Salmon Ruins museum and other national parks and scenic attraction all within a short driving distance.



Hunting (deer, elk, waterfowl, and turkey) is popular and world-class fly fishing can be found on the nearby San Juan River just below

the Navajo Dam. Two outstanding ski destinations, Durango Mountain (Purgatory) and the Wolf Creek Ski Area offer close access to excellent skiing. Nearby Navajo Reservoir is a hot spot for bass fishing, house boats, and water recreation. The immediate area surrounding Farmington's city limits boasts premier OHV recreation for four wheelers and dirt bikes, not to mention Farmington's reputation as a world class mountain biking destination with an amazing variety of bike trails for all skill levels.

If you enjoy golfing, Farmington is home to a municipal golf course that is routinely ranked as one of the top five in the country. You will be pleasantly shocked that such an elite golf course is available for green fees that are a mere fraction that similar quality courses demand.

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, are perennial favorites to win the State of New Mexico championships in both baseball and softball.

Farmington is the regional center for brand name shopping opportunities and draws many of the 350,000 people who live in the surrounding area to visit our city on a frequent basis. The city continues to attract national, name-brand chains as well as home-grown, local businesses. Farmington has over 100 restaurants of every variety which our citizens frequently explore and relish, including those that specialize in the unique style of Mexican food more appropriately classified as "New Mexican" cuisine, a unique blend of Spanish, Native American, and Mexican culinary traditions with exquisite tastes and textures. The abundance of dining opportunities and locally owned restaurants add culture and variety to the vibrant life style that Farmington residents enjoy.

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 proudly maintains an amazing 78 parks, which cover over



1,800 acres. Farmington's riverine park system is stunning and offers miles of unparalleled beauty for walkers, leisure bikers, joggers and families during all four seasons. During the fall season, the riverine parks and trails are an inspiring experience. Housing prices are reasonable, the community is safe, and the schools are solid, with both high schools routinely recognized as among the best in the state. If you enjoy competitive events or have children active in high school sports and activities, the road to a variety of New Mexico State High School Championships for team sports, music, dance, choir, JROTC, drama, and others competitive events, traditionally runs through the high schools in Farmington.



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 Seven Cities of Cibola, purportedly rich with untold amounts of gold.

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 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, this significant connection to the energy industry has made the City vulnerable to international market fluctuations.

Over time, the economy has diversified to some degree and the population has steadily grown to its current level of approximately 46,000.



2010 Census Data Farmington, New Mexico		
POPULATION	NUMBER	
Total population	45,877	
Square miles (land)	31.51	
Population per square mile	1,456	
GENDER	NUMBER	PERCENT
Male	22,617	49.3%
Female	23,260	50.7%
AGE	NUMBER	PERCENT
< 5	3,945	8.6%
5-18	12,800	27.9%
19-64	24,040	52.4%
65+	5,092	11.1%
Average Age (years)	35	
RACE & ETHNICITY	NUMBER	PERCENT
White	24,040	52.4%
Hispanic or Latino	10,276	22.4%
American Indian	10,185	22.2%
Black	459	1.0%
Asian	275	0.6%
Other	642	1.4%

Demographics

Farmington's status as a regional hub for commercial retail sales, industry, and recreation, significantly impacts the nature of the city's population. Despite its census population of roughly 46,000 citizens, Farmington's municipal employees serve a greater population approaching as many as 350,000 persons who frequently shop, work, and play in Farmington. Daily influxes of citizens, workers, and visitors in the city routinely exceed more than 100,000 persons and on prime holiday weekends may rise significantly higher still.

In terms of race, the population is 52.4% Caucasian, 22.4% Hispanic, 22.2% American Indian, 1% African American and the remainder of the population being made up of other races or more than one race. The Farmington MSA area, which more closely reflects our actual service population, consists of a very diverse population with 42% Caucasian, 35% Native American, and 19% Hispanic.

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.

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 279 sunny days per year means that year-round outdoor activities are not only possible, but very enjoyable.

Living at 5,300 feet in the high desert of the Southwest means that Farmington’s mild summer high temperatures, and its low humidity, combine for pleasant days and cool nights, conditions which are completely unlike the searing heat for which other locations in the Southwest are known. Farmington’s winter weather patterns are predominantly dry with occasional short-lived snowfalls and mild winter temperatures.

Climate data for Farmington, New Mexico													
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average high °F (°C)	41 (5)	47 (8)	56 (13)	65 (18)	75 (24)	85 (29)	90 (32)	87 (31)	79 (26)	66 (19)	52 (11)	41 (5)	65.3 (18.4)
Average low °F (°C)	20 (-7)	25 (-4)	30 (-1)	36 (2)	46 (8)	55 (13)	61 (16)	60 (16)	52 (11)	40 (4)	29 (-2)	21 (-6)	39.6 (4.2)
Average <u>precipitation</u> inches (mm)	0.53 (13.5)	0.61 (15.5)	0.78 (19.8)	0.65 (16.5)	0.54 (13.7)	0.21 (5.3)	0.90 (22.9)	1.26 (32)	1.04 (26.4)	0.91 (23.1)	0.68 (17.3)	0.50 (12.7)	8.61 (218.7)
Source: The Weather Channel													

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, rolling plateaus, and mesas, with nearby mountain ranges to the north, east, and west. Farmington’s altitude is approximately 5,300 feet above sea level. Farmington’s riverside location means that the city is surrounded by stunning, high-mesa cliffs and walls which catch and reflect the glow of breathtaking sunsets and sunrises. Overall, the City covers 33.1 square miles. The Navajo Indian Reservation is west of Farmington, the Ute Mountain Indian Reservation is to the northwest, and the Southern Ute Indian Reservation is northeast of the city.

Within a relatively short drive of Farmington are a multitude of iconic western vistas and landscapes ranging from other-worldly badlands and towering red-rock spires and cliffs to breathtaking views of 14,000 foot mountains, national forests, and alpine valleys.

The City 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 with several enterprise operations including a municipal golf course and electric, water and sewer utilities.

The current City Manager assumed the position in 2007. His leadership style is to delegate, empower his employees to make decisions, and to hold his staff accountable. He confers regularly with the Chief of Police as well as with Department employees and maintains a significant awareness of police events, needs, and programs.

The Council is supportive of the Police Department and is engaged in public safety issues.

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 46,000 population which the City currently has. The Department has 137 sworn officers and approximately 45 non-sworn personnel. It also has about 25 part-time employees (such as school crossing guards) for a total of roughly 207 employees. Personnel within the Department are divided into the following budgetary divisions: Administration, Operations, the four Patrol Shifts, 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, K-9 units, and many of the Department's officers are assigned to regional narcotics and gang task forces. Each of these specialized teams is a critical element of a regional public safety effort. Farmington's central role as the area's largest police agency and its tradition of excellence in police services, equipment, and training, along with its commitment to expertise and professionalism, means that the Department, as a matter of routine, aids and supports surrounding local, State, Federal and Tribal law

enforcement agencies. As such, the Department's command staff quickly develops expertise in inter-governmental operations and relationships.

The Department is well funded with an overall budget of approximately \$19,000,000 - a healthy portion of which is dedicated to professional development and training. Operationally, the Department responds to approximately 80,000 annual calls for police services, makes 7,000 arrests a year, and conducts an additional 20,000 traffic stops.

The Department is committed to professionalism and is dedicated to ensuring that it meets current industry best practices. As such, the Department has maintained a close relationship with CALEA (the Commission on Accreditation for Law Enforcement Agencies) since 1992 and can proudly claim to be among the nation's elite agencies as a seven time CALEA accredited Department. In 2015 seven-time CALEA accredited Department. In 2015, the Department proudly received CALEA's highest award for excellence in police services: Advanced, Meritorious Accreditation with Excellence. The Department's commitment to transparency and a willingness to submit to outside, independent review has led the Department to willingly volunteer to subject themselves twice to the most difficult and stringent of accreditation assessments, the Gold Standard Process. The agency is passionately aware of the benefits of accreditation and will continue to support its relationship with CALEA.

The Department's Chief of Police has held the position for 2 years and comes to the Farmington Police Department from a large, metropolitan police department. Chief Hebbe monitors national trends and best practices, dreams big, considers lofty and difficult goals, and actively encourages his police department to reach the true potential which this profession offers. Chief Hebbe passionately believes in Customer Service principles and is dedicated to the intelligent implementation of law enforcement services.



The Challenges

The Farmington Police Department and its employees are quite busy for an agency of this size. Regional traditions and cultural conditions contribute to an abundance of alcohol related violence among a frequently transient segment of our service population. Property Crimes, Assaults and Alcohol-related Traffic Crashes are categories of crime the agency is committed to decreasing.

The rural nature of Farmington and its neighboring communities, far from the State’s capital and major metropolitan cities, is both a challenge and an opportunity for the Department. On one hand, it allows Farmington to be a leader in most regional law enforcement endeavors. It also allows Farmington a useful advantage in applying for and being awarded competitive grants from Federal and State entities, opportunities which often supplement our staffing and equipment resources. However, the isolation from the State’s central corridor of activity and population centers 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 as the Department struggles with an abundance of new, inexperienced employees, officers, supervisors, and administrators.

One of the greatest challenges facing the Department is the experience level in the upper ranks of the Department. Recent legislative enactments introduced significant changes to the New Mexico retirement system. As a result, a majority of the Department’s command-level officers were compelled to retire earlier than they had originally planned in order to avoid the monetary penalties included in the retirement changes.

The cumulative loss of so much collective experience, knowledge, and training has reverberated throughout the Department and continues to do so to this day. The Department has a long-standing culture of a significant commitment to leadership training and career development of

Farmington Top Ten Employers		
Employer	Employees	Percentage of Total County
Farmington Municipal Schools	1,957	3.5%
San Juan Regional Medical Center	1,622	2.9%
Central Consolidated Schools	918	1.7%
BHP Billiton/New Mexico Coal	905	1.6%
City of Farmington	780	1.4%
San Juan County	656	1.2%
Conoco Phillips	646	1.2%
Aztec Well Servicing	537	1.0%
San Juan College	503	0.9%
Bloomfield Municipal Schools	430	0.8%
Total	8,954	16.2%

Source: Farmington Citizen’s Financial Report 2015

future leaders. Unfortunately, the rapid loss of a Deputy Chief, both Captains, a Commander position, and two senior Lieutenants, has exceeded the Department’s capacity to easily replace so many command staff positions.

Additionally, recent departmental outreach to an important neighbor, the Navajo Nation, has resulted in a marked improvement in our relationship with this significant regional partner. The strengthening of this relationship is a high priority for the Department.



Lastly, the Department’s facilities and infrastructure are a significant concern which the City and its elected officials have recently expressed a sincere interest in addressing. As the Department prepares for the future, significant energies will need to be brought to bear on the political, fiscal, and practical realities surrounding the investment in a new Public Safety facility.

The Ideal Candidate

The ideal candidate will have the following characteristics:

Leadership Ability: The next Deputy 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 they are with a reporter in front of a live TV camera. The individual will also be involved in the community.

Managerial Ability: The department culture and the realities of an inexperienced command staff combined with a youthful patrol division demands that the Deputy Chief will need to spend time with his troops and practice a philosophy of “management by walking around.” 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 Deputy Chief will understand local politics while refraining from political involvement or the appearance of political bias.

Strong Decision Making: With the complexity of law enforcement in Farmington, the next Deputy Chief will need to make difficult decisions and to do so without outside assistance. He or she will need to be comfortable making the right call based on experience, training, and commensurate with law enforcement industry’s best practices. He or she will also need the courage to stand by and defend decisions in the best interests of the Department.

Customer Service Oriented Attitude: The next Deputy Chief 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 Deputy Chief will need to maintain and build upon the regional partnerships that Farmington has already established with neighboring police departments. Teamwork among neighbors in this rural area is key to success and the next Deputy Chief will need to get to know neighboring leaders and build bridges of trust and cooperation with them.

Minimum Requirements: The next Deputy 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, as is graduation from the FBI National Academy or the completion of other police executive leadership regimens of similar duration and professional reputation.

He or she will also have at least 4 years of professionally progressive command experience at the equivalent ranks of Captain, Deputy Chief or Chief, in a department of similar size or complexity.

While not required at the time of hire, the Deputy Chief must obtain certification as a law enforcement officer from the State of New Mexico and must have done so prior to one year from the date of hire.

Residency

The Deputy Chief of Police will live within or very close to the city limits.

The Current Deputy Chief

Due to legislative changes in the retirement system, the incumbent Deputy Chief is retiring after 25 years with the City. The current Deputy Chief has a strong working relationship with the Chief of Police, and, together, their individual strengths compliment both the strengths and the “blind spots” of the other. This collaborative team relationship has created an atmosphere in which creative approaches to lofty goals and critical thinking skills to overcome difficult challenges are welcomed and embraced.

The next Deputy Chief will not be expected to be a carbon copy of the Chief of Police. Rather, he or she will be expected to provide alternative points of view, enhanced knowledge from personal experience, and a cognitive, yet open-minded ability to creatively solve problems, identify trends, and develop not only the organization as a whole, but also the individual employees that make up the Farmington Police Department.

Compensation

The posted hiring range is between \$81,505 (minimum entry salary) and \$100,114 (mid-market policy position), depending upon qualifications. Upon selection, an exceptionally qualified candidate may be eligible for consideration of compensation commensurate with their knowledge, skills, and abilities. Benefits are excellent and the training that employees receive is second to none. Also, officers work four, 10-hour days. A modified “regular” schedule is potentially available to the Deputy 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 résumé, a cover letter, and a list of five professional references to the Brimeyer Fursman group, Dr. Richard Fursman, at FNMPD@hue.life by 5:00 PM on June 10, 2016. Questions regarding the organization, its needs, and the selection process, may be directed to Dr. Fursman.

Schedule

Applicants will be screened between June 13th and June 17th. After the initial screening of applicants, candidates selected to continue in the process will be contacted and provided details and deadlines of additional preliminary screening interviews and assignments. Final interviews will likely occur on July 21st through July 23rd. Selection of the final candidate will occur on or near August 1, 2016.

Other Important Information

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

