

DEPUTY CITY ATTORNEY

City of Farmington, New Mexico

Salary: $75,191 – $116,906 DOQ
(willing to negotiate salary)

Are you a practical, courtroom-ready attorney with a prosecutor's instincts and an interest in municipal law? Are you looking for a role where you can grow into a leadership position in a close-knit public law office? If so, the City of Farmington invites you to apply to become its next Deputy City Attorney.

Appointed by and reporting to the City Attorney, the Deputy City Attorney handles prosecution in Municipal Court, advises City departments and officials, and steps in for the City Attorney when needed. The City will consider candidates at the Deputy or Assistant City Attorney level, depending on qualifications.

We're seeking an attorney who is:

- Grounded in prosecution and comfortable carrying a Municipal Court docket
- Practical and politically aware in a city council setting
- Interested in preparing to lead the City Attorney's Office in the coming years

Read on to learn more about this opportunity!

Executive Recruitment Provided by SGR

ABOUT THE COMMUNITY

Farmington sits in the northwest corner of New Mexico, at the heart of the nation's Four Corners region, where the San Juan, Animas, and La Plata rivers come together. As the largest city in the Four Corners and the commercial center of San Juan County, Farmington serves a trade area that stretches well beyond its city limits. It is small enough to feel like home and large enough to offer the amenities of a regional hub.

Outdoor recreation is a way of life here. Residents can walk or bike more than eight miles of trails along the Animas River, fish the quality waters of the San Juan River, or tee off at the nationally recognized Piñon Hills Golf Course, all without planning a major trip. Abundant sunshine, wide-open skies, and four distinct seasons make it easy to get outside all year long.

Farmington takes pride in bringing people together. Each summer, the Connie Mack World Series brings amateur baseball teams and fans from across the country, showing off the community's hospitality and hometown pride. Native American art, history, and traditions give the region a distinctive identity, and Farmington is a natural home base for exploring the mountains of southwest Colorado, the Bisti Badlands, Mesa Verde, Aztec Ruins, and Salmon Ruins.

City parks, recreation programs, museums, the public library, and senior activities keep residents of all ages active and connected. Families are served by Farmington Municipal Schools and San Juan College, and San Juan Regional Medical Center provides comprehensive health care for the region. Farmington offers room to explore, opportunities to connect, and a community where people can put down roots.

POPULATION
46,055

AVERAGE HOUSEHOLD INCOME
$68,784

AVERAGE HOME VALUE
$233,000

AVERAGE GROSS RENT
$1,037

History CLICK!

Tourism CLICK!

ABOUT THE CITY OF FARMINGTON

The City of Farmington is guided by a simple mission: "Working TOGETHER to Make Farmington GREAT!" City employees live out that mission through the Farmington 3-S core values:

Safety: creating a safe and welcoming environment for employees, volunteers, and citizens

Service: being friendly, respectful, and exceeding customer expectations

Stewardship: working hard with integrity and managing resources effectively

The City provides a full range of municipal services to residents of the region's largest city.

GOVERNANCE & ORGANIZATION

The City of Farmington operates under a Mayor-City Manager form of government. The City Council has five members, including the Mayor, who are elected to four-year terms with no term limits. The Mayor appoints the City Manager, City Attorney, and City Clerk. The City Manager oversees daily operations of an organization of approximately 796 full-time equivalent employees, plus roughly 300 temporary and seasonal staff.

The City Attorney's Office represents the City's departments and officials and works closely with the Mayor, City Council, City Manager, department directors, the Municipal Court, and the Farmington Police Department.

THE JOB

The Deputy City Attorney is appointed by and reports to the City Attorney, and acts in the City Attorney's place when directed or in the City Attorney's absence. The position provides legal representation, advice, and prosecution services that support City operations, and carries leadership responsibilities that include supervising legal staff. This is a hands-on role in a small office, where the Deputy handles a varied workload and works directly with City leadership.

The City Attorney expects to retire in about five years, and only three attorneys have held the position in the office's history. The successful candidate will have a real opportunity to learn the office from the inside and prepare to lead it.

The successful candidate will provide legal leadership for:

- Prosecution of misdemeanors and City ordinance violations in Municipal Court, and in district and appellate courts as needed
- Representation of the City in civil lawsuits, mediations, arbitrations, and administrative proceedings
- Legal advice to the City Council, Mayor, City Manager, department heads, and staff, including attendance at council and committee meetings
- Drafting and review of ordinances, resolutions, contracts, deeds, and easements
- Direction and advice to the Claims Manager on claims for and against the City

Full Job Description



DEPARTMENT STRUCTURE

The City Attorney's Office is a compact team that represents City government. It does not provide legal advice to private citizens or private entities. Its core staff includes the City Attorney, the Deputy City Attorney, and the Claims Manager, supported by office staff.

Positions Reporting to the Deputy City Attorney:

- Assistant City Attorney(s), as assigned
- City Attorney's Office support staff, as directed by the City Attorney
- Claims Manager (direction and advice on claims, under the City Attorney)

ORGANIZATIONAL QUICK FACTS

FY 2026 City Attorney's Office budget: approximately $1,050,000

City Attorney's Office staff: 5 employees

KEY INITIATIVES

The next Deputy City Attorney will step into an office with a clear direction and a strong foundation:

Leadership Succession With the City Attorney planning to retire in about five years, the Deputy will work side by side with her to learn every part of the office, from Council advice to claims and litigation, and build the relationships needed to lead it.

Municipal Court Prosecution The Deputy will carry the City's Municipal Court work, prosecuting misdemeanors and ordinance violations and advising police officers and enforcement staff on cases and procedures.

Council and Organizational Support The Deputy will attend City Council, board, and commission meetings, draft ordinances and resolutions, and give practical, timely advice to department leaders across the organization.

Claims and Risk Management Working with the Claims Manager, the Deputy will help manage liability claims for and against the City and protect the City's interests in litigation.



IDEAL CANDIDATE

The City of Farmington is looking for an attorney with a prosecutorial background who is ready to take on the City's Municipal Court work with confidence. The ideal candidate is comfortable in the courtroom, prepares cases thoroughly, and works well with police officers and enforcement staff.

Beyond the courtroom, the next Deputy City Attorney will understand how a municipal law office supports a city organization. They will be practical and level-headed, and will understand the realities of working with a city council and the politics that come with public service. They give clear, useful advice and know how to find workable solutions.

Most of all, the City is seeking someone who wants to grow with the office and is interested in becoming City Attorney when the current City Attorney retires. Candidates who see this as a long-term career and a chance to build deep roots in Farmington will find a rewarding opportunity here.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Juris Doctor degree from an accredited law school
- License to practice law in New Mexico and in good standing with the State Bar
- Valid New Mexico driver's license, or ability to obtain one upon hire
- Appointment at the Deputy or Assistant level will be based on experience. The Deputy City Attorney level requires at least ten years of legal practice, including five years in New Mexico.
- Strong skills in legal research, brief writing, and courtroom advocacy
- Ability to present to councils, boards, and commissions

PREFERRED:

- Prosecutorial experience, especially in a municipal court setting
- At least two years of experience as a full-time municipal attorney
- Knowledge of New Mexico law on municipal government, procurement, public employment, land use, utilities, and traffic
- Interest in a long-term path to City Attorney

SALARY & BENEFITS

The City of Farmington offers a competitive salary and a comprehensive benefits package designed to support employees' health, financial security, and overall well-being. Residency within City limits is not required.

Compensation

- $75,191 – $116,906, DOQ (willing to negotiate salary)
- Cell phone stipend
- Moving stipend may be available if needed

Health & Wellness

- Medical, dental, and vision insurance
- Employer-provided life insurance and additional voluntary supplemental insurance
- Employee Assistance Program (EAP) and telemedicine services

Retirement

- Mandatory participation in the New Mexico Public Employees Retirement Association (PERA) Municipal General Member Coverage Plan 2, a defined-benefit pension plan; employee contributes 12.65% and the City contributes 11.80% of eligible salary
- City participates in Social Security
- Optional deferred compensation plans

Paid Leave

- Paid leave as outlined in the City of Farmington Code of Ordinances

Other Benefits

- Employee discounts at City aquatic facilities and golf amenities

Together, these benefits make the City of Farmington a great place to build a long-term career in public law.

HOW TO APPLY

Apply Here



For more information, contact:
Michael Mallinoff, Senior Vice President Strategic Government Resources
MDMallinoff@governmentresource.com | 443-336-5772

The City of Farmington is an Equal Opportunity Employer. Applicants selected as finalists for this position will be subject to a comprehensive background check.