

KATHRYN NANCE

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Ralph Andersen and Associates
5800 Stanford Ranch Road, Suite 410
Rocklin, California 95765

Dear Mr. Hahn,

Thank you for the opportunity to apply for the position of Police Chief. I look forward to bringing my 26 years of Law Enforcement experience to the Reno Police Department. As the Stockton Police Department's Deputy Chief of Operations, I am responsible for approximately 400 sworn and professional employees and a \$107 million budget. Stockton is California's 13th largest city, and the Police Department's 713 employees serve a diverse population of over 322,000 residents, responding to more than 900 calls for service per day, with an annual budget of \$157 million.

In reviewing the recruitment brochure, I was pleased to see the desired characteristics of the successful candidate align with my qualities and vision for the future. The attached resume summarizes my experience, proven leadership, extensive qualifications, and readiness to immediately assume the position of Chief for the Reno Police Department. My career accomplishments include the following progressive and reform-minded changes:

- Driving executive-level evaluations of officer and department performance data and statistics, simplifying the public's ability to report complaints and accolades, while expanding the "early warning system" for officers involved in force-related incidents.
- Advancing transparency and accountability using innovative approaches such as establishing the first body-worn camera policy in San Joaquin County and operationalizing data releases to the Open Data Portal, allowing the public to access information previously not publicized.

Having served in every division of the department, I understand organizational needs, participate in ongoing collaboration with City Departments, and identify areas in need of community outreach and community policing. I have the accessible approach and sensitivity needed to navigate political and organizational relationships. These skills allow me to focus on using my high energy level to step seamlessly into the role of Police Chief. As a role model, I will lead the department ethically and justly while holding employees accountable and recognizing hard work and dedication. I will initiate timely and creative responses to the City's needs. My immediate priorities as Chief of Police are to:

- Expand data-driven policing to evaluate the deployment of staff and resources to meet the service levels expected by the community.
- Build a department wide strategic plan that defines the vision, expectations, and measurable goals for all members, is in line with the current City and council goals, and supports our community.
- Focus on reducing crime and blight, and increasing police visibility and community engagement.

I look forward to participating in the selection process. I am eager to showcase my experience, skills, and leadership, proving I am the most qualified candidate. I am ready to lead the Reno Police Department as the next Chief of Police.

Thank you for your time and consideration.

Sincerely,



Kathryn Nance

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Professional Summary

An energetic Police Executive who inspires welcoming change and innovation with 26 years of successfully leading and directing personnel at the Stockton Police Department. A leader and role model who has collaborated to build trust, transparency, and improve public safety with a diverse community, other city departments, government agencies, non-profit organizations, and staff. Experience with creating policy and problem solving in a variety of dynamic and critical situations. Expertise in developing and administering the department budget, evaluating and motivating personnel, and establishing vision, goals, and objectives for the organization.

Accomplishments

- Developed innovative, data-driven, and forward-thinking violence reduction and policing strategies using crime intelligence.
- Led a team comprised of police personnel, analysts, federal and state partners, local agencies, and the District Attorney's Office to investigate high profile and violent cases.
- Collaborated with City leadership to review and analyze data used to create transparency, increase accountability, and promote innovative solutions.
- Engaged staff with the National Initiative for Building Community Trust and Justice and Police Foundation reviews.
- Increased transparency by developing San Joaquin County's first body-worn camera policy for the Stockton Police Department.
- Conducted a comprehensive review of use of force incidents to establish patterns and incorporate preventive measures; increased accountability by expanding the "early warning system" to encompass force incidents, complaints, vehicle collisions, and officer wellness.

Professional Experience

DEPUTY CHIEF – OPERATIONS BUREAU

Stockton Police Department, California

06/2022 to Current

- Developed crime reduction strategies using a variety of mechanisms, including enforcement, diversion, and prevention, involving both short- and long-term problems, for all crimes and traffic offenses.
- Coordinated and managed a successful response to several high profile and violent crimes using a team comprised of personnel from different departments including local, state, and federal agencies, and multi-disciplinary professionals.
- Managed a diverse staff consisting of sworn personnel, professional staff, Task Force Officers, and outside agencies.
- Maintained fiscal oversight of the \$107 million Operations Bureau budget.
- Restructured divisions within the department to ensure adequate patrol staffing and investigative response, while maintaining community engagement groups and specialized units to respond to homelessness and mental health interventions.
- Successful planning of the department's response to special events such as the Garlic Festival and the Fourth of July Parade, as well as potentially violent unauthorized events such as the Hell's Angels founder's funeral, sideshows, critical mass bike events, and protests.

- Directed personnel during the investigation of critical incidents and officer involved events.
- Provided information to the public to maintain transparency, uphold legitimacy, reduce fear, and aid in the apprehension of wanted subjects.

DEPUTY CHIEF – LOGISTICS BUREAU

Stockton Police Department, California

10/2020 to 06/2022

- Created and implemented data analytics through the Office of Performance and Data Analytics, allowing for successful top-down evaluation of organizational culture, policies, and practices, leading to data-driven innovations.
- Evaluated policies and procedures to ensure compliance with current laws and comprehensive police strategies.
- Collaborated with outside agencies, city leaders, and internal experts to craft policies and expand local ordinances to increase public safety and trust.
- Mentored and shaped management team members into a cohesive unit, creating and promoting forward-thinking solutions to community and professional problems.
- Monitored information releases related to SB 1421 and CPRA requests.
- Developed a diverse Wellness Committee to improve and promote mental and physical wellness and resiliency, leading to employee retention and increases in productivity.
- Authored and reviewed press releases to ensure clarity and maintain transparency and increase legitimacy with the public.
- Oversaw the \$152 million department budget.

POLICE CAPTAIN – STRATEGIC OPERATIONS

Stockton Police Department, California

08/2019 to 10/2020

- Developed compassionate homeless and unsheltered mitigation responses, increased mental health awareness, and improved community involvement.
- Collaborated with Public Works, The Continuum of Care, Behavioral Health, and non-profit groups on homeless response strategies and the Law Enforcement Assisted Diversion program.
- Reformed Neighborhood Services and the professional staff to align with City and Department goals.
- Incorporated data-driven policing with focused enforcement to reduce traffic-related fatalities.
- Managed the Department's COVID-19 response to the community and businesses.
- Directed multi-agency staff committed to deterring illegal sideshow activity through the San Joaquin County Sideshow Task Force.
- Presented to City Council, Planning Commission, and other city boards at meetings on items related to the Stockton Municipal Code and planning.

POLICE LIEUTENANT – PATROL / SPECIAL INVESTIGATIONS

Stockton Police Department, California

12/2016 to 08/2019

- Updated procedures to incorporate Procedural Justice into existing policy.
- Watch Commander in charge of all after-hours police services.
- Managed the operations, special enforcement missions, and confidential investigations of State and Federal task forces.
- Instituted a Naloxone policy and acquired Naloxone for the Department.
- Collaborated to develop a cannabis municipal code and implementation of the cannabis laws in the city, including equitable workplace ordinances to support diversity in cannabis workers.
- Worked closely with the Office of Violence Prevention and Operation Ceasefire.

POLICE SERGEANT – PATROL / INVESTIGATIONS / TASK FORCE

Stockton Police Department, California

08/2011 to 12/2016

- Using innovative strategies, engaged gang members to reduce shootings and homicides.
- Supervised violence reduction strategies which led to a 55% reduction in homicides.
- Supervised the Gang Street Enforcement and Community Response Teams' tactical and procedural operations, investigations, and communication strategies for success.
- Oversaw the Community Corrections Partnership Task Force personnel and budget.

POLICE DETECTIVE – GANG VIOLENCE SUPPRESSION / HOMICIDE

Stockton Police Department, California

01/2003 to 08/2011

- Delivered expert testimony and presented cases in court for significant felonies, including robberies, shootings, homicides, and death penalty cases.
- Authored and served over 500 search warrants, including warrants for documents, phones, residences, people, and electronic surveillance.
- Organized major case files and kept meticulous documentation for reports and criminal trials.
- Supported and assisted crime victims and families of homicide victims through the court process.

POLICE OFFICER – PATROL / FIELD TRAINING OFFICER

09/1996 to 01/2003

Stockton Police Department, California

- Worked in a patrol capacity, responding to calls for service, handling crime scenes, effecting arrests, taking reports, and contacting involved parties.
- Trained over 20 new officers on patrol procedures.
- Redesigned the Probationary Officer Program for officers before and after the academy, including de-escalation training, communication skills, report writing, and other tasks necessary for success.

FACILITATOR – SHERMAN BLOCK SUPERVISORY LEADERSHIP INSTITUTE

California Peace Officers Standards and Training

07/2019 to Current

- Taught leadership, ethics, principles, procedural justice, and ethical decision making.
- Facilitate the 192-hour, eight-month curriculum for California police supervisors.

Education

Humphreys University – Stockton, CA

- Bachelor of Science: Criminal Justice – Awarded Outstanding Student and Dean's List (2021)
- Master of Arts: Education – expected completion 2023

California Commission on Peace Officers Standards and Training

- Academy Instructor Certificate Program (2021)
- Police Management Certification (2018), Police Supervision Certification (2012)
- Sherman Block Supervisory Leadership Institute – Anaheim, CA (2015)
- South Bay Regional Public Safety Academy, Basic Police Academy – Gilroy, CA (1996)

Skills

- | | |
|-----------------------------------|--|
| • Decision Making | • Complex Problem Solving |
| • Staff Development and Training | • Strong Verbal and Written Communication Skills |
| • Performance Management | • Confidence and Drive |
| • Report Preparation and Analysis | • Multitasking and Prioritization |
| • Team Management and Supervision | • Operations and Administration |
| • Recruitment and Retention | • Honesty and Integrity |

Affiliations

- American Leadership Forum
- North Stockton Rotary Club
- Logistics Chair for David Garibaldi Presents: An Ode to Animals, Arts, and Symphony
- Former Chair of Making Strides Against Breast Cancer, Stockton
- Women Leaders in Law Enforcement
- National Association of Women Law Enforcement Executives