

STAFF REPORT

Date: January 11, 2023

To: Mayor and City Council

Thru: Doug Thornley, City Manager

Subject: Staff Report (For Possible Action): Discussion, possible ratification, and confirmation of Kathryn Nance as the Chief of Police pursuant to Reno City Charter, Art. I, Section 1.090(2).

From: Doug Thornley, City Manager

Department: City Manager's Office

Summary:

In April 2022, Reno Chief of Police Jason Soto announced his retirement, effective in January 2023. The City engaged Ralph Andersen and Associates to conduct a nation-wide search for Reno's next Chief of Police. The search ran for 9 weeks, following an extensive pre-recruitment stakeholder engagement process. Forty-nine candidates applied, yielding 7 highly qualified candidates. Six candidates elected to participate in a comprehensive stakeholder selection process. At the conclusion of the stakeholder process, 2 top finalists emerged. City Manager Doug Thornley interviewed the finalists.

Pursuant to Reno City Charter, Art. I, Section 1.090(2), the City Manager hereby nominates Kathryn Nance as Reno's next Chief of Police, and requests City Council ratification and confirmation of the appointment

Alignment with Strategic Plan:

Public Safety

Previous Council Action:

In April 2015, City Council ratified the appointment of Jason Soto as Reno's Chief of Police.

Background:

After twenty-seven years of dedicated service, Reno Chief of Police Jason Soto will retire in January 2023. To find his successor, the City issued a Request for Qualifications (RFQ) for an Executive Search Firm. The RFQ ran for thirty days and closed at the end of May 2022. Eight firms responded to the RFQ, and the City invited the top 3 ranking firms to interview. The City

selected and entered into an agreement with Ralph Andersen and Associates to conduct the search. The search team included Daniel Hahn, the former Chief of Police for the City of Sacramento who retired in December 2021 after a distinguished career of thirty-four years in public safety.

Discussion:

A comprehensive pre-recruitment engagement process occurred between August and September 2022. The stakeholder input process included a series of meetings, surveys, and outreach to the Reno Police Department and the community. Stakeholders had the opportunities to provide input on the qualities sought in a future Chief of Police, community challenges and opportunities, and top public safety priorities. Over nine-hundred individuals participated in the pre-recruitment process that helped inform the recruitment process.

The City created and regularly updated the [Reno.Gov/ChiefofPolice](https://reno.gov/chief-of-police) website to ensure communication efforts continued throughout the process. Ralph Andersen and Associates also created an email address for stakeholders to provide additional input and help facilitate communications with prospective candidates.

A nationwide search for Reno's next Chief of Police opened on September 6, 2022 and closed on November 11, 2022. A total of forty-nine candidates applied. Six candidates elected to participate in 3 stakeholder advisory interviews on December 1, 2022. The advisory committees consisted of community stakeholders, Reno Police Department employees, and City leadership. The advisory committees assisted in the selection of 2 finalists. On December 15, 2022, the finalists met with Council, and participated in a community meet and greet. City Manager Doug Thornley interviewed the finalists on December 16, 2022.

The Chief of Police has the power to make a difference in a growing, diverse community where public safety is a top priority. To lead these efforts, the next Chief of Police must be forward-thinking, solution-oriented, a model of policing excellence, and most importantly, committed to community policing. The next Chief will be a passionate and compassionate leader, who will be expected to connect with all our residents, build relationships, and foster a department-wide culture of accountability to best serve all stakeholders.

The extensive selection process identified Kathryn Nance as the best qualified person to lead the City of Reno's Police Department. Ms. Nance possesses all the qualities and characteristics necessary to be an excellent Chief of Police for the City of Reno. Ms. Nance has over twenty-five years of law enforcement experience, and currently serves as the Deputy Chief of Operation for the Stockton Police Department where she leads nearly four hundred sworn and professional employees and a \$107 million budget. Prior to this role, she served as the Stockton Police Department's Deputy Chief of Logistics, Police Captain of Strategic Operations, Patrol/Special

Investigations Police Lieutenant, and Patrol/Investigations/Task Force Sergeant. Ms. Nance has a bachelor's degree in criminal justice and is currently pursuing a master's degree in education with an expected completion in 2023.

Ms. Nance is a member of Women Leaders in Law Enforcement, the National Association of Women Law Enforcement Executives and the American Leadership Forum.

Compensation will be based upon the experience of the candidate and in alignment with the current compensation and benefits provided to other City of Reno Management Employees. If confirmed, Ms. Nance will assume office at a mutually agreed upon effective date.

Reno City Charter, art. I, Section 1.090(2) states that the City Manager shall appoint a Chief of Police [...], subject to ratification by the City Council. If a person so nominated is not confirmed, the City Manager shall continue to submit nominations until a nominee is confirmed.

Accordingly, the City Manager nominates Kathryn Nance as Reno's next Chief of Police, and requests City Council ratification and confirmation of the appointment.

Financial Implications:

Total compensation for this appointment is budgeted in the General Fund.

Legal Implications:

None at this time.

Recommendation:

Staff recommends Council ratify and confirm the appointment of Kathryn Nance as Chief of Police for the City of Reno.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

Recruitment Brochure
Community and Employee Survey
Nance Resume