



# CHIEF OF POLICE

Recruitment Services Provided By Ralph Andersen & Associates



WELCOME TO  
**RENO**  
THE BIGGEST LITTLE CITY IN THE WORLD



## Outstanding Career Opportunity

Reno, Nevada offers an outstanding opportunity for an experienced law enforcement executive to lead a dynamic and growing community. The new Chief of Police will have the opportunity to strengthen community trust and lead positive change within the Reno Police Department (RPD). Focusing on vision, accountability, and transparency, the new Chief will oversee a staff of 431 people, both sworn and civilian.

This is a national search effort and highly qualified candidates are strongly encouraged to submit qualifications for consideration.

Reno is a diverse and welcoming community (pop. 264,142) that is reinventing its core with a flourishing tech industry, vast natural resources, and a strong appreciation for the arts and festivals. The region enjoys over 260 days of sunshine per year, four gentle seasons, no state income tax, and is ideally located near the world-famous and beautiful Lake Tahoe. The area is known for year-round activities with the presence of the Sierra Nevada Mountains and the vast desert plains. Other key areas such as Yosemite, wine country, the San Francisco Bay Area, and historic gold mining communities are within an easy drive.

# Northern Nevada and the Lake Tahoe Region – An Outdoor Mecca to Enjoy!



Photo provided by Lee Molof

The City of Reno offers an exciting career, great people, supportive community, and quality of life with an abundance of outdoor activities in a picturesque region.

## The Community and Region

Reno began as the preferred crossing point of the Truckee River for travelers on their way to the California gold rush of the late 1840s and '50s. With the discovery of the Comstock Lode in the nearby Virginia City foothills in 1859, the river crossing became increasingly important for the growing trade in mining and agriculture. Reno was officially established in 1868, the same year that the transcontinental railroad reached the town.

Today, with a population of 264,142 (2020 Census), Reno is the 82nd largest city in the United States, the largest city in northern Nevada, and the center of the Reno-Sparks metropolitan area, which has a population of nearly 500,000. Reno is home to the University of Nevada, Reno, a Tier 1 university with a student enrollment of nearly 21,000. The campus is home to the

Reno School of Medicine and the Donald W. Reynolds School of Journalism, which has produced six **Pulitzer Prize** winners. The Truckee Meadows Community College serves 11,000 additional students across multiple locations and is a key player in preparing Reno's new skilled labor workforce.

Reno's economy once heavily depended on gaming, drawing visitors from the nearby San Francisco Bay Area and nationally. In recent years, Reno has diversified its economy with a strong emphasis on the technology sector. Microsoft, Apple, and eBay have located in or near Reno and the world's largest industrial park lies just east of Reno, attracting Tesla Motors' Gigafactory and Switch's SuperNAP – the world's largest data center. This massive influx of industry is fueling a hot economy and a housing boom. The resilient and pragmatic nature of Reno allowed its rebound from a devastating recession to its current success.





Photo provided by Natalie Lumbo

# HOME MEANS NEVADA

the Reno Community

Reno is set apart from other cities in its natural beauty. The majestic snow-capped Sierra Nevada mountains lie on its western border, with Lake Tahoe only 45 minutes away. Considered the “Crown Jewel of the West,” Lake Tahoe is home to the highest concentration of skiing and snowboard resorts in North America and receives over 500 inches of snow annually. From Lake Tahoe, the Truckee River flows through Downtown Reno to nearby Pyramid Lake.

Home to the state’s only nationally accredited art museum, Reno has a strong appreciation for the arts. It is a city of festivals and events that draw visitors from across the world. Burning Man, Artown, the Reno Air Races, Hot August Nights, the Great Reno Balloon Race, and the Reno Jazz Festival are among the many festivals that bring thousands of visitors to “the Biggest Little City in the World” – a slogan that defines Reno as a city that retains its small-town friendliness regardless of how much it has grown.

## City Government

The City of Reno is governed by a seven-member City Council consisting of five members elected from wards, one elected at-large member, and the mayor. All members are elected to four-year staggered terms. The City Council employs two employees – the City Manager and the City Clerk. The City Manager, Doug Thornley, joined the City of Reno in October 2020 and has been instrumental, with the guidance of the elected officials, in leading this municipal organization through a series of organizational changes to achieve more effective and efficient service delivery to the community.

This change effort and significant reinvention and shift in focus has been possible due to City leaders having a fresh vision for Reno, one that is forward-thinking, modern, inclusive, and agile. Greater emphasis has been placed on this new vision – one that is focused on its status as a university town, a welcoming more urban environment, thriving technological economy, natural beauty, dynamic arts and festivals, and transformation of the City’s Midtown and downtown core with its numerous eateries.

With 1,423 people, the City of Reno provides a full slate of municipal services across 14 departments. The Fiscal Year 2022-23 budget has a General Fund budget of \$288 million and an all-funds budget of \$915 million.



Photo provided by Stuart Stalka



Photo provided by Natalie Lumbo



Photo provided by Natalie Lumbo

# City of Reno Competency Model

**STRATEGIC LEADER COMPETENCIES** - *Competencies for Strategic Leaders depict the combination of aptitudes, behaviors, beliefs and actions that highly successful Strategic Leaders demonstrate in moving the City of Reno toward its mission to create a community that people are proud to call home.*

- ★ **ENTERPRISE MANAGEMENT VIEWPOINT** - Views the organization's various functions as a system of interconnected and interdependent parts of a cohesive whole with cross-functional responsibilities. Remains agile and creates and responds to change; anticipates problems in advance and develops solutions. Remains cognizant of how subtle changes can impact the entire organization.
- ★ **STRATEGIC FOCUS** - Recognizes that evolution/change must occur for the organization to fulfill its mission. Plans proactively rather than reactively and considers factors such as the external environment, best practices, internal organizational dynamics, and organizational goals to develop a vision for the future. Works to engage others in support of the vision. Uses appropriate data to make business decisions and sets meaningful metrics to measure success. Aligns resources with strategic imperatives and understands the necessity of cohesion among various business units. Uses project management skills to manage goals by phasing processes, collaborating with stakeholders and implementing opportunities for improvement. Plans a course of action designed to help the City respond to an event that may or may not happen, creates a plan B.
- ★ **FISCAL ACCOUNTABILITY** - Plans, budgets and forecasts, uses predictive analytics, and business intelligence to ensure resources (financial and human) are effectively allocated to achieve the goals and objectives of the City. Links resources to strategic imperatives and identifies, assesses, prioritizes, documents, reports and manages risk and its impact. Ensures safe work habits and models safety practices.
- ★ **EFFECTIVE COMMUNICATION AND COLLABORATION** - Effectively uses verbal, non-verbal, and active listening communication skills tailored to a variety of audiences. Articulates a compelling message and influences others to embrace a shared vision. Behaves authentically and demonstrates energy when attempting to establish interpersonal relationships. Ensures the clarity of a message delivered. Remains helpful, respectful, approachable and team-oriented. Builds strong working relationships and a positive work environment and shares expertise through consultation. Actively promotes solutions to problems through interdisciplinary approaches. Works together with others in a cooperative and supportive manner to achieve shared goals. Creates productive relationships interdepartmentally and with outside agencies.
- ★ **PEOPLE MANAGEMENT** - Sets a clear vision for their team and links business unit performance and employee skills, competencies and performance to the City's mission and organizational needs. Sets clear expectations, reviews progress, providing feedback and guidance, and holding employees accountable. Makes decisions, sets clear goals and provides their teams with the empowerment and tools to achieve success. Promotes positive team relations by investing in essential team routines that produce a healthy and inclusive culture, including performance management, professional development, celebrations, team bonding, effective problem solving and communication. Invests in employee learning, growth, development and improvement. Motivates employees in advancing and tracking career goals. Identifies and develops leadership skills among employees and team members within your department.
- ★ **SELF-MANAGEMENT** - Plans ahead, manages time well, arrives on time. Behaves in a professional manner. Expresses and controls emotions and understands, interprets, and responds to the emotions of others appropriately. Understands, uses, and manages own emotions in ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict. Remains aware of feelings, actions and impressions in self and others. Remains open and receptive to feedback, demonstrates a willingness to learn, and embraces continuous improvement in self and others.

# City of Reno Competency Model *continued*

**CORE COMPETENCIES** - Core Competencies are the aptitudes, beliefs or actions that reflect the values of the organization and demonstrate what sets that organization apart, ultimately moving the organization toward the mission. Highly successful employees at the City of Reno will demonstrate these Core Competencies.

- ★ **PRIDE** - Acts in stewardship of public resources and public trust. Takes ownership of the success of the City mission seeking excellence in every act, and delivering efficient and high quality service. Strives to maximize public benefit and takes pride in the community we are creating.
- ★ **CREATIVITY** - Demonstrates forward thinking and embraces opportunities for continuous improvement. Thoughtfully overcomes challenges and seeks new solutions to resolve issues. Uses innovation to further the mission of the City of Reno.
- ★ **INTEGRITY** - Treats people with courtesy and respect. Achieves a standard of excellence, honoring City policies and all regulatory requirements. Holds self and others accountable and assumes a position of trust bringing honor to the mission of the City of Reno.
- ★ **RESPECT** - Instills public faith in the City of Reno by demonstrating a heart for public service and treating all people with dignity. Remains approachable and seeks to effectively communicate in a way that values others as a part of a greater community that we are all proud to call home.
- ★ **WELCOMING** - Demonstrates knowledge, understanding, appreciation, and commitment to a community that is diverse, equitable, and inclusive. Holds self and others accountable in support of diversity and the richness it brings to our community. Cultivates a sense of belonging and appreciation; dedicates self to being part of creating and advancing a respectful and welcoming community, and upholds equity for all members of the community and organization.



Photo provided by NatalieLumbo



Photo provided by Linda Seibert



Photo provided by NatalieLumbo

# Reno Police Department

The Reno Police Department (RPD) has a strong culture of community and service excellence, which have been the hallmark of its past leadership. The RPD provides its services through a total staff of 431 people, both sworn and civilian. Annual budget for the Department is \$86 million for Fiscal Year 2022-23. A current organization chart is available [here](#).

Important to note, dispatch for RPD is handled through the City of Reno's Public Safety Dispatch Department. This Public Safety Answering Point (PSAP) provides dispatching and/or telecommunication services to the following agencies:

- \* Reno Fire Department
- \* Reno Police Department
- \* Reno Municipal Court Marshal Division
- \* Reno-Tahoe Airport Fire Department
- \* University Police Services



## Message from the City Manager



*Our Chief of Police has the power to make a difference in a growing, diverse community. To lead these efforts, we are looking for a Chief of Police who is a model of policing excellence. Someone who's forward-thinking, solution-orientated, and most importantly, committed to community policing.*

*- Reno City Manager  
Doug Thornley*

# Responsibilities of the Chief of Police

Under the direction of the City Manager, this at-will position encompasses a broad range of responsibilities including:

- ★ Assume full management responsibility for all Police Department services and activities including law enforcement, crime prevention, and crime suppression programs.
- ★ Manage the development and implementation of departmental vision, goals, objectives, and priorities for each assigned service area; recommend and administer policies and procedures.
- ★ Establish, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.
- ★ Assess and monitor workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
- ★ Plan, direct, and coordinate, through subordinate level staff, the Police Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems.
- ★ Select, train, motivate, and evaluate law enforcement personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
- ★ Oversee and participate in the development and administration of the department budget; approve the forecast of funds needed for staffing, equipment, materials, and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.
- ★ Direct and assist with the investigation of major crimes, accidents, or other unusual incidents.
- ★ Provide staff assistance to the City Manager; prepare and present staff reports and other necessary correspondence.
- ★ Represent the Police Department to other departments, elected officials, the media, and outside agencies; coordinate assigned activities with those of other departments and outside agencies and organizations.
- ★ Explain, justify, and defend department programs, policies, and activities; negotiate and resolve sensitive and controversial issues.
- ★ Participate on a variety of boards, commissions, and committees on a local and regional basis.
- ★ Attend and participate in professional group meetings; maintain awareness of new trends and developments in the field of law enforcement; incorporate new developments as appropriate.
- ★ Respond to and resolve difficult and sensitive citizen inquiries and complaints.







## The Ideal Candidate

The ideal candidate for the City of Reno's next Chief of Police will have strong leadership skills, excellent communication skills, and a career history of having an open and approachable personal style. This innovative public safety executive will be energized to create and build a vision for this evolving department that includes developing measurable goals and achieving well-defined outcomes. In doing so, the new Chief will also establish a culture of accountability with expectations for a high-performance organization. Complementing this vision for the future of RPD will also be a strong appreciation for all levels of officers and civilian staff including volunteers and the importance of Reno's distinct and diverse neighborhoods.

The new Chief of Police must be fully invested and committed to the RPD and the community served to drive meaningful change and elevate the service levels and reputation of the department.



# The Ideal Candidate *continued*

Additionally, the new Chief of Police will also be able to:

- ★ Know how to continually balance a variety of viewpoints and interests in the community, within the city organization, and within the Police Department. The Chief needs to have compassion, humility, stamina, and finesse to navigate successfully.
- ★ Be a selfless leader who is genuine and has a broad view that promotes the best interests of the City. The ideal candidate will rely on teamwork and collaboration within the RPD, the community, and the broader City organization.
- ★ Have a true appreciation for the value of a growing and diverse community including embracing and supporting diversity, equity, and inclusion in all day-to-day actions. The Chief should have a keen understanding of how policing affects people, organizations, and businesses. The City of Reno has made an organizational commitment to provide cultural awareness and sensitivity training for its officers and seeks a Chief who will vigorously support and continue this approach.
- ★ Be a strong leader with excellent communication skills combined with an empathetic and highly collaborative leadership style.
- ★ Encourage openness and transparency whenever possible and accountability at all times.
- ★ Be a leader in the field of progressive policing. The Chief must also actively engage the community in dialogue regarding social justice issues and police reform.

# Challenges and Opportunities

The next Chief of Police will be presented with a number of foreseeable challenges and opportunities to lead through. The next Chief of Police will have the opportunity to:

- ★ Provide the Reno community with increased safety while also leaning into the ongoing reforms taking place in policing today. The new Chief will actively seek new and effective ways of working with the community to increase public safety and visibility of the RPD.
- ★ Mentor and invest in the professional development of the ranks of the department. As a wave of retirements within the department's ranks approaches, RPD must be positioned to continue hiring excellent officers who represent the values of the community.
- ★ Actively collaborate with regional agencies and community-based organizations to continue to jointly address houselessness issues. The Chief will be seen as a key community leader, a highly visible partner, and collaborator in this regard.
- ★ Provide recruitment, retention, and succession planning for the RPD.
- ★ Increase neighborhood patrols and visibility of officers in the neighborhoods.
- ★ Be accessible and transparent in all dealings with the community and be known as a caring, empathetic individual who values equity and inclusion.
- ★ Address the evolving and more complex needs of a growing department and metropolitan area whose police force and staff as well as residents often still view Reno as a small town.
- ★ Lead in a manner that anticipates and prepares for the impact of continued growth in all segments of the community.

## Education and Experience Guidelines

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

### Education/Training:

A Bachelor's degree from an accredited college or university with major course work in criminal justice, police science, business or public administration, or a related field.

- ★ A Master's degree is preferred, as is continued executive professional development such as the FBI National Academy, Senior Management Institute for Police (SMIP), or other POST Executive Level Training.

### Experience:

Ten years of increasingly responsible law enforcement experience including five years of management and administrative responsibility.

- ★ Prior experience as the top law enforcement executive or significant experience at the command Level in a diverse and growing community is preferred.

# UNRIVALED NATURAL BEAUTY



Photo provided by NatalieLumbo



Photo provided by NatalieLumbo

## Compensation and Benefits

The salary range for the Chief of Police is **\$208,492 to \$260,624** annually. The successful candidate will receive an excellent executive benefit package, including fully paid retirement through Nevada PERS. The City of Reno will assist in moving and relocation for the selected candidate. For more information on the City's benefit package, click [here](#).

Additionally, candidates should be aware that **the State of Nevada does not have a personal income tax.**

## The Recruitment Process

Interested candidates should **submit no later than Friday, October 14, 2022** to Ralph Andersen & Associates by sending a compelling cover letter and a comprehensive resume to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Preliminary video screening interviews will be followed by a comprehensive interview process. Additionally, a supplemental questionnaire may be required with responses to specific questions.

Panel Interviews for a select group of highly qualified candidates will be conducted in mid-November. The new Chief of Police will join the City of Reno at a mutually agreed upon date following the completion of required backgrounds. This recruitment will remain confidential through the early and later stages of the process. The City of Reno intends to have the final candidates (2-3 anticipated) provide a public presentation as part of the final selection process.

For further information or questions on the recruitment process, please contact Chief Daniel Hahn (ret.) or Ms. Heather Renschler at (916) 630-4900. Alternatively, send an email to [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com) to request a preliminary discussion; denote City of Reno/Chief of Police in the subject line.

Confidential inquiries are welcomed, and interested candidates are encouraged to submit application materials early for maximum consideration.

***The City of Reno is an Equal Opportunity Employer***

# IS NEVER FAR FROM HOME

Reno, Nevada | Chief of Police

Learn more about the City online at  
[www.reno.gov](http://www.reno.gov)