



# City Manager's Office

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## MEMORANDUM

**DATE:** August 16, 2022

**TO:** Mayor and City Council

**THROUGH:** Doug Thornley, City Manager Approved Electronically

**FROM:** Cynthia Esparza, Chief Equity & Community Relationships Officer  
Norma Santoyo, Director of Human Resources

**SUBJECT:** Chief of Police Recruitment & Public Engagement Process

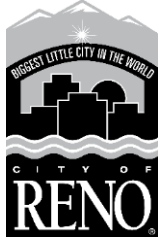
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In preparation for finding our next Chief of Police, we conducted a Request for Qualifications (RFQ) for Executive Recruitment Services. The RFQ ran for 30 days, closing at the end of May. We received eight respondents and invited the top three firms to interview. The top three firms include Ralph Andersen & Associates, Mosaic Public Partners, and Peckham & McKenney Executive Search.

The City secured Ralph Andersen & Associates to lead the Reno Chief of Police Recruitment. Our search team includes retired City of Sacramento Chief Daniel Hahn and Heather Renschler. Chief Hahn retired in December 2021 after a distinguished and accomplished career of 34 years in public safety. Ms. Renschler has extensive experience conducting public sector recruitments, and has developed a network of contacts and potential candidates on a national level.

In addition to individual Council meetings with the recruiter, 5 meetings have been scheduled for the public engagement process.

- 8/22 - Community meeting, 5:30 p.m., South Valleys Library, 15650 Wedge Pkwy., Reno
- 8/23 - Community meeting, 5:30 p.m., Reno City Hall, 1 E 1st St., Reno
- 8/24 - Virtual community meeting, 12:00 p.m., Zoom
- 8/25 - Community meeting, 5:30 p.m., North Valleys Library, 1075 N. Hills Blvd., Reno
- 8/27 - Bilingual-focus community meeting, 12:00 p.m., Neil Road Recreation Center, 3925 Neil Rd., Reno



A community survey, in English and Spanish, will be open from August 17 to September 30. Ralph Andersen & Associates also established [renochiefofpolice@ralphandersen.com](mailto:renochiefofpolice@ralphandersen.com) as an additional communication tool for the recruitment process. Periodic updates will be provided to Council and available on [Reno.Gov/ChiefofPolice](http://Reno.Gov/ChiefofPolice).

Outreach to the Reno Police Department is also underway via a department survey and time to connect with Chief Hahn.

Please see attached chart with the projected timeline for this recruitment process.



## Projected Timeline

