

NANCY KERRY

PROFESSIONAL PROFILE

High Performing City Manager: Demonstrated ability to produce large volume of work linking performance objectives to quantifiable and meaningful results. Proven track record as a strategic, results-oriented professional moving effortlessly between roles of manager, colleague, leader, team member and Council/community facilitator.

Effective Administrator: Participatory leadership style cultivating a diverse work environment to attract and retain excellent pool of talent among executive and management team leaders. Productive negotiator with developers, elected officials, public agencies, employees and colleagues resolving difficult issues. Frequently requested speaker for conferences and community groups having given hundreds of presentations on wide variety of topics.

RELEVANT EXPERIENCE

PUBLIC (20 years) and PRIVATE (10 years) SECTORS

City of South Lake Tahoe
City Manager

Jun, 2012 – Mar, 2018
Pop: 22,000 / 200 FTEs

Manage day-to-day operations of full-service General Law/Council-Manager Municipal Agency including Gen Aviation Airport, Police and Fire with a \$40M General Fund and \$90M overall budget (CIP, Enterprise and Former RDA). Developed annual business plans implementing Council's shared vision and priorities with agreed upon outcomes. Lake Tahoe, as a worldwide destination resort town and an important national treasure, required the presence to engage with many dignitaries including Governors, members of Congress, state legislators, celebrities and even a few visits from current and former Presidents. Key accomplishments during tenure:

- Statewide recognition for initiative to overhaul City's health benefit plans eliminating 40+ years (and \$55M) of post-employment financial obligations.
- Worked closely with community CEO partners, Chamber and business executives to develop shared strategies for our collective success resulting in strong community support for City leadership during tenure.
- Initiated community-wide capital investment effort calling for \$1 billion over 10-year period--achieved goal within 5 ½ yrs; combined with 2016 successful ballot measure demonstrating to the public what is realistically needed to transform 1960s infrastructure.
- Created innovative "City University" training program leveraging in-house talent; Designed new employee recognition strategies and established "Citizen's Academy" to increase understanding of city operations among community members.
- Significantly improved the City's financial stability reducing debts through smart refinancing initiatives, GF reserves doubled, S & P bond ratings improved.
- Leadership role in variety of community groups tackling key priorities; issues include housing, homelessness, redevelopment, economy, tourism, VHR, shared visioning and host of "hot topics."
- Lead negotiator in three-year process to acquire centrally located old hotel and transfer acquisition to developer for grocery/commercial project revitalizing center of town. Required skillful commitment balancing diverse opinions, regulations and expectations.
- Effectively managed the City as we climbed out of the Great Recession through recovery and into a period of economic renaissance by focusing on core economy (recreation/tourism), attracting capital investment, and identifying opportunities to strengthen fiscal core.

City of South Lake Tahoe (continued)

Assistant to City Manager/RDA & Housing Manager

Oct, 2008 – June, 2012

Managed communications/public affairs office, housing, economic and redevelopment departments and served as Acting City Manager in the absence of CM. I directly managed all redevelopment dissolution activities. Due to my effective negotiations and in-depth understanding of the complexities of Dissolution Act, the City's Former RDA was one of only a handful of RDAs in the state to maintain its *entire* housing fund balance (\$4M) and receive dissolution certification timely. In 2011, attracted a new winter music festival to the community that is now listed as one of top 10 NYE events – and while dancing in freezing temps to electronic style sound is not my kind of fun, the kids love it – event now brings in \$15-20M to economy and mitigates against low-snow years (check it out: SnowGlobe South Lake Tahoe).

Public Affairs VP, South Lake Tahoe Chamber of Commerce

Feb, 2007 – Oct, 2008

Serve as liaison between local businesses and local government officials, administrators and agency partners. Represented the interests of businesses and Chamber to elected officials (City Council, County Supervisors/Commissioners) on issues of importance including improved land use planning (modeled after Local Coastal Plans), projects, community marketing, and tax issues. Successfully designed innovative Wayfinding sign project consistent with local government regulations.

City of Solana Beach

Oct, 2001 – Oct, 2006

Assistant to City Manager/Sr. Management Analyst

Pop: 13,500/130 FTEs

Oversee Human Resources, Information Technology, Public Art, Community and Recreation Services. Together with the City Manager, ensure City Council directives and policies are administered appropriately. Provide support to Department Directors consistent with the City Council/City Manager's vision and goals. Develop meaningful strategic plan with performance measures; provide progress reports to Council and public in meeting goals and objectives. Preparation of various forms of budgeting including five-year forecasting to ensure budgetary guidelines are met. Facilitate City Commissions: Parks & Recreation; Public Art and Special Projects. Maintain appropriate and effective working relationships with local and regional public and non-profit agencies. Lead and facilitate Executive Team development including planning and leading team workshops and training programs; oversee day-to-day workforce planning and employee relations.

Sr. Analyst, San Diego Association of Governments

Jan, 2000 – May 2001

Project Manager assessing effectiveness of local governmental services using standard primary data collection methods. Met regularly with City leaders to share results and develop plans to address findings to improve customer service, improve municipal performance and link goals to outcomes. Internally, develop procedures to ensure analysis does not impede or impact results. Manage and train 30 staff (perm/temp) for appropriate data collection processes to support reliable findings. Wrote numerous detailed reports and presented findings to professional audiences, program staff and agency executives.

Sr. Analyst, San Diego District Attorney

Jan, 2000 – Dec, 2000

Special projects Analyst for elected District Attorney (Mr. Paul Pfingst). Plan and conduct independent operational assessments to confidentially advise the District Attorney on issues related to productivity, performance, organizational management, and regional criminal justice concerns. Assessed and reported on covert and overt processes at work in decision making among staff which impeded operations, employee relations, or service to community.

Freelance Paralegal

1994 - 1999

While attending college fulltime, performed paralegal services for law firms and sole practitioners specializing in Employment Law, Contract Law and Transaction law; assessed and completely re-organized San Diego County Chapter 13 Bankruptcy Department on behalf of newly appointed Trustee.

EDUCATION / MAJOR DEGREES

Master of Public Administration

Dec, 2001

San Diego State University, School of Public Affairs

3.9 gpa

Awarded: Outstanding Graduate Student 2001-02

Bachelor of Science in Criminal Justice

May, 1998

San Diego State University,

3.9 gpa

Awarded: Summa Cum Laude and Distinguished graduate awards

Associates Degrees (2)

May, 1997

San Diego City College

Awarded: Associate of Science in Business

Awarded: Associate of Arts in Liberal Studies

Awarded: Dean's list all semesters

PROFESSIONAL AWARDS / RECOGNITION

- 2016 Conferred Donald P. Lieffer Alumni of the Year Award, San Diego State University
- 2015-2017 Conference speaker at multiple conferences on effective governancesolutions
- 2015 Appointed to League of Ca Cities OPEB and Pension TaskForce
- 2015 Published in Western Cities Magazine addressing statewide unfundedliabilities

PROFESSIONAL REFERENCES

- Tony O'Rourke, City Manager Canon City, CO; former Breckenridge, SLT, Yakima
 - Tom Davis, current SLT Mayor Pro Tem and City Councilmember
 - Brooke Laine, current SLT City Councilmember, former Mayor
 - Ray Jarvis, current Public Works Director, City of South Lake Tahoe
 - Ted Gaebler, Retired City Manager, Author "Reinventing Government"
 - Elie Mansoor Alyeshmerni, South Lake Tahoe Commercial Property Owner
 - Joanne Marchetta, CEO, Tahoe Regional Planning Agency
 - Barry Johnson, Retired CM, Solana & Imperial Beach, Hollister
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