

Q2 What skills, experiences and leadership attributes are the most critical to a new City Manager's success in Lompoc?

Answered: 155 Skipped: 7

#	RESPONSES	DATE
1	previous experience with this size and type of community	3/21/2018 11:29 AM
2	A Masters Degree, years of experience in a similar city i.e. work force size and budget.	3/20/2018 11:30 PM
3	Masters in Public Admin., several years experience managing an organization of similar size, i.e. budget amount, number of employees, services, etc.	3/20/2018 11:08 PM
4	Integrity and a good understanding of sound financial principles.	3/20/2018 8:59 PM
5	The confidence to stand up and address inappropriate behavior that affects the ability to do the job	3/20/2018 8:55 PM
6	Listening to the community & seasoned staff	3/20/2018 6:32 PM
7	moral building, motivation and oversight of employees, financial management	3/13/2018 3:52 PM
8	Accounting Background/ Fiscal Management/Not a former City Employee	3/11/2018 8:56 AM
9	insuring the staff does what is need in a timely manner	3/11/2018 12:19 AM
10	Progressive ideology	3/7/2018 4:00 PM
11	Dealing with a Council that has no respect for a City Manager or staff.	3/7/2018 3:23 AM
12	Knowing the unique Lompoc needs	3/6/2018 1:40 PM
13	Making the city safer and cleaner.	3/6/2018 1:26 PM
14	Bilingual, bicultural, creative and critical thinker with strong knowledge of the resources in the community. Ability to include everyone, from business owners, parents, teachers, non-profit agencies, faith-based organizations, churches, students and other government agencies to the table to talk about the issues they are facing. Strong financial background but most of all ability to speak up for everyone they serve in Lompoc.	3/6/2018 11:13 AM
15	Change the culture within the city staff. Empower them to find ways to say "yes." Break away from "we've always done it this way." Embrace a new approach to promoting the city (wine and cannabis).	3/6/2018 9:54 AM
16	Personnally developing understanding of the operations of each City Department and cooperatively working with the staff, Council, and public to optimize services and operations.	3/5/2018 9:58 AM
17	Experience in small town government	3/2/2018 11:55 AM
18	creative leadership, willingness to do things differently rather than how it's always been done, relatable, has no economic bias to gain from the city, honest	3/1/2018 2:44 PM
19	Good people skills, experience in government management. Masters degree.	2/28/2018 3:00 PM
20	The ability to lead Lompoc out of it's Hicksville status into a community of caring.	2/28/2018 3:00 PM
21	Dealing with multiple problem areas and departments	2/23/2018 1:58 PM
22	Action-oriented manager, fiscal conservative, small government advocate, fearless union negotiator, love of city and its citizens, bold out of the box problem solver, lobby county and state reps for help when needed	2/22/2018 12:41 PM
23	I think it's important the City Manager has a strong personality in order to best facilitate the Council conversations and requests. The Manager needs to be able to put boundaries on Council if they are attempting to behave inappropriately. I also think it's important for this person to be innovative and not accept the status quo. They need to be comfortable with uncomfortable and perhaps sometimes unpopular conversations and actions if it's in the best interest of the City. Someone who listens to the community and is open to new ideas.	2/22/2018 10:09 AM

24	The ability to be creative and progressive. An understanding that the city is a business and capable of making money by making smart fiscal decisions. A visionary when it comes to training employees that we don't have to conduct business as usual just because that's the way it has always been done.	2/22/2018 7:52 AM
25	Degree in business, Proven business experience, strong personality, understanding of public safety and ability to bolster economy.	2/21/2018 4:25 PM
26	flexibility, patience, understanding of the city	2/21/2018 12:03 PM
27	INTEGRITY AND COMMUNICATION	2/21/2018 11:21 AM
28	We should work to hire someone who has a stake in our community. Too often they really don't care what happens here because they will move on in a few years	2/21/2018 7:56 AM
29	Communication skills, morale boosting skills, outreach and engagement. Youth development skills.	2/20/2018 9:16 PM
30	This is a difficult city council make-up, the CM MUST have prior CM experience. They must be strong willed and confident in their position. They also must have the ability to stand up to a Council that is not leading the city in a positive direction.	2/20/2018 2:38 PM
31	Willingness to take risks to get the job done, prior experience with similar cities necessary.	2/19/2018 11:33 PM
32	Skills? Mostly plan better where our money goes to bring our City back to it's formidable place. It's gone down hill. There are too many employees for the city that do nothing really just drive around stand around. The streets are a mess the code ordinance for home owners business owners is not enforced there is trash everywhere.	2/19/2018 8:00 PM
33	Live in the community and know the community	2/19/2018 12:06 PM
34	Someone who has good management skills and works well with the leaders in the community.	2/18/2018 10:02 PM
35	Personable yet decisive,	2/18/2018 5:27 PM
36	Business, bilingual/bicultural to connect w/Latino community	2/18/2018 2:50 PM
37	Outside perspective. Diversity reflecting the city demographics. Proven track record of successful revitalization and management of a similar city size & demographics of Lompoc. Masters Degree in City Planning from a reputable institution of high learning.	2/18/2018 11:50 AM
38	Someone who knows our history, who has experience in economic development and who can work with the county to achieve goals.	2/18/2018 12:01 AM
39	The City Manager needs to be able to help develop a thriving city. They need to figure out a way to lead a City Council that's not teachable or willing to learn. We have unsuccessful business people on our council that are ruining our city. The City Manager needs to make decisions in the best interest of the community. The manager can only be successful if the Council will let go of trying to control everything. We hire these people because we believe they know what best and can do the job better than we can.	2/17/2018 11:08 AM
40	Dynamic and progressive leadership	2/17/2018 8:07 AM
41	Help our military veterans and all of our homeless and trim our city trees b/c lots of our trees are branched over utility lines	2/16/2018 3:48 PM
42	Someone that has ran a business. The City loses money on every deal it gets involved in. Cut heads, lower costs and increase revenue immediately.	2/16/2018 2:44 PM
43	Ability to deal with divided city council	2/16/2018 1:35 PM
44	open to criticism, listening and responding to the community	2/16/2018 12:24 PM
45	An ability to set long and short term goals. Compassion for the people of this community. Kindness	2/16/2018 10:41 AM
46	Past experiences	2/15/2018 10:11 PM
47	Experience with higher level local government; an extensive knowledge of city budgets; ability to understand the needs of the city as a whole.	2/15/2018 8:21 PM
48	Business minded	2/15/2018 8:15 PM
49	Clearly demonstrated leadership and people management experience	2/15/2018 12:50 PM
50	They need to look at the big picture rather than going along with everyone else	2/15/2018 12:26 PM

51	Experience in multifaceted City government, esp. including utilities	2/15/2018 11:32 AM
52	honesty, not a 'yes man'-doing what is right even when facing opponents & council bullies	2/15/2018 10:23 AM
53	Someone who is experienced in turning a sleepy little town into a thriving community and not maintain a status quo.	2/15/2018 9:55 AM
54	Fair mindedness	2/15/2018 8:56 AM
55	Small Business experience	2/15/2018 7:23 AM
56	Perhaps there are those that live in the community that are qualified for a promotion to this position?	2/15/2018 6:00 AM
57	Strategic thinker, innovative, community oriented leadership, progressive thinking	2/15/2018 5:39 AM
58	Listening, knowledge of area, being a long time resident of Lompoc.	2/15/2018 5:08 AM
59	Skills of a degree in business - having been a city manager or assistant city manager in a larger community. We should not hire someone who worked in a smaller town than ours and with a smaller budget. interpersonal skills, budget management skills. Honesty and integrity	2/14/2018 11:02 PM
60	Comom sence	2/14/2018 9:55 PM
61	transparency and visibility	2/14/2018 6:59 PM
62	a good leader and holding people accountable	2/14/2018 4:31 PM
63	Community interaction; economic development background; tourism experience; public speaking skills; presentation skills; experience in variety of locations including large and small cities	2/14/2018 4:04 PM
64	Knowledge of there position	2/14/2018 3:46 PM
65	Getting along with the City Council	2/14/2018 3:20 PM
66	Previous City Manager, not afraid to clean the swamp, get rid of staff that are not doing their job. I guess make sure city council likes the new person otherwise they are doomed.	2/14/2018 3:11 PM
67	Vision for the city, and a space for everyone	2/14/2018 2:20 PM
68	Someone who will not bow to political pressure to lie or fudge the truth for political gain or to forward an agenda.	2/14/2018 1:59 PM
69	Experience in city government and the management of the diverse city departments	2/14/2018 1:01 PM
70	The new manager should be experienced in city administration during funding shortfalls. The person should have the toughness to stand up to a conflicted city council. The manager should be someone who has a record of working well with staff to inspire confidence and productivity. The person should be realistic about revenue expectations and capital projects, such as a new fire station.	2/14/2018 11:57 AM
71	their own attitude desire and work ethic	2/14/2018 11:56 AM
72	Ability to work with all types of people	2/14/2018 11:39 AM
73	Being able to stand up to City Council and protect city employees' from unfair recommendations fro city council	2/14/2018 11:21 AM
74	business friendly and transparency	2/14/2018 11:02 AM
75	We need a younger and bolder City Manager who will be creative, take chances, and is not bogged down by years of status quo work at other cities. Lompoc has limped along long enough.	2/14/2018 10:49 AM
76	How to work with the council and be able to work with the staff	2/14/2018 10:46 AM
77	Experience, and capability to keep council members in check.	2/14/2018 10:32 AM
78	Minimum masters Gegree in Public Administration; demnostarted ability to manage 300+ employees and a \$25m annual budget; minimum 10years municipal experience in senuior managemt positions.	2/14/2018 10:24 AM
79	Ability to persevere. Be able to have tough conversations when people are emotional; be an effective communicator. High integrity and honesty.	2/14/2018 10:21 AM
80	Adaptability, articulation, optimism and a vision	2/14/2018 10:12 AM

81	The City Manager needs to be open to change and moving forward in a progressive direction. Lompoc is no longer in 1970 and we need to change and adapt to the times. Get fresh ideas in, improve customer relations, and be business friendly, in all levels and all departments.	2/14/2018 10:11 AM
82	A City Manager with a proven track record in structuring business development and attracting new business as well as balancing a budget that does not include cutting back the City's Police and Fire resources to minimal.	2/14/2018 10:08 AM
83	money and time management and pr	2/14/2018 10:04 AM
84	New ideas, people skills, interest in community.	2/14/2018 9:27 AM
85	Honesty, Integrity,one who builds a climate of trust	2/14/2018 9:22 AM
86	At least 5 years as an Assist. City Manager or Department head in another city our size or larger with like issues and challenges	2/14/2018 9:15 AM
87	He or she needs to not only be able to lead, but to follow. He or she needs to be a part of the community and be able to realize that we need certain services, but reality is that we can't have billion dollar departments on a million dollar budget.	2/14/2018 9:12 AM
88	Honesty, Communications, Prior Experience Managing	2/14/2018 9:10 AM
89	bring in new businesses and more opportunities	2/14/2018 9:04 AM
90	Small town experience; excellent negotiation skills;excellent coaching skills in order to lead the city council and citizens in the right direction without forcing them into a corner.	2/14/2018 8:44 AM
91	Listening to what we need	2/14/2018 8:16 AM
92	THE ABILITY TO TRULY UNDERSTAND THE VARIOUS PROBLEM AND FIX THEM	2/14/2018 7:44 AM
93	Professionalism; love of Lompoc and the Central Coast; kindness, and cutting edge advanced education.	2/14/2018 12:50 AM
94	Youth leadership. Get kids out and active and create productive activities for them to be a productive member of the community	2/13/2018 10:59 PM
95	Innovation, open to new ideas and diverse opinions, forward thinking, inclusive.	2/13/2018 10:22 PM
96	#1 Positive and upbeat approach #2 Proven track record (we do not want to hire someone who has been short-lived other places) #3 Understanding of creative budgeting in tough times #4 A willingness to be creative and work in collaboration with volunteer organizations and individuals to get things done. #5 The skills to lead and not micro-manage and load staff with needless work. #6 The skills to evaluate honestly and fairly and NOT keep people around because they have been around - removal of employees who act like they are retired and contribute little. #7 The ability to assess unnecessary positions and remove them from the city budget.	2/13/2018 10:11 PM
97	Willing to follow the principles of "management by walking around" to assure quality service and staff performance.	2/13/2018 10:01 PM
98	City budget and personnel management experience. Experience working with unethical and unprincipled city council. Integrity and moral conviction to withstand undue influence and badgering by corrupt city council members.	2/13/2018 10:01 PM
99	Strategic, fearless, willingness to stand up to elected officials, forward thinker	2/13/2018 9:55 PM
100	PRIVATE sector leadership experience. Business owner, etc. that understands the dynamics of day-to-day operations including staffing, prioritizing projects, fiscal responsibility, consideration of input from customers (i.e. community citizens) to better their results rather than seeking out to accomplish their own ideals.	2/13/2018 8:53 PM
101	Straight shooter. Transparent. Lay everything on the table. Face to face. Willing to go out and meet with departments personally that are being addressed in any way.	2/13/2018 7:25 PM
102	Open to new ideas, and not influenced by the Good 'Ol Boys Club.	2/13/2018 6:59 PM
103	Honest/Actions	2/13/2018 6:55 PM
104	Able to work with the city council in carrying out the will of the Lompoc citizens	2/13/2018 6:36 PM
105	Ability to distinguish between what is best for the community and what is best for City Hall; and they are NOT the same thing. Understanding that he/she works for residents and should not resist Council involvement and direction as the previous city manager did.	2/13/2018 6:21 PM

106	Must be forward thinking with a never give up attitude. And strong enough to stand up for the employees of the city.	2/13/2018 6:19 PM
107	Thick skin, the counsel takes no prisoners! Just ask our previous City Manager. Other than that, good budget focus, long term planning, tourism savy, and a good sense of how to promote our current facilities (airport, parks, etc)	2/13/2018 6:17 PM
108	knowledge of organizational structure, priorities; budgets and finance, how to implement city priorities, communication style	2/13/2018 6:16 PM
109	Inclusive leadership, outgoing personality, humble, intergrous	2/13/2018 6:03 PM
110	Ability to stand up to the council and do what needs to be done, legally.	2/13/2018 5:59 PM
111	Driven person / Focused / Not Hot headed / Ability to work with a diverse and at times divisive council and community.	2/13/2018 5:58 PM
112	honesty, strong career leadership background, must support employees morale, must have fair decisions and solutions to problem	2/13/2018 5:53 PM
113	Competence & Experience	2/13/2018 5:51 PM
114	someone from outside of the city, that can put up with small minded townfolk	2/13/2018 5:50 PM
115	be willing to listen to city workers regarding realalistic wants and needs	2/13/2018 5:42 PM
116	a belief in collective intelligence	2/13/2018 5:35 PM
117	Someone who can achieve consensus, can find a middle ground, can bring people together and set a tone for respectful discourse	2/13/2018 5:32 PM
118	Nor a part of the "old boys club". A strong individualism and willing to cooperate.	2/13/2018 5:26 PM
119	Strong Accounting Understanding / Previous successful public leadership position / outstanding public speaking skills and interpersonal skills	2/13/2018 5:24 PM
120	Ability to work through issues with the variety of personalities on City Council	2/13/2018 5:22 PM
121	Apolitical, municipal public sector experience, minimum of five years executive level experience, master's degree or bachelors with more than 9 years experience.	2/13/2018 5:22 PM
122	Fiscal Responsibility	2/13/2018 5:02 PM
123	Forward thinking	2/13/2018 4:47 PM
124	Ability to work with others, especially the council. The city manager should care as much (or more) about the citizens as the city employees	2/13/2018 4:05 PM
125	Able to Work with others, City management skills, understanding of council authority, Budget management	2/13/2018 3:45 PM
126	Listening and social skills; open-mindedness; inclusiveness	2/13/2018 3:37 PM
127	Strong communication skills, willing to stand up against council, and a strong forward thinking vision	2/13/2018 3:31 PM
128	No conflict of interest or ulterior motive. Being open to differing ideas and opinions. Respecting the wishes of the Lompoc community as a whole, not just the folks at the top of the hill.	2/13/2018 2:42 PM
129	Business Administration	2/13/2018 1:36 PM
130	The City Manager needs to be pro-cannabis, open to fairly working with all members of the community, listen to the direction of the City Council (policy makers), without insubordination. We need a City Manager that is loyal to the People of Lompoc and not factions that make special decisions or policies in "backdoor" deals. The City Manager needs to have limitations on spending and be open, honest, and transparent. No more Wiemillers!	2/13/2018 12:57 PM
131	Experience with Lompoc would be ideal. Too often we hire from the outside and then there's a long learning curve to catch up and learn our community. Listening skills, problem solving, critical thinking, collaboration come to mind too.	2/13/2018 11:49 AM
132	We never hear much from the city manager. How about a manager who is transparent and addresses the community in an open forum.	2/13/2018 10:46 AM
133	Be open to new ideas and suggestions from the community	2/13/2018 10:35 AM

134	Transparency, changing direction of City from a low income city to a vibrant business friendly city	2/13/2018 9:13 AM
135	Ability to work with people, ability to create buy-in from employees and citizens, financial planning,	2/13/2018 8:26 AM
136	Appoint someone who has lived in Lompoc their whole life.	2/13/2018 7:59 AM
137	Good communication, ability to care, I feel we are in a time of transition, the mgr would need to have leadership qualities to help facilitate this	2/13/2018 6:08 AM
138	Honesty, integrity, a vision for Lompoc and the know-how to make that vision a reality.	2/13/2018 6:04 AM
139	Tough and able to work with diverse and distractice council. Familiar with the demands and needs of public safety departments. Extrovert / good communicator / great budgetary skills	2/13/2018 4:51 AM
140	Should know our community	2/13/2018 12:47 AM
141	Progressive and innovative track record of reinventing and re-invigorating a city	2/12/2018 11:03 PM
142	Flexibility	2/12/2018 10:42 PM
143	Ability to deal with difficult people	2/12/2018 9:44 PM
144	Be supportive of police Dept.know his job, don't let employees think they run the city, keep employee unions in check, work for the Citizens of Lompoc	2/12/2018 9:39 PM
145	Prior successful management, negotiating skills, strong financial literacy	2/12/2018 9:21 PM
146	Not giving himself a \$50,00 raise the first year he works would be nice. Care about the city and be accessible to the public.	2/12/2018 9:14 PM
147	econmic	2/12/2018 9:13 PM
148	A city manager from another city with great ideas and why to get them done	2/12/2018 8:16 PM
149	He had great skills too.	2/12/2018 8:01 PM
150	Ability to lead, honesty, able to follow the direction of the Dius	2/12/2018 7:54 PM
151	Understanding the community mentality and its demographics	2/12/2018 7:48 PM
152	Someone from this town who will address beautifying our town and thefts and homeless. Make our town more affordable renting	2/12/2018 7:44 PM
153	Listen to the people of Lompoc.	2/12/2018 6:29 PM
154	Thick skin, effective communicator, positive attitude, sense of humor	2/12/2018 6:20 PM
155	Strong Leader, not a yes person, strong enough to lead and manage in spite of disrespect from some council members	2/12/2018 6:12 PM