

## Q4 Is there anything else you would like the City Council to consider when selecting a new City Manager?

Answered: 151 Skipped: 11

| #  | RESPONSES  | DATE               |
|----|--|--------------------|
| 1  | good personality, forceful but not pushy, lots of experience   | 3/21/2018 11:29 AM |
| 2  | Honesty, intergrity, good communicater, good listner.  | 3/20/2018 11:30 PM |
| 3  | The City Manager needs to be personable, friendly, willing to send the time needed to preform the duties f the position, likeable and a good communicator.   | 3/20/2018 11:08 PM |
| 4  | Let him/her do the job without public censure by the City Council!   | 3/20/2018 8:59 PM  |
| 5  | Changing the way they communicate any differences or differences of opinion they may have.   | 3/20/2018 8:55 PM  |
| 6  | experience from a similar city but VISION and leadership. Don't be afraid of change...it's needed  | 3/20/2018 6:32 PM  |
| 7  | Be supportive and back up the manager rather than be combative and threaten firing in public.  | 3/13/2018 3:52 PM  |
| 8  | Never has been a government employee -- needsto be a Business MAN!   | 3/11/2018 8:56 AM  |
| 9  | someone who will make dealing with the city less intimidating  | 3/11/2018 12:19 AM |
| 10 | A City Manager with a concrete plan to encourage lom poc   | 3/7/2018 4:00 PM   |
| 11 | The City Council needs to look at their actions and treatment of staff and their City Manager. If they insist on conducting themselves in the same manner as with the last two City Managers, the results will be the same. City Managers are educated professionals. If they give advice, it may be wise to listen instead of bullying them and driving them out because you do not like their message. Lompoc has great potential and has lost two consecutive qualified, professional City Managers because of the appalling lack of respect, dignity and character of some Councilmembers. Lompoc deserves better. | 3/7/2018 3:23 AM   |
| 12 | Competence not Secrecy   | 3/6/2018 1:40 PM   |
| 13 | Please select a person who will do a good job making city better for children and businesses.  | 3/6/2018 1:26 PM   |
| 14 | Be able to have the City Manager, represents the population of Lompoc.   | 3/6/2018 11:13 AM  |
| 15 | Please find someone who will facilitate the sharing of information, who has a vision for Lompoc and will push without fear of pushback, who will manage without a personal agenda,   | 3/6/2018 9:54 AM   |
| 16 | A professional dedicated to the best interest of the City as a whole, which will inevitably mean that not every Council member and not all of the public will agree with the City Manager on every issue.  | 3/5/2018 9:58 AM   |
| 17 | Making sure they are in it for long term   | 3/2/2018 11:55 AM  |
| 18 | it would be wise to choose someone with a proven record to both revitalize and introduce necessary change to their community   | 3/1/2018 2:44 PM   |
| 19 | Knowledge of CA laws applicable to Lompoc.   | 2/28/2018 3:00 PM  |
| 20 | A lower wage   | 2/23/2018 1:58 PM  |
| 21 | Hire someone who will work on behalf of citizens, not govt   | 2/22/2018 12:41 PM |
| 22 | It's okay to take a risk and try someone you may not traditionally think would be a good fit.  | 2/22/2018 10:09 AM |
| 23 | I would like to see someone in the position that hasn't been in city government before. I think we need a fresh perspective. New eyes!!  | 2/22/2018 7:52 AM  |
| 24 | Allow employees, citizens, and long term service club leaders, school district, base and chamber members to create a committee to interview first and advise council. DO NOT HIRE in a VACUUM.   | 2/21/2018 4:25 PM  |

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| 25 | He or she has to be a people person. You can't just sit in your office. They have to be able to get along with people.   | 2/21/2018 12:03 PM |
| 26 | LOMPOC SHOULD ADAPT TO AND ADVANCE FORWARD WITH MODERN BUSINESS AND SOCIETY BUT IT IS ESSENTIAL WE KEEP OUR FOCUS ON CONSERVATIVE MORALS AND FAMILY VALUES   | 2/21/2018 11:21 AM |
| 27 | They must have a plan to cut spending, last year we were talking about bankruptcy, we have to have a budget that balances and takes care of the community. We can't cut services to pay outrageous salaries and benefits. We always hear we have to be competitive to get the best people, which means they can be bought again and our investment in them is wasted....   | 2/21/2018 7:56 AM  |
| 28 | Someone that can engage with the diverse community. Ideally someone who is bilingual. She should be able to connect with a multigenerational community.  | 2/20/2018 9:16 PM  |
| 29 | Experience, a green CM will not survive this council.  | 2/20/2018 2:38 PM  |
| 30 | They need to know that we want results not just promises.  | 2/19/2018 11:33 PM |
| 31 | We should really take a look at where the city's money goes not just spend on nonsense but really make the city cleaner it's a disgrace. I pick up daily At least 50 lbs of trash around our street in town, daily!!! Why can't the city sweepers resume their schedule??  | 2/19/2018 8:00 PM  |
| 32 | Hire from within the city staff  | 2/19/2018 12:06 PM |
| 33 | One who is from the local area.  | 2/18/2018 10:02 PM |
| 34 | Not to be a pawn of the council but willing to challenge them to be better for the city  | 2/18/2018 5:27 PM  |
| 35 | Has experience with similar size/demographics of Lompoc  | 2/18/2018 2:50 PM  |
| 36 | Its important to hire a qualified city manager with a proven track record of success. Suggest that an outside hire will bring the needed experience and perspective to revitalize the city with urgency.   | 2/18/2018 11:50 AM |
| 37 | Someone who has experience in dealing with places that are under-achieved and considered "lower class" places within a county or area. Someone who understands the value of tourism.   | 2/18/2018 12:01 AM |
| 38 | I would like them to know that they as a City Council don't have all the answers. They've already proven that they're destroying our City. More and more people are feeling unsafe, unhappy and are wanting to move away. Now that they've tasted blood and pushed a great City Manager out my fear is that they'll keep doing that. After watching how they treated him and what they've turned this city into, who would want to come work here? I'm so disappointed in this council!!!! Please change and let someone develop our city into a place that makes us proud. One we want our friends and families to come visit. One that makes us not fearful to be in a store parking lot. One that we can stay in our own parks instead of leaving town to find a safe park for our kids to play in. | 2/17/2018 11:08 AM |
| 39 | Council is fractured so the City Manager should be someone who can juggle conflicting demands and political biases   | 2/17/2018 8:07 AM  |
| 40 | That person must be living in the city limits. and know what is going on in each community   | 2/16/2018 3:48 PM  |
| 41 | Only hire someone that has shown the ability to turn around around a City from Bankruptcy to surplus in a short period of time.  | 2/16/2018 2:44 PM  |
| 42 | Teresa Gallavan  | 2/16/2018 1:35 PM  |
| 43 | yeah his salary  | 2/16/2018 12:24 PM |
| 44 | Someone with roots in the community and a willingness to try new and different approaches to old problems  | 2/16/2018 10:41 AM |
| 45 | Get the homeless out of town   | 2/15/2018 10:11 PM |
| 46 | A person who is knowledgeable of higher level business/local government, an independent thinker, one who is not swayed by special interests or interests of only a few, and will do what is best for community as a whole.   | 2/15/2018 8:21 PM  |
| 47 | Local preferred, no one over 55 please   | 2/15/2018 8:15 PM  |
| 48 | Don't look for someone who is just a "Yes" person - but that will be a self-starter who will have a heart and love for our community and take personal pride in it's improvement and success!  | 2/15/2018 12:50 PM |
| 49 | Dont put another Trump at the top  | 2/15/2018 12:26 PM |
| 50 | financial training & background, encourage compromise  | 2/15/2018 11:32 AM |

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| 51 | must be conservative to maintain our values  | 2/15/2018 10:23 AM |
| 52 | I would like council to consider a candidate who has been involved with a new vision of what Lompoc should be and can be. We have a lot of empty store fronts and new hotels but need a vision of filling vacant spaces and rooms so they dont just get built then become another empty shell.   | 2/15/2018 9:55 AM  |
| 53 | Someone who understands the importance of recruitment and retention  | 2/15/2018 8:56 AM  |
| 54 | Finding ways to decrease permit costs & not addressing each issue with a tax solution.   | 2/15/2018 7:23 AM  |
| 55 | Having someone who may be less experienced, but resides in our community and is aware of its issues  | 2/15/2018 6:00 AM  |
| 56 | Experience working with a diverse population, bi-lingual   | 2/15/2018 5:39 AM  |
| 57 | We don't need a "good old boy", with a personal agenda   | 2/15/2018 5:08 AM  |
| 58 | Since you are paying for a firm to find the manager, they should also do initial interviews before coming to the community. they should speak at an open public forum where people can hear them and cast a vote for them or against them. This is not binding but I fear our City Council cannot make the decision on their own for a new city manager when they are so divided on other areas. If the council votes three to two for a certain candidate and that candidate gets the job, I fear (given this current council) we will have two council members antagonistic toward the new City Manager. | 2/14/2018 11:02 PM |
| 59 | Someone who lives here in lompoc   | 2/14/2018 9:55 PM  |
| 60 | They should reside in the city.  | 2/14/2018 6:59 PM  |
| 61 | a long term commitment to our city   | 2/14/2018 4:31 PM  |
| 62 | Easy going personality; master's degree; not an ego maniac; creates a positive working environment; hard working   | 2/14/2018 4:04 PM  |
| 63 | Everything   | 2/14/2018 3:46 PM  |
| 64 | The City Council needs to select someone they respect and treat him/her well.  | 2/14/2018 3:20 PM  |
| 65 | Yes, try to get along with the City Manager so they don't get chased away.   | 2/14/2018 3:11 PM  |
| 66 | Knowledge of Lompoc's unique location which influences everything from economics to culture.   | 2/14/2018 2:20 PM  |
| 67 | Find one with a history of eliminating waste and fraud.  | 2/14/2018 1:59 PM  |
| 68 | Mainly experience and the ability to make suggestions and stay true to what is considered the best for Lompoc. I hope he/she will have the fortitude to stand up to the present Council and stick to his/her suggestions. He/she also needs to have the ability to listen to suggestions, make comprehensive staff reports and be true to himself/herself.   | 2/14/2018 1:01 PM  |
| 69 | I believe that new ideas coupled with strong leadership experience and a forward thinking vision could move Lompoc into a more cosmopolitan atmosphere in which the many commuters who live here would spend more of their time/money in this community.   | 2/14/2018 11:57 AM |
| 70 | hire local, support local  | 2/14/2018 11:56 AM |
| 71 | Be someone who is independent of them while being able to work with them. I think there needs to be a balance of power.  | 2/14/2018 11:39 AM |
| 72 | Do not Hire a Yes person   | 2/14/2018 11:21 AM |
| 73 | Lompoc is stagnating. Buellton should be the model. Get rid of the 1950s zoning code which is preventing growth to Buellton's benefit.   | 2/14/2018 11:02 AM |
| 74 | I believe the person must be experienced in California tax and pension culture and the unique challenges that creates for California cities. I believe that it would be wise of the council to be willing to take a risk on someone they believe can meet existing problems and obstacles with new and creative solutions. Do Not Settle for status quo. Do not promote within unless the person has demonstrated that they are independent and creative thinkers. I would hate to see another ho hum manager in a string of ho hum managers.  | 2/14/2018 10:49 AM |
| 75 | I hope they will treat the city Manager with respect not the way they treated Patric.  | 2/14/2018 10:46 AM |
| 76 | Look past their own interests, keep the City of Lompoc and it's capability to move into the future times, not live in the past.  | 2/14/2018 10:32 AM |

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| 77 | Must be willing to live in the City or at least in the Lompoc Valley.  | 2/14/2018 10:24 AM |
| 78 | Please do not run out the new City Manager like they ran out Patrick Wiemiller. Be willing to have difficult conversations; having difficult conversation will happen, but if you let ego's and bad attitude's get in the way, you will not be able to come to any resolutions. It's okay to not bully your way through a conversation with the new City Manager.  | 2/14/2018 10:21 AM |
| 79 | Consider progress over politics  | 2/14/2018 10:12 AM |
| 80 | We need a City Manager that accepts change and growth. One open to new ideas and one that supports staff.  | 2/14/2018 10:11 AM |
| 81 | Do a background check on any candidate selected.   | 2/14/2018 10:08 AM |
| 82 | I like the intrim manager. Keep her.   | 2/14/2018 10:04 AM |
| 83 | City positivity, interest in cleanliness of city, sense of community.  | 2/14/2018 9:27 AM  |
| 84 | do not chase away a good manager, council should be supportive   | 2/14/2018 9:22 AM  |
| 85 | Pay should be on scale with other cities our size and economic makeup  | 2/14/2018 9:15 AM  |
| 86 | Live in Lompoc, and I think it needs to be a younger middle aged person not looking to put yet another PERS check in their retirement account.   | 2/14/2018 9:12 AM  |
| 87 | Examine In-House Resources First.  | 2/14/2018 9:10 AM  |
| 88 | find someone who will do what is right for the employees   | 2/14/2018 9:04 AM  |
| 89 | Select someone who is not afraid to make the necessary tough decisions in order to keep the City of Lompoc out of the red financially, like Patrick Wiemiller!!  | 2/14/2018 8:44 AM  |
| 90 | Someone who is willing to oppose the city council when needed to fight for what is in the city's best interest   | 2/14/2018 8:16 AM  |
| 91 | THE WILL OF THE PEOPLE, NOT THEMSELVES   | 2/14/2018 7:44 AM  |
| 92 | Don't hire an arrogant person and include outsiders for consideration. Hire someone who sees the potential for Lompoc to be a great place to live where diverse people of many backgrounds work hard, can retire comfortably, and live well.   | 2/14/2018 12:50 AM |
| 93 | A local person familiar with our town  | 2/13/2018 10:59 PM |
| 94 | I think we need someone young, fresh, and willing to address the issues Lompoc faces, someone open to new ideas who can help our community reinvent itself into a desirable place where people actually want to live and visit.  | 2/13/2018 10:22 PM |
| 95 | Let them lead. If you hire them, they are your hire. If you goof up and bring in the wrong person, it is your fault not the managers fault. Another thing is change the city chambers. ONE lady and her Husband were instrumental in wearing the council down and removing the manager and city attorney from the platform seats of the council. Place the manager back up. The citizens know he or she is non-elected. It is not a power struggle but when the council removed the manager during a recent Mayoral campaign is was a waste of time and energy. By the way, that lady and her husband are long gone from Lompoc. Change what they initiated. | 2/13/2018 10:11 PM |
| 96 | With this current council, we need a city manager that will stand up to council members that have attitudes and opinions not based on facts. This council has demonstrated it is hard to work with. A city manager is not the council's whipping boy. The council should consider what they have created by their self interested decision, put that aside and be professional in a selection of a new city manager.   | 2/13/2018 10:01 PM |
| 97 | Successful candidate should have a minimum of progressively responsible leadership in city and/or county administration. Candidate should not have any fiscal or personal relationship with Councilman Jim Mosby.  | 2/13/2018 10:01 PM |
| 98 | Hire a strong personality who can make hard decisions in the best interest of the entire City  | 2/13/2018 9:55 PM  |

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| 99  | Forget your current standard. Don't search for someone with city manager experience or only a person with a business degree in city admin, etc. The best person for the job is someone that is a leader, not a manager; a leadership inspires and motivates a team while being able to make difficult decisions as well as provide accountability for said decisions. No blame pointing, defensiveness, or pursuing own ideals or plans with disregard for the citizens' voice. Also, try to pay a little less this time. The prior city manager came at a highly discounted rate compared to the bloated salary and benefits received by Patrick Wiemiller. The right person for the job would probably be happy to earn \$100-\$130k annually for a city of your size. | 2/13/2018 8:53 PM |
| 100 | To keep their personal agendas out of this process. They have become too political in their time on the council. Some beliefs have drastically changed since being voted in. Not always putting the cities best interest first.  | 2/13/2018 7:25 PM |
| 101 | If she/he has run a successful business or cities in the past.   | 2/13/2018 6:59 PM |
| 102 | Choose wisely/we all depend on it  | 2/13/2018 6:55 PM |
| 103 | Have experience running a small city in a positive manner  | 2/13/2018 6:36 PM |
| 104 | New city manager must understand AND DEMONSTRATE THAT HE/SHE IS NOT elected and is not appointed to be a person dictator who owes little explanation for his or her decisions. The last city manager was a big fail for the community of Lompoc.   | 2/13/2018 6:21 PM |
| 105 | The person they hire may not agree with them all of the time. We all look through our own glasses. They should also consider being nice and maybe listen to someone who is probably much much wiser than they are.   | 2/13/2018 6:19 PM |
| 106 | Seperation of Church and State, I really don't want someone who's religious views (that are different than my own) making big decisions based on a prayer. Running a city takes knowledge, skill, and facts. It would be best to have someone who has a focus on the people, budget, and statistics than one who puts their relationship with thier preferred diety at the forefront. Please keep the seperation of Church and State, thank you.   | 2/13/2018 6:17 PM |
| 107 | the city manager must be an advocate for the staff and the city  | 2/13/2018 6:16 PM |
| 108 | Do not be afraid to hear things that make you uncomfortable. We should be challanged as a City. Please dont chase away another good manager.   | 2/13/2018 6:03 PM |
| 109 | Be nice to have a manager that isn't openly hostile to the staff.  | 2/13/2018 5:59 PM |
| 110 | Someone who really wants to come here and stay awhile. Also an employees group made up from a lottery system and our chamber of commerce need to be part of the interview process. Thank you.  | 2/13/2018 5:58 PM |
| 111 | Yes, the incumbent must not be afraid to say no to anymember of the City Council.  | 2/13/2018 5:53 PM |
| 112 | A sense of fiscal responsibility, and definitely not a tax-and spend person.   | 2/13/2018 5:51 PM |
| 113 | someone under the age of 50, who isn't stuck in the past and won't be afraid to stand up to the old white guys that try to intimidate everyone   | 2/13/2018 5:50 PM |
| 114 | I think that it should not just be the city council who selects the new city manager. I believe it should be a impartial selection   | 2/13/2018 5:42 PM |
| 115 | progressive thinking person who undersands what is necessary to elevate the quality of life for all Lompoc residents. Especially the poor.   | 2/13/2018 5:35 PM |
| 116 | Someone who is diplomatic and can bring out the best in others. Someone who can foster consensus and goodwill among the city council as well as the citizens of Lompoc.  | 2/13/2018 5:32 PM |
| 117 | An HONEST, caring person. Not part of the establishment and not scared to swim upstream!!!   | 2/13/2018 5:26 PM |
| 118 | A person who will bring them all of the options to openly be considered by the Council   | 2/13/2018 5:22 PM |
| 119 | Consider not only the needs of the community but the agency as well. Also, review only those uniquely qualified to undertake this governmental position.   | 2/13/2018 5:22 PM |
| 120 | Someone capable of doing the job   | 2/13/2018 5:02 PM |
| 121 | There is no need to go to the outside. You have a very qualified individual already filling the interim position.  | 2/13/2018 4:47 PM |

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| 122 | Someone who would be way more business friendly. Lompoc is a difficult place for a small business to establish itself. Corporate backed businesses have a much easier time, small business own   | 2/13/2018 4:05 PM  |
| 123 | Ability to recognize they are management not union   | 2/13/2018 3:45 PM  |
| 124 | Choose a Latina/o  | 2/13/2018 3:37 PM  |
| 125 | Selecting a City Manager who respects and supports staff will ensure you have the (wo)man power to sustain this community. It is time to throw off the shackles of "old lompoc" thinking and imagine what we can become.   | 2/13/2018 3:31 PM  |
| 126 | NO PRIOR HISTORY WITH ANYONE ON CITY COUNCIL, or the mayor, etc. This city needs a fresh start with a new point of view.   | 2/13/2018 2:42 PM  |
| 127 | Better relationship with the Bureau of Prison  | 2/13/2018 1:36 PM  |
| 128 | We need a pro-cannabis city manager who is also willing to help work on amending the 2030 General Plan to promote sensible growth, new housing development, expanding the city limits (pro Bailey corridor expansion), progressive to change and growth. A City Manager that will not fight the City Council's direction or create factions. Transparency is critical. | 2/13/2018 12:57 PM |
| 129 | Don't hire a "yes man" - hire someone who will tell you the truth, even if it hurts, and who will have the best interests of Lompoc at heart.  | 2/13/2018 11:49 AM |
| 130 | Someone familiar with our city and the issues we face  | 2/13/2018 10:46 AM |
| 131 | Choose sometime with an open mind and ready to get to work to improve our city. Has some fresh, new ideas but knows how to conduct themselves professional and get the job done.   | 2/13/2018 10:35 AM |
| 132 | The city government is there for the Citizens of the Lompoc, not the other way around. Please keep this in mind.   | 2/13/2018 9:13 AM  |
| 133 | Let's recruit based on qualifications and job description, not who they are related to or friends with   | 2/13/2018 8:26 AM  |
| 134 | Pick someone who has lived here their whole lives and is poor. See what kind of change they would bring. Good paying jobs should be a priority.  | 2/13/2018 7:59 AM  |
| 135 | Good Luck ??!  | 2/13/2018 6:08 AM  |
| 136 | You have a fine City Manager right under your noses, you just need to remove the word 'interim' and hire her for the job.  | 2/13/2018 6:04 AM  |
| 137 | Most not be someone on their way to retirement and need not be someone older - of a younger candidate has skills and experience bring them in. Important - have them interviewed by various panels, community panel , technical panel and professional panel - dont have council select them alone!  | 2/13/2018 4:51 AM  |
| 138 | New fresh perspective is critical. Diversity and a qualified successful track record of being a city manager is vital. The process of hiring a qualified manager needs to be highly transparent. It is key to bring fresh perspective. Career politicians from the recent past should not be considered.   | 2/12/2018 11:03 PM |
| 139 | The single best thing you could do for city is improve the blight, appearance and image  | 2/12/2018 10:42 PM |
| 140 | No   | 2/12/2018 9:44 PM  |
| 141 | Insist that if selected, city council will let him do his job as needed, not second guess his every decision   | 2/12/2018 9:39 PM  |
| 142 | Find someone that has had previous success and listen to their ideas.  | 2/12/2018 9:21 PM  |
| 143 | has he done this before, if check out references. Talk to them about what they see for the cities future.  | 2/12/2018 9:14 PM  |
| 144 | Not just here to retire in the next 5 years  | 2/12/2018 8:16 PM  |
| 145 | Eat crow and hire the old one back ya losers.  | 2/12/2018 8:01 PM  |
| 146 | Able to adhere to a balanced budget  | 2/12/2018 7:54 PM  |
| 147 | Make sure applicants are sensitive to senior and minority populations  | 2/12/2018 7:48 PM  |
| 148 | Someone who knows what they are doing  | 2/12/2018 7:44 PM  |
| 149 | Fairness. Someone that's not biased.   | 2/12/2018 6:29 PM  |

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| 150 | Think about what is best for the city, not just your own narrow agenda.             | 2/12/2018 6:20 PM |
| 151 | Hire a qualified leader/manager and let him/her do the job and quit micro managment | 2/12/2018 6:12 PM |

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