

## City Manager Search Criteria Survey

The City Commission needs your help and wants to know what you think is important when looking for a new City Manager. Your opinion matters and the Commission has asked all City Employees to answer a short question survey. The survey is anonymous so please be open and tell us what you think.

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1. How many years have you worked for the City of Gainesville? [select number]
  - a. Less than 1 year
  - b. 1 – 3 years
  - c. 3 – 5 years
  - d. 5 – 10 years
  - e. 10 – 15 years
  - f. 15 – 20 years
  - g. More than 20 years
  
2. What kind of job do you have? [select one]
  - a. Full-Time–Union
  - b. Full-Time –MAPS
  - c. Part-Time –Union
  - d. Part-Time – MAPS
  - e. Internship/Temporary
  
3. Please rank your top 5 leadership qualities below from 1 to 5 in the order you find most important, and would like to see in our new City Manager (1 is most important and 5 is least important).
  - Personal and Professional Integrity:** Be fair, honest and ethical in all activities, personal and professional relationships and activities.
  - Community Engagement:** Ensure and manage community involvement in local government to support good decision making, discern community needs and provide responsive, equitable services.
  - Equity and Inclusion:** Create and champion an environment of inclusion, involvement, respect and connection of diverse ideas, backgrounds and talent throughout the organization and the community.

- Staff Effectiveness:** Take responsibility for the development, performance and success of employee's throughout the organization.
  - Strategic Planning and Leadership:** Define and communicate a vision and develop a plan of action to bring the community together, provide clarity of purpose and priorities, and guide the organization's actions in achieving its goals and objectives.
  - Policy Facilitation and Implementation:** Engage with elected officials and other community stakeholders to create and execute policies that achieve common goals and objectives.
  - Technical Literacy:** Demonstrate an understanding of information, smart city technology and ensure that it is incorporated appropriately in the service delivery, information sharing and public access.
  - Financial Management and Budgeting:** Implement long-term financial analysis and planning that reflects a community's values and priorities; prepare and administer the budget.
  - Workforce Engagement:** Ensure that the City's policies and procedures are applied consistently and fairly; motivate and engage the workforce to its highest potential.
  - Communication and Information Sharing: Is accessible and** effectively facilitates the timely flow of ideas, information and understanding.
4. What things do you think currently work well at the City of Gainesville and should not be changed? [open text]
  5. What problems exist in the organization that you want the new City Manager to address? [open text]
  6. What new things would you like the new City Manager to try? [open text]
  7. Would you like to share anything else? [open text]

Thank you for your participation and service to the City of Gainesville and its residents.