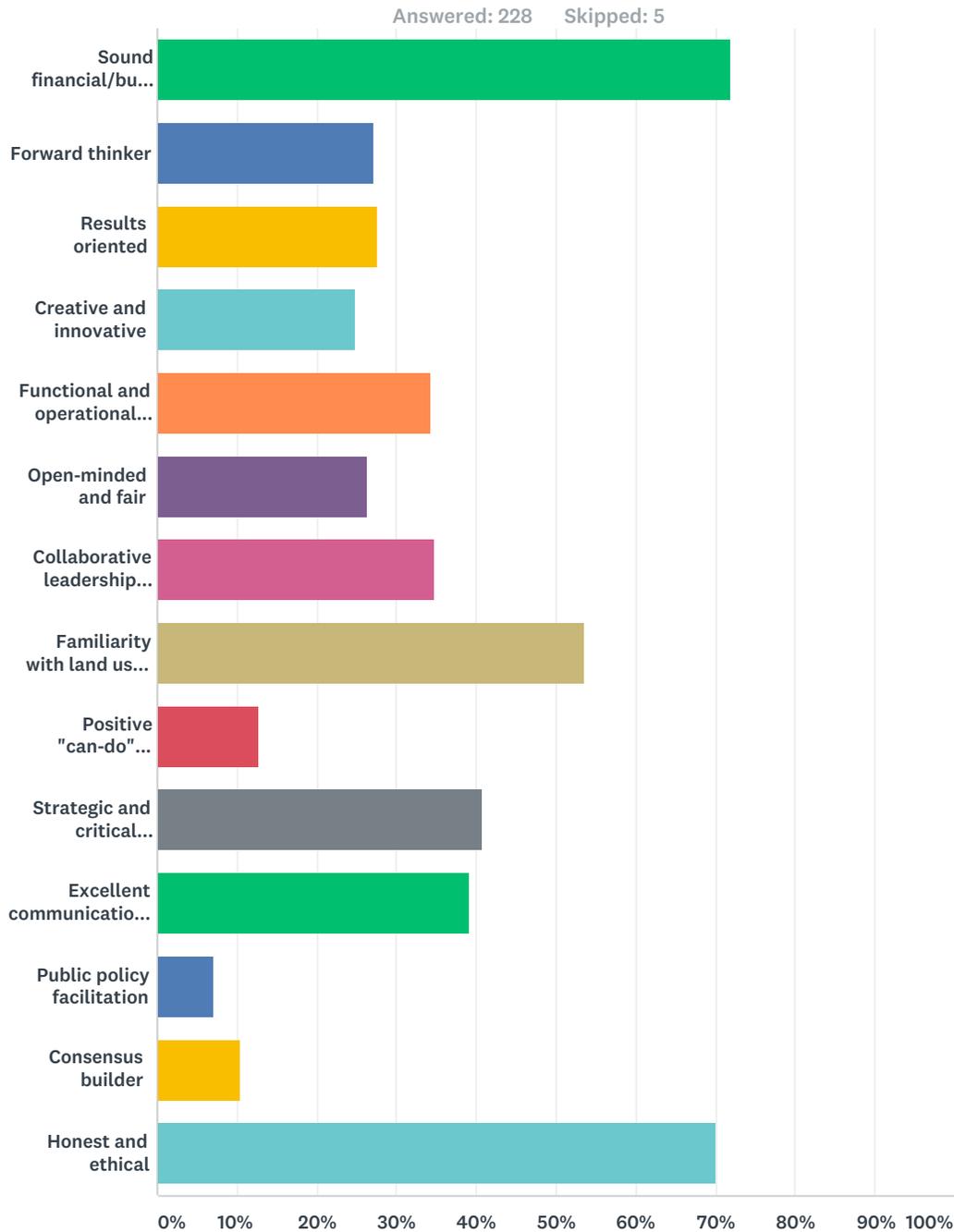


Q1 The City Council is interested in learning what qualities and capabilities are important for the City’s next City Manager. Please identify your top 5 from the list below or provide your own in the spaces provided.



Answer Choices	Responses	
Sound financial/budget experience	71.93%	164
Forward thinker	27.19%	62
Results oriented	27.63%	63

City Manager Recruitment

Creative and innovative	25.00%	57
Functional and operational experience	34.21%	78
Open-minded and fair	26.32%	60
Collaborative leadership style	34.65%	79
Familiarity with land use and economic development	53.51%	122
Positive "can-do" attitude	12.72%	29
Strategic and critical thinker	40.79%	93
Excellent communication and interpersonal skills	39.04%	89
Public policy facilitation	7.02%	16
Consensus builder	10.53%	24
Honest and ethical	70.18%	160
Total Respondents: 228		

City Manager Recruitment – Community Responses

Question 1 Comments

Hire Example Course Roads Ability Health Making Life
Needs School District Growth Family
Morgan Hill Business Manager
Environmentally Getting Knowledge Public Rural Citizens
Traffic Government

City Manager Recruitment – Community Responses

Question 1 Comments

Showing 64 responses



He must have outstanding Systems Management capabilities

8/12/2017 10:36 PM [Categorize as...](#) – [View respondent's answers](#)



Strong sense of the Morgan Hill Community, its status and its family oriented feel.

8/11/2017 7:16 PM [Categorize as...](#) – [View respondent's answers](#)



Collaborate and partner with the School District

8/11/2017 12:42 PM [Categorize as...](#) – [View respondent's answers](#)



Someone who wants to keep Morgan Hill with the rural feeling which is the reason we all moved here. In other words limiting the growth and the multi family housing.

8/11/2017 8:44 AM [Categorize as...](#) – [View respondent's answers](#)



non socialist or communist

8/10/2017 6:41 PM [Categorize as...](#) – [View respondent's answers](#)



Environmentally Knowledgable

Should be outside hire who has experience in a city with a similar growth demand near an urban metropolis.

8/10/2017 1:03 PM [Categorize as...](#) – [View respondent's answers](#)



Actually the C.M. should have all of the above qualities.

8/10/2017 12:52 PM [Categorize as...](#) – [View respondent's answers](#)



LISTENING ABILITY AND SKILLS FROM CITIZENS

8/10/2017 11:15 AM [Categorize as...](#) – [View respondent's answers](#)



Somone not from Morgan Hill, from the Peninsula, or elsewhere, that has a bigger perspective and Bay Area regional connections. Someone that can truly see to value of this area's

environmental, residential and cultural value in the larger context of Bay Area development and growth!!

8/10/2017 11:04 AM [Categorize as... – View respondent's answers](#)



enforcement of traffic rules and drone rules

8/10/2017 10:22 AM [Categorize as... – View respondent's answers](#)



Commuters (not enough freeway lanes), back roads (residential) getting slammed with traffic.

8/10/2017 10:14 AM [Categorize as... – View respondent's answers](#)



Leads by example in own life

8/10/2017 10:08 AM [Categorize as... – View respondent's answers](#)



Supportive of the local school district improvement and development

8/10/2017 10:06 AM [Categorize as... – View respondent's answers](#)



All of these of course, but I picked my top 5

8/10/2017 9:41 AM [Categorize as... – View respondent's answers](#)



Does not want to build MH up to be crowded like South San Jose

8/10/2017 9:36 AM [Categorize as... – View respondent's answers](#)



Committed to slowing down residential growth

8/10/2017 9:02 AM [Categorize as... – View respondent's answers](#)



Quit spending money in downtown and fix the damn roads

8/9/2017 3:22 PM [Categorize as... – View respondent's answers](#)



less bureaucracy and government control

8/8/2017 8:59 AM [Categorize as... – View respondent's answers](#)



A desire to keep our city beautiful with landscaping, trees, wide set-backs and public art.

8/8/2017 8:01 AM [Categorize as... – View respondent's answers](#)



Interested in improving infrastructure since it does not support new growth

8/7/2017 10:25 PM [Categorize as... – View respondent's answers](#)



An interest in starting a public health department within the City

8/7/2017 8:52 PM [Categorize as... – View respondent's answers](#)



ability to build a strong support team, knowledge of resources to improve City services, strong cross cultural working relationships with the community and other City administrators

8/7/2017 8:36 PM [Categorize as... – View respondent's answers](#)



#1---Bums! AKA homeless. Have you seen SJ, Gilroy? They're making a hazardous waste site wherever they tent! Drugs, needles, urine, poop! Los Altos Hills doesn't have this plague...we shouldn't either!

8/7/2017 5:12 PM [Categorize as... – View respondent's answers](#)



That our city manager us able to make our small town architecturely different & fascinating that any other Bay Area cities! The city tends to invite franchised malls, that are similar in other cities & cheap eateries! Nothing sparkling attractive of MH! Los Gatos, Campbell, Livermore, etc are doing much better!

8/7/2017 4:41 PM [Categorize as... – View respondent's answers](#)



(x) common sense (x) ability to recognize value in building effective schools (X) appreciation for the historical background of Morgan Hill.

8/7/2017 4:20 PM [Categorize as... – View respondent's answers](#)



Bachelors Degree in Economics, Business Admin. or Statistics

8/7/2017 3:50 PM [Categorize as... – View respondent's answers](#)



Prioritizes the health and wellbeing of children and families

8/7/2017 3:41 PM [Categorize as... – View respondent's answers](#)



In touch with and interested in listening to what the residents want for Morgan Hill.

8/7/2017 3:04 PM [Categorize as... – View respondent's answers](#)



Of course all those - Knowledgeable what the Community Wants and the conflict with the City Council/Planning Commission desires. Honest Communication is badly needed. Hold community meetings (for good looks) and then taking opposite actions is Bad for this community. Trust is lacking and needs serious attention. This community needs and Advocate to stand up against Council/Planning Commission bullying policy.

8/7/2017 10:06 AM [Categorize as... – View respondent's answers](#)



Many hope he will NOT be a democrat, as they all appear to nuts! Also, willing to stop all the building and losing our country life here!

8/7/2017 12:36 AM [Categorize as... – View respondent's answers](#)



committed to open and transparent government; project management skills (timeline, priorities, deliverables)

8/5/2017 8:12 PM [Categorize as... – View respondent's answers](#)



slow growth

8/5/2017 1:00 PM [Categorize as... – View respondent's answers](#)



Of course all would be great, but there are other staff to take care of some of these.

8/5/2017 8:43 AM [Categorize as... – View respondent's answers](#)



Environmentally concerned. Slow growth.

8/5/2017 8:37 AM [Categorize as... – View respondent's answers](#)



Steve Tate is an excellent example!

8/5/2017 7:34 AM [Categorize as... – View respondent's answers](#)



Let residents have input into what types of new business we want. Not more fast food restaurants.

8/5/2017 6:47 AM [Categorize as... – View respondent's answers](#)



Hire from outside

8/5/2017 6:02 AM [Categorize as... – View respondent's answers](#)



Super modest, highly active, good listener, family/kid values

8/4/2017 11:15 PM [Categorize as... – View respondent's answers](#)



not internal!

8/4/2017 10:03 PM [Categorize as... – View respondent's answers](#)



Someone that can do a better job then the last 4 years i've seen in this town. The growth is not driven by Morgan Hill it's over crowding everywhere else.

8/4/2017 9:20 PM [Categorize as... – View respondent's answers](#)



Very few "understand" economic development, which is why we get fleeced.

8/4/2017 8:24 PM [Categorize as... – View respondent's answers](#)



One who will represent all of the people and keep the small town environment Morgan Hill is noted for....

8/4/2017 7:35 PM [Categorize as... – View respondent's answers](#)



Someone from outside of the current employee base. How else will new ideas get a footing?
Someone not already politically zed to Mah Council and Mayor.

8/4/2017 7:11 PM [Categorize as... – View respondent's answers](#)



But he/she has to be tough as ____!! The manager is like a Shepard/Leader who's heading to greener pastures over the mountain

8/4/2017 6:52 PM [Categorize as... – View respondent's answers](#)



Thrifty

8/4/2017 6:27 PM [Categorize as... – View respondent's answers](#)



Take charge attitude

8/4/2017 6:18 PM [Categorize as... – View respondent's answers](#)



support Cathoic church high scholl in Morgan Hill. Support controlled growth. Stop the excessive growth of high-desity housing in Morgan Hill. Stop the High Speed Rail from going through Morgan Hill!

8/4/2017 5:45 PM [Categorize as... – View respondent's answers](#)



Needs to be promoted from within current City Staff. Someone already involved in City Government. I am thinking Maureen Tobin or Ms. Rameriz as the public knows them and a have been out front with the public.

8/4/2017 5:32 PM [Categorize as... – View respondent's answers](#)



Recognizes his limitations and knows who to hire

8/4/2017 5:31 PM [Categorize as... – View respondent's answers](#)



Experience with urban and rural environments

8/4/2017 5:22 PM [Categorize as... – View respondent's answers](#)



Strong character with a vision and heart for Morgan Hill

8/4/2017 5:16 PM [Categorize as... – View respondent's answers](#)



Listen to the needs of the citizens

8/4/2017 5:12 PM [Categorize as... – View respondent's answers](#)



needs to know when to delicate to those who know the subject best. Should be someone who you feel can help you when getting stalled at lower levels with a problem.

8/4/2017 5:10 PM [Categorize as... – View respondent's answers](#)



She/he must also be culturally competent. This skill is sorely missing , I think, in our City leadership. It includes knowledge of how city planning can be institutially blind to how policies can be harmful to under represented populations

8/4/2017 4:53 PM [Categorize as... – View respondent's answers](#)



With these skills he should look how to reduce government. This would allow for greater freedom for citizens.

8/4/2017 4:52 PM [Categorize as... – View respondent's answers](#)



Willing to slow growth in Morgan Hill

8/4/2017 4:41 PM [Categorize as... – View respondent's answers](#)



All of the above

8/4/2017 4:41 PM [Categorize as... – View respondent's answers](#)



Make sure he/she is Republican

8/4/2017 4:41 PM [Categorize as... – View respondent's answers](#)



Someone who can put a stop to this insane unencumbered high density growth.

8/4/2017 4:35 PM [Categorize as... – View respondent's answers](#)



Knows Morgan Hill!

8/4/2017 4:26 PM [Categorize as... – View respondent's answers](#)



Experience as a City Manager - essential

8/4/2017 4:26 PM [Categorize as... – View respondent's answers](#)



Not hell bent on making the town into a big city.

8/4/2017 4:17 PM [Categorize as... – View respondent's answers](#)



find a way to bring the faith based communities together

Q2 What one question do you propose the City Council ask each candidate during interviews?

Answered: 203 Skipped: 30

Biggest Challenge Degree **Candidate** Story
City
Manager Police Department **Job** Money
Position Leadership Style **Plan** Policy
Community Goals **Morgan Hill** Interest
Growth Priorities **Experience** Climate Change
Going Ask **Residents** Staff **Development** Regulations
Small Town Support

Q2 What one question do you propose the City Council ask each candidate during interviews?

Answered: 203 Skipped: 30

#	Responses	Date
1	Define your plan for the city of Morgan hill	8/12/2017 10:36 PM
2	Why do you believe you are qualified to be our next City Manager?	8/12/2017 9:42 PM
3	Based on a realistic evaluation what is your position regarding the HSR in general and in relation to Morgan Hill?	8/12/2017 3:11 PM
4	Experience in coordinating interdepartmental collaboration.	8/12/2017 11:42 AM
5	What can the person do to improve MH	8/12/2017 9:00 AM
6	MH is a family oriented community where people know each other. With all the growth happening now, how are you going to help avoiding the loss of that feel that gives MH its status, brings educated people to the area and safety to its community?	8/11/2017 7:16 PM
7	What do you see are Morgan Hill's biggest fiscal challenges for the next 5 years?	8/11/2017 7:06 PM
8	Questions relating to community outreach and housing solutions	8/11/2017 12:42 PM
9	What are some cost savings or efficiencies you plan to implement for the city of Morgan Hill?	8/11/2017 12:02 PM
10	How do you plan on implementing MH's vision in the next 5-10 years?	8/11/2017 10:53 AM
11	Are you more concerned and keeping Morgan Hill as a rural community or are you more interested in growth because of money	8/11/2017 8:44 AM
12	Why are you our best choice?	8/10/2017 9:32 PM
13	Please describe your vision for Morgan Hill both long term and short term? How do you know your vision is aligned with the residents of Morgan Hill? What are the biggest challenges the City has in implementing the vision?	8/10/2017 8:13 PM
14	are pro capitalism	8/10/2017 6:41 PM
15	What should the City do to mitigate climate change?	8/10/2017 3:53 PM
16	How can you add to the city of Morgan Hill	8/10/2017 2:09 PM
17	What is most important for you?	8/10/2017 1:53 PM
18	Ask about their motivations.	8/10/2017 1:41 PM
19	What specific steps would you take to balance the growth of the city's population against the demands of the community to maintain a small town feel and abundant city services for it's community members.	8/10/2017 1:03 PM
20	What is Morgan Hill's most attractive Quality and What one area needs improvement in Morgan Hill.	8/10/2017 1:01 PM
21	How will you ensure that we have a highly qualified, professional, and motivated staff?	8/10/2017 12:52 PM
22	What can you contribute to the well being of our city?	8/10/2017 11:43 AM
23	How are you going to keep Morgan hill safe but still allow new businesses to open up?	8/10/2017 11:39 AM
24	How do you propose to complete and maintain the many development projects underway on our city and where do you foresee directing future development in Morgan Hill?	8/10/2017 11:36 AM
25	Will you do what's best for the citizens of the city despite political or special interest pressure externally?	8/10/2017 11:26 AM
26	Where do you see the City in 10 years?	8/10/2017 11:23 AM
27	DO YOU THINK IS 'LISTENING SKILLS' IS IMPORTANT IN YOUR JOB FUNCTION? AND WHY IT SO?	8/10/2017 11:15 AM
28	What can you bring to life in Morgan Hill as far as wider Bay Area resources and opportunities?	8/10/2017 11:04 AM

City Manager Recruitment

29	If you were going to model the future of Morgan Hill after another city, which city would that be?	8/10/2017 10:33 AM
30	How does your leadership/management style complement the City's goals?	8/10/2017 10:29 AM
31	what is your plan to protect residents from car racing on residential streets and drone violations in private residential spaces?	8/10/2017 10:22 AM
32	How do we continue to grow but still maintain a small country city feel? How do we prevent multiple dwellings from going up? How do we stop ourselves from becoming like San Jose?	8/10/2017 10:14 AM
33	Are you honest and will you always be honest in everything even when the outcome is not what you want? In other words, are you willing to stand for honesty and integrity at all costs.	8/10/2017 10:08 AM
34	Children and local schools are the heart of every community, please talk about your experience working with families with children and school districts. What was your vision and what would you do to further improve the future for our City?	8/10/2017 10:06 AM
35	What do you see as the most important needs for the Morgan Hill Community ?	8/10/2017 10:01 AM
36	How will you ensure that we have a balance of housing and jobs in morgan hill	8/10/2017 9:41 AM
37	What is the most important thing that a City Manager must accomplish?	8/10/2017 9:41 AM
38	Do they support traditional family values.	8/10/2017 9:36 AM
39	What's their view on growth in Morgan Hill?	8/10/2017 9:34 AM
40	What is the biggest challenge currently facing the City/Community of Morgan Hill and what actions would you take to handle this challenge?	8/10/2017 9:20 AM
41	How have you managed the overall interest of the community with the economic pressures/influence of special interest groups?	8/10/2017 9:10 AM
42	What do you have to offer the citizens of Morgan Hill? What is your vision for the future of Morgan Hill?	8/10/2017 9:02 AM
43	How do you grow city services and maintain appropriate staffing levels to meet the community needs while not relying on new construction as a revenue stream?	8/10/2017 9:02 AM
44	How do you plan to preserve our small town?	8/10/2017 8:59 AM
45	How do you feel about further development in Morgan Hill?	8/10/2017 8:53 AM
46	How do you envision Morgan Hill five years from now?	8/10/2017 8:50 AM
47	What will be your biggest challenge moving from a department head to city manager role?	8/10/2017 8:50 AM
48	How much money can we spend in downtown	8/9/2017 3:22 PM
49	What are your strategies concerning merit based policies vs. identitarian based policies?	8/9/2017 1:23 PM
50	What are your views of Morgan Hill in being a leader in developing a regional presence for the South Valley with the rest of the county?	8/9/2017 11:51 AM
51	As the candidate what is their goal they would like to accomplish while holding that position?	8/8/2017 4:09 PM
52	What is your unique advantage over other candidates?	8/8/2017 3:18 PM
53	How will you ensure that residents are engaged and have an opportunity to weigh in on city matters?	8/8/2017 11:06 AM
54	What will you bring to the position, that know one else can bring.	8/8/2017 10:58 AM
55	How will the dramatic growth of high density housing be controlled to keep the small-town atmosphere from disappearing?	8/8/2017 10:50 AM
56	How do you plan to maintain fiscal responsibility with imminent increases in unfunded liabilities and declining Development Services revenue?	8/8/2017 9:46 AM
57	What about a pedestrian day on Monterey. The week end would be fantastic, get rid of polution and noise	8/8/2017 9:34 AM
58	how can we give the residents more control and power over their own property and create less involvement from city, state and county restrictions regulations?	8/8/2017 8:59 AM

City Manager Recruitment

59	How can we get more businesses into Morgan Hill and use many of the existing EMPTY buildings?	8/8/2017 8:10 AM
60	To what degree should the City continue its effort to annex the Southeast Quadrant? What more can the City do to encourage the building of a private high school in Morgan Hill?	8/8/2017 8:01 AM
61	When you've made mistakes, how do you respond/react and correct them? Give an example of a situation when you've been wrong.	8/8/2017 6:54 AM
62	What is your view of the present trend of the population growth and building sprawl presently occurring in Morgan Hill?	8/8/2017 12:18 AM
63	How do you intend to improve Morgan Hill's infrastructure (law enforcement, roads, water retention) since we have added so many new homes/people?	8/7/2017 10:25 PM
64	What is one major project that you took initiative & led within the City? What were the results? What did you learn from your experience?	8/7/2017 8:52 PM
65	State the strengths of what Morgan Hill offers to its community as well as his/her vision of addressing it's challenges of population growth, increased crime, and staying current with technology use in our City services.	8/7/2017 8:36 PM
66	What will you do to make Morgan Hill better than it is today?	8/7/2017 8:29 PM
67	Would you be willing to work within the budget that is available to you?	8/7/2017 8:28 PM
68	What experience do you have serving community?	8/7/2017 5:48 PM
69	Would you support doing the "Right Thing" over what's popular or financially beneficial?	8/7/2017 5:22 PM
70	I have no idea?	8/7/2017 5:14 PM
71	What will they do about the bums.	8/7/2017 5:12 PM
72	What managerial tools will you use to promote efficiency and challenge the staff to find new ways to perform repetitive tasks	8/7/2017 4:55 PM
73	What will he or she do about about owners still living in their current homes & renting out to non-residents, some rent to 2 or more in their home thus creating parking problems in addition to many residents bring home their company cars, trucks, etc & they also cause parking problems, & cars parked to the corners of an intersection all over the city??	8/7/2017 4:41 PM
74	With the growth of downtown businesses, how will you approach the public parking issues we encounter in the downtown area?	8/7/2017 4:33 PM
75	how between you plan on controlling growth between residential and business	8/7/2017 4:31 PM
76	Where do you see the city of Morgan Hill in 3 years?	8/7/2017 4:26 PM
77	Address the 5 or 6 attributes listed above.	8/7/2017 4:20 PM
78	How would you solve the backlog in infrastructure repair/improvements?	8/7/2017 4:19 PM
79	what connections do you have with developers in California.	8/7/2017 3:50 PM
80	What are your top 3 priorities for improving this City?	8/7/2017 3:41 PM
81	What is the plan for the traffic with the new housing development?	8/7/2017 3:39 PM
82	How do you intend to improve infrastructure to better support increased population?	8/7/2017 3:33 PM
83	What about traffic and growth? This is a bedroom community. Most of us are traveling North in the morning and South in the afternoon. Plus all the traffic form the southern cities. Soon people will be going postal. Public transportation is a joke!	8/7/2017 3:33 PM
84	City Council Objectives, City Objectives and operations fit your view point of how to operate if you were City Manager?	8/7/2017 3:32 PM
85	How do you address poor quality/workmanship on city infrastructure jobs (that includes permits that were granted to developers that involved city public streets/roads?	8/7/2017 3:29 PM
86	How do you see the future of Morgan Hill?	8/7/2017 3:29 PM
87	What do you think qualifies you for this job?	8/7/2017 3:26 PM
88	What is their vision for Morgan Hill as we move toward 2040?	8/7/2017 3:25 PM

City Manager Recruitment

89	n/a	8/7/2017 3:23 PM
90	What are you thoughts or plans on additional business/ housing for Morgan Hill?	8/7/2017 3:23 PM
91	Can you do the job honestly, with integrity? Or will you succumb to becoming a "politician"?	8/7/2017 3:04 PM
92	What do you see as the most important/urgent issues facing the City of Morgan Hill?	8/7/2017 12:43 PM
93	Assuming you are successful, how long do you plan to stay with Morgan Hill in this role?	8/7/2017 11:32 AM
94	What if I (a city council member) do not agree with you and Tell you how it's 'going to be". What would you do? Do you have the backbone to know when it's right/wrong and can stand up to the Council members if it's not in the City's best interest?	8/7/2017 10:06 AM
95	how would you like to see Morgan Hill in 10 years?	8/7/2017 7:58 AM
96	Why do they want the job	8/7/2017 2:08 AM
97	What are your thoughts on all the building and the traffic problems created by the present people in office. Are you willing to support no more homes to be build for the next 10 years?	8/7/2017 12:36 AM
98	How will you improve Morgan Hill if you became City Manager?	8/6/2017 8:41 PM
99	What qualifications and experience does he have for this posting.	8/6/2017 3:11 PM
100	What do you see for the future of Morgan Hill?	8/6/2017 8:43 AM
101	I would ask each candidate about their past employment. We need someone who has had experience and been successful as a City Manager. I would also ask about the plan or direction of MH. Each person interviewing for this position should have at least 3 ideas for improving this growing city.	8/6/2017 6:44 AM
102	How will you make it less difficult for businesses to get up and running in the city?	8/6/2017 5:01 AM
103	what are you long term and short term goals	8/6/2017 2:24 AM
104	n/a	8/5/2017 10:55 PM
105	Will you provide enough information on Council agenda items so that residents can independently assess the recommendations, alternatives, and benefits versus costs?	8/5/2017 8:12 PM
106	Why do you want this job and what is your vision for Morgan Hill?	8/5/2017 3:15 PM
107	What will be your strategic priorities and why?	8/5/2017 1:56 PM
108	What is your stance on development for this area? Do you support keeping the open space here open or are you in support of further development in the existing open space?	8/5/2017 1:54 PM
109	What are our plans for Morgan Hill that you can realistically succeed in doing	8/5/2017 1:25 PM
110	where do you see Morgan Hill in 10 years quality life , traffic, and a substantial business and tax base	8/5/2017 1:00 PM
111	Something ensuring the current level of public safety commitment or perhaps something on a thoughtful approach to growth.	8/5/2017 12:59 PM
112	What experience do they have that makes them the best candidate for this position?	8/5/2017 12:49 PM
113	What past achievements will help you in Morgan Hill's city manager position; give examples.	8/5/2017 12:07 PM
114	What areas would you take the city to preserve the city of Morgan Hill feelings of today?	8/5/2017 11:22 AM
115	How do you plan to preserve the rural delights of Morgan Hill while still planning to accommodate the inevitable growth?	8/5/2017 10:07 AM
116	How do you envision using your position to keep our all important "small town feel" in your decisions on projects, etc?	8/5/2017 9:38 AM
117	What is your list of priorities	8/5/2017 9:25 AM
118	The city should be looking for someone who wants to be here long term, not a stepping stone. Tell us why you are our candidate.	8/5/2017 8:53 AM
119	Why do you want this job, and what makes you feel that you are uniquely qualified for the position?	8/5/2017 8:45 AM

City Manager Recruitment

120	How would you define your leadership style; more importantly, how would others define your leadership style?	8/5/2017 8:43 AM
121	How do you see Morgan Hill in five years? What do you want to see and what don't you want to see.	8/5/2017 8:37 AM
122	How to protect the city against too fast growth	8/5/2017 8:12 AM
123	What skills do you feel you will need to do your job effectively and for the benefit of Morgan Hill? Why?	8/5/2017 7:34 AM
124	How will the person develop commercial growth in the city?	8/5/2017 7:21 AM
125	How can we get better public transportation for people who work north of Morgan Hill? What can MH do to get more Caltrain service on weekdays and get back weekend service?	8/5/2017 7:10 AM
126	How do you intend to work with for voice of the people and implement their wants versus what the City desires? Example: We don't want another San Jose in Morgan Hill along with the crime and other issues. Keep Morgan Hill small enough so we feel safe here which is why we moved here to begin with.	8/5/2017 6:47 AM
127	Can you go against the grain and work for the people .	8/5/2017 6:02 AM
128	"Tell me about a recent life choice in which you put the greater good ahead of your self interest, with the contact number of someone in a public leadership role who can confirm your story.	8/4/2017 11:41 PM
129	What would your 30, 60 and 90 day plan/ roadmap look like?	8/4/2017 11:34 PM
130	How will you earn the respect of the community?	8/4/2017 11:15 PM
131	Will you focus on the needs of the citizens over the desires of business and developers?	8/4/2017 10:57 PM
132	Which if any of the present city plans would she/ he change? What new ideas would he implement?	8/4/2017 10:43 PM
133	can you stop this horrible growth???? it's not helping the city in anyway! what will you do to stop all the crime??? How will you work with the police department?	8/4/2017 10:03 PM
134	What is one change you would like to make in the City of Morgan Hill?	8/4/2017 9:50 PM
135	What do you like about Morgan Hill? If the answer is small community and farms, it's a go. If it's the potential to grow or become like any other neighboring city, then NO.	8/4/2017 9:43 PM
136	How can we maintain the character of the town while growing?	8/4/2017 9:24 PM
137	Do you care a out this place or are you going to let it turn into San jose.	8/4/2017 9:20 PM
138	What is your experience with public safety issues including fire matters, criminal justice issues and emergency preparedness?	8/4/2017 9:17 PM
139	How will the city address the inadequate infrastructure and encourage companies to locate in Morgan Hill	8/4/2017 8:31 PM
140	What is your vision of what MH will be like 5, 10, and 15 years from today?	8/4/2017 8:26 PM
141	How do you propose to do more with less?	8/4/2017 8:24 PM
142	Will you be open to collaborating with projects to strengthen mental health services for the community?	8/4/2017 8:19 PM
143	Is your plan to keep Morgan Hill' s small town flair or are you turning it into a over populated condominium land?	8/4/2017 8:12 PM
144	What are the biggest challenges facing Morgan Hill during this time of rapid growth and how to you propose to tackle them?	8/4/2017 8:11 PM
145	Are you with citizens of MH and support a cap on population & building too many houses?	8/4/2017 8:06 PM
146	If they can keep an open mind and work with everyone.	8/4/2017 7:35 PM
147	How do you intend on balancing the needs and desires of the majority of Morgan Hill citizens to retain open space with desire of city government to build everywhere and increase economic growth?	8/4/2017 7:33 PM
148	How will you engage the community to help inform elected officials of the desires of the community members on matters of Policy?	8/4/2017 7:17 PM

City Manager Recruitment

149	Assuming you are not the person selected who do you think will do the best job from among the other candidates and why?	8/4/2017 7:11 PM
150	What are you going to do improve the overall quality of this city? #1. Traffic #2. Vehicular congestion #3. Enforcement	8/4/2017 6:52 PM
151	Why are you seeking this position, and what makes you qualified to represent the citizens of Morgan Hill?	8/4/2017 6:47 PM
152	What is your downtown vision vs your vision for Morgan Hill in general?	8/4/2017 6:29 PM
153	What makes you more qualified over the other candidates?	8/4/2017 6:29 PM
154	How will you share our story with the world? (Curious what the candidate's vision of our story is, and how our city can impact others through social media.)	8/4/2017 6:27 PM
155	How will you be able to run the city as well as it is now (or better) while spending less money?	8/4/2017 6:27 PM
156	What is your Best quality & how would u use it to make Morgan Hill better?	8/4/2017 6:26 PM
157	How do you propose standing up to HSR to be sure they do not destroy any of our city, residential or businesses.	8/4/2017 6:18 PM
158	How are you going to control over development?	8/4/2017 6:12 PM
159	How long will you stay?	8/4/2017 6:04 PM
160	What could Morgan Hill start doing now to accomodate the effects of climate change and population increases during the next ten years?	8/4/2017 5:59 PM
161	It's said MH has an identity crisis. MH doesn't understand it is now an affluent community What do you think will bring our town in touch with it's residents? Explain how you will marry the old farmland and new tech cultures.	8/4/2017 5:52 PM
162	Why is our police department not growing to match our population?	8/4/2017 5:48 PM
163	In your experience, what is the hardest challenge you've faced and how did you solve it?	8/4/2017 5:45 PM
164	Have you had experience managing growth and what have you done	8/4/2017 5:37 PM
165	How do you propose to continue Morgan Hill's small town feel while helping those of us who have to work outside of the town to come home in a timely manner without so much traffic?	8/4/2017 5:36 PM
166	What will you do to guarantee public safety on the proposed HSR alignment with regard to earthquakes and the many faults running through South Santa Clar County and Morgan Hill?	8/4/2017 5:32 PM
167	Tell me about a situation that you had a strong belief in a position and later changed your mind. Looking for someone willing to accept new input even if it contradicts his own belief and adjust to new realities	8/4/2017 5:31 PM
168	Do you live in Morgan Hill	8/4/2017 5:31 PM
169	What changes would you like to see in the city of morgan hill in 10 years.	8/4/2017 5:28 PM
170	Prefer a graduate degree in a related field.	8/4/2017 5:26 PM
171	Can you focus on all Morgan Hill residents and areas not just the squeaky downtown business owners?	8/4/2017 5:22 PM
172	What is the biggest challenge facing MH? How will you analyze the options and recommend a strategy?	8/4/2017 5:16 PM
173	1. Define marriage 2. Define family 3. Define a community with the above 2 questions in mind.	8/4/2017 5:16 PM
174	Are you native to Morgan Hill	8/4/2017 5:12 PM
175	Can the candidate feel comfortable to dialog with the council rather than be a yes person?	8/4/2017 5:10 PM
176	How would you balance the need for economic growth with maintaining the MH small town quality of life?	8/4/2017 5:03 PM
177	What do you believe are the major challenges effecting Morgan Hill over the next 5 years	8/4/2017 4:59 PM
178	What guidelines/principles/ skill set will you utilize in proposing policy/practice for a rapidly growing, ethnically diverse and economically diverse community like Morgan Hill?	8/4/2017 4:53 PM
179	Do you need a home loan?	8/4/2017 4:53 PM

City Manager Recruitment

180	How will you cut regulations and intrusion into people's lives as a result of city rules and policies.	8/4/2017 4:52 PM
181	Describe your vision for Morgan Hill in 2025, and how you would achieve it	8/4/2017 4:51 PM
182	Provided your experience working with Steve, what have you learned from him and what will you do different if you win the position?	8/4/2017 4:45 PM
183	What is your long term goal to improve Morgan Hill?	8/4/2017 4:43 PM
184	Describe the most controversial or politically heated project you have worked on directly.	8/4/2017 4:42 PM
185	What experience can you offer the City to balance the budget, keep the City out of additional debt, and reduce waste of resources for current and future residents?	8/4/2017 4:41 PM
186	What can they do for the city and citizens of Morgan Hill	8/4/2017 4:41 PM
187	What were your 3 largest contributions in your last position	8/4/2017 4:41 PM
188	Long time residents are dismayed by the current rate of new homes being built. What is your vision of Morgan Hill in five years?	8/4/2017 4:40 PM
189	Describe the City of Morgan Hill from a financial, life style, and business perspective after 5 years of your successful leadership?..... What was the most difficult aspect of achieving this success ?	8/4/2017 4:38 PM
190	What do you consider to be the most important issue Morgan Hill must work to accomplish over the next 3 to 5 years and how would you move forward to accomplish that?	8/4/2017 4:37 PM
191	Should Morgan Hill be a family friendly community with an emphasis on quality of life or should we be a high density sprawling subdivision of San Jose?	8/4/2017 4:35 PM
192	What are your goals for our city?	8/4/2017 4:32 PM
193	Can you "move" the City's stated plans forward regardless of influence of others, political or otherwise.	8/4/2017 4:31 PM
194	What would you hope to accomplish in your first 30-60 days ?	8/4/2017 4:31 PM
195	If you could change one thing about our city, what would it be?	8/4/2017 4:31 PM
196	How will you facilitate a compromise between groups that have differing opinions on growth?	8/4/2017 4:29 PM
197	What are your goals for the City?	8/4/2017 4:26 PM
198	Tell us about your experience as a City Manager and how did you involve all individual districts in the creation and implementation of the city master plan.	8/4/2017 4:26 PM
199	What part of Morgan Hill's City Council policy do you believe needs the most attention immediately? How about the policy that will impact the city in the next 5 years?	8/4/2017 4:24 PM
200	What experience, outside of your Morgan Hill position, qualifies you as a "City Manager",	8/4/2017 4:20 PM
201	What they envision the City of MH will look like in 1, 3, 5, and 10 years from now.	8/4/2017 4:18 PM
202	What is your vision for Morgan Hill?	8/4/2017 4:17 PM
203	What non-conventional way would you work at bringing our community closer together?	8/4/2017 4:16 PM

Q3 What advice would you give the City Council in selecting the next City Manager?

Answered: 197 Skipped: 36

Open
Minded Concerns Carefully Planner Listen Review
Think Financial Look Consider City Manager
City Staff Candidate check Morgan Hill
Budget Community Independent Growth
Selection Process Position Beautiful Hire children
Housing Experienced Choose Schools

City Manager Recruitment

Q3 What advice would you give the City Council in selecting the next City Manager?

Answered: 196 Skipped: 36

#	RESPONSES	DATE
1	Please select the next City Manager based on the five qualities and capabilities I selected above and outstanding systems management abilities	8/12/2017 10:36 PM
2	Vet out true values held by proposed new City Manager to insure they are in line with our city.	8/12/2017 9:42 PM
3	Listen to the people of Morgan Hill who are alarmed at the amount and type of construction going on in town.	8/12/2017 3:11 PM
4	Choose the most experienced, well rounded individual	8/12/2017 11:42 AM
5	To be fair Open-minded	8/12/2017 9:00 AM
6	To find someone who improves MH without losing its sense of community and small town feel.	8/11/2017 7:16 PM
7	I like the idea of using an internal candidate, so keep pursuing this line of thinking.	8/11/2017 7:06 PM
8	I would like to see someone with a background in cost savings, ability in implementing and adhering to a budget and focused on growing morgan hill but still keeping it a small community.	8/11/2017 12:02 PM
9	Take your time. Solicit perhaps some community input.	8/11/2017 10:53 AM
10	That he be someone local that has lived here for a very long time and knows the valleys history and purpose	8/11/2017 8:44 AM
11	Please consider what is best for the current residents of Morgan Hill. Quality of life goes down when a place gets too congested. Choose someone who understands the importance of Morgan Hill's small-town feel.	8/10/2017 9:32 PM
12	Include the residents and city staff in the interviewing process.	8/10/2017 8:13 PM
13	teach other how to fish, do not give them the fish	8/10/2017 6:41 PM
14	He must be science-based. A great planner. Our wants and needs are identified in statistics. Be inclusive of options and not just tell Council what it wants to hear.	8/10/2017 3:53 PM
15	Not someone who has been in politics TO long	8/10/2017 2:09 PM
16	Have prioritized check list and long term city vision. Check that City manager fits in.	8/10/2017 1:53 PM
17	Find someone who is passionate about Morgan Hill, who has the best interest of everyone in mind.	8/10/2017 1:41 PM
18	As much as you'd like to keep it local, please look for someone from outside our city who has been through the growth that we are experiencing. We need someone who has fought these same battles and has won in the past. We need someone who knows how to grow revenue while constrained with population and construction. We need someone who has served a suburban city near a metropolis. We need someone who has real tangible experience and success in this area. Just because they live here and have worked for MH doesn't mean that they will be an expert in what's to come. The next 10 years will be a true test of our city that will shape it for the 100 years to come, we can't take a chance on someone who can grow into this role. We need someone who has a track record of success. Also, don't get caught up with how the salary will appear to the public. Sometimes cheaper isn't always better. It may be more costly to hire the right person from outside the city, but in my experience the public gets all worked up for a month or so about someone's pay and then it fades away into the background. Paying \$300K/year for the right person is absolutely worth it.	8/10/2017 1:03 PM
19	Be careful of too much high density housing built downtown until it is proven to work well - add some retail and a unique walkable grocery	8/10/2017 1:01 PM
20	Hire a C.M. who will do the "right thing" (best professional advice) even though it may not be the preference of the council majority.	8/10/2017 12:52 PM
21	Be open minded	8/10/2017 11:43 AM

City Manager Recruitment

22	Be open to existing food chains taking root in morgan hill.	8/10/2017 11:39 AM
23	Look for a person who has many of Steve Rymer's leadership qualities. He has done an excellent job for Morgan Hill.	8/10/2017 11:36 AM
24	Find a fiscal conservative.	8/10/2017 11:26 AM
25	Look for a team player	8/10/2017 11:23 AM
26	PROVIDE THE LIST OF THE POTENTIAL CANDIDATE WITH THEIR CV'S ON MH CITY WEBSITE.	8/10/2017 11:15 AM
27	There's a whole lot of potential for solid, WISE and strategic growth here in MH (environmentally, residentially, culturally) but you'll need to move past a purely LOCAL mindset and bring in clever people with regional/national/international experience. MH could easily become the next bland bedroom community to Silicon Valley, or it could become the next Sonoma. Please tread carefully and think long term because this rests in your hands. Thank you.	8/10/2017 11:04 AM
28	Make your decision based on yours and the candidate's love for the Morgan Hill community, not based political maneuvering.	8/10/2017 10:33 AM
29	Steve Rymer was great at team-building. Please find someone who can continue his legacy!	8/10/2017 10:29 AM
30	Seek to protect residential peace and quiet.	8/10/2017 10:22 AM
31	No advice, just please have the interest of this small town in mind when accepting big checks from builders.	8/10/2017 10:14 AM
32	Honesty and integrity are key to any leadership position and should never be overlooked even when the outcome may not bring financial gain. The end result will always be much better with true honesty and integrity.	8/10/2017 10:08 AM
33	Hire based on integrity, interpersonal skills, and creativity. Those are key for any leader, gaps in other skills (if any) can be filled in with training and support staff.	8/10/2017 10:06 AM
34	Find someone who understands the character of the community and how to improve it	8/10/2017 10:01 AM
35	Provide for the needs of the current residents. Infrastructure, employment, shopping, restaurants, schools, etc. We do not need or want high density housing and nothing else. Please, think long term.	8/10/2017 9:41 AM
36	Make sure he/she is not out for his/her own glory or political aspirations. They must not give their developer friends priority over Morgan Hills future.	8/10/2017 9:41 AM
37	None	8/10/2017 9:36 AM
38	Find someone who has the ability fix some of the issues plaguing our city..... out of control growth, outdated infrastructure etc	8/10/2017 9:34 AM
39	Please do not limit yourselves and the community by only seeking candidates from within the current city personnel. There could be some excellent candidates right here currently working for the city already, however, if they are the best candidates, then they will rise to the top of the process. But that process should also include interested and qualified candidates from the outside as well. What if the City of Morgan Hill restricted this process to an internal hiring always and never went outside? That would be very limiting and the whole community could miss out on an opportunity to finding fresh ideas and thinking.	8/10/2017 9:20 AM
40	Ascertain the candidates ability to work with the City Council on subjects of disagreement.	8/10/2017 9:10 AM
41	Stay away from those who enable toxic work environments.	8/10/2017 9:02 AM
42	Select a candidate that comes from a small community, who understands what a small community wants.	8/10/2017 9:02 AM
43	Be very selective with each candidate and if a fit is not exact, continue to search.	8/10/2017 8:59 AM
44	Do not select someone who is easily influenced or intimidated by the Mayor or anyone with a one sided agenda.	8/10/2017 8:53 AM
45	none	8/10/2017 8:50 AM
46	a commitment to professionalism: competence and ethical leadership	8/10/2017 8:50 AM
47	Slow down the growth in Morgan Hill	8/9/2017 3:22 PM

City Manager Recruitment

48	Select someone who intends to represent the entire city equally without regard to identitarian politics. Unite the city, don't divide the city.	8/9/2017 1:23 PM
49	Experienced and with good job history- good previous employer references	8/8/2017 4:09 PM
50	Look for someone who can point a a positive legacy in their prior experience	8/8/2017 3:18 PM
51	None at this time.	8/8/2017 11:06 AM
52	Stay away from shifty banker types.	8/8/2017 10:58 AM
53	Walk around the downtown and neighborhoods and get a feel for how difficult it is to maneuver among chairs, signs, and overgrown landscape. Consider how difficult it is for a driver to see a pedestrian among all the things in the middle of Monterey Road.	8/8/2017 10:50 AM
54	Please select a Manager who will consider the needs and services provided by each Department equitably. One who will continue to value employee dedication and job satisfaction.	8/8/2017 9:46 AM
55	Check references	8/8/2017 9:34 AM
56	focus on reducing taxes, being fiscally responsible, reduce regulations while continuing growth and development for city	8/8/2017 8:59 AM
57	We need someone proactive, honest, and open-minded. Stop building housing, and get crime down. Entice more variety in businesses and restaurants to come to MH.	8/8/2017 8:10 AM
58	Continue your effort to select the next City Manager from within the current ranks of employees. However, if no suitable candidate emerges, then do not hesitate to broaden your search to nearby cities and communities. There is no need to go outside of California and, in fact, outside of the Bay Area/Peninsula/Monterey County.	8/8/2017 8:01 AM
59	Make certain this individual has thick skin and is active on Soicial Media in order to address comments and concerns raised, not ignore or discount them because they're on Facebook.	8/8/2017 6:54 AM
60	Choose someone interested in slowing the building sprawl and population growth of Morgan Hill.	8/8/2017 12:18 AM
61	Choose someone, please, who is practical and fair-minded. Please don't choose someone to satisfy agendas that don't match what the city needs.	8/7/2017 10:25 PM
62	Please pick someone who is sincerely invested in the Morgan Hill community and wants help under-represented minority groups.	8/7/2017 8:52 PM
63	Due to the exponential growth of technology affecting life in South County (population, transportation, crime) the City Manager's first thought when he/she wakes up should be Morgan Hill and the last thing at night - everything else is secondary. Is this person willing to commit to this responsibility?	8/7/2017 8:36 PM
64	Stop caving in to all the special interest and think of the city as a whole.	8/7/2017 8:29 PM
65	Select someone that is honest and one that has the interests of the citizens of Morgan Hill at heart.	8/7/2017 8:28 PM
66	Don't look for someone like you.	8/7/2017 5:48 PM
67	Use Common Sense in selection process.	8/7/2017 5:22 PM
68	Get someone who is not into wasting money on things that do not matter.	8/7/2017 5:14 PM
69	Stay strong. Don't cater to the bleeding hearts. Keep this a beautiful and safe city.	8/7/2017 5:12 PM
70	Find a City Manager that will have a hands on style so that he actually leave his office and inspect activities and projects	8/7/2017 4:55 PM
71	Enforcement of the laws of the city! Good city managing! Active in boosting up the city's image & also to rid of some of the blight areas of MH!	8/7/2017 4:41 PM
72	The next city manager will be managing a rapidly growing population, and will need to be capable of responding rapidly to accommodate the infrastructure challenges incumbent with it.	8/7/2017 4:33 PM
73	take your time and pick a winner	8/7/2017 4:31 PM
74	Have a personality profile test administered to the final candidates and evaluate the results from a leadership perspective.	8/7/2017 4:26 PM
75	Pay close attention to past effectiveness of work applications. Particularly, the financial health of what was left behind.	8/7/2017 4:20 PM

City Manager Recruitment

76	Find a manger that can balance the budget.	8/7/2017 4:19 PM
77	Choose with the thought of inclusiveness and diversity regarding gender, race, ethnicity and language skills.	8/7/2017 3:50 PM
78	Make sure she's a good person with the best interests of residents at heart	8/7/2017 3:41 PM
79	Stay focus on getting results	8/7/2017 3:39 PM
80	Listen to the people!	8/7/2017 3:33 PM
81	Wish I had a god answer it's a mess!	8/7/2017 3:33 PM
82	I would like to see the Council select someone similar to who has been serving as the City Manager successful consistency in the City will be beneficial. Continue the City momentum!	8/7/2017 3:32 PM
83	Completely understand what's involved and ask for review of previous challenges that were not positively resolved. What would you do different (If doubt, reconsider)	8/7/2017 3:29 PM
84	I would check every reference I could and get as much background as possible.	8/7/2017 3:29 PM
85	Need someone who truly cares about the homeless and affordable housing.	8/7/2017 3:26 PM
86	Be open to unorthodox candidates. Not wackos, but those that have a vision for the city, can build a consensus, understand the frustrations and can bring fresh eyes to the issues facing the city today and into the future.	8/7/2017 3:25 PM
87	n/a	8/7/2017 3:23 PM
88	Helpful if they are a native of MH.	8/7/2017 3:23 PM
89	Choose for the community, not for self.	8/7/2017 3:04 PM
90	Look for someone who is honest and ethical, who has experience in management, preferably of a governmental agency, who is humble, who is great at delegating and working with others, and who truly cares about Morgan Hill and its residents.	8/7/2017 12:43 PM
91	Look for relatively youthful (at least in mindset), knowledgeable, community oriented person who is willing to take managed risks to move Morgan Hill forward.	8/7/2017 11:32 AM
92	Find someone from a smaller-rural like community, who has successes.	8/7/2017 10:06 AM
93	To weigh all there options carefully.	8/7/2017 7:58 AM
94	listen to the people	8/7/2017 2:08 AM
95	PLEASE!!!! Stop the building of homes and why would any of you approve the church and graveyard that will be coming to this community....meaning more traffic and people!	8/7/2017 12:36 AM
96	First, he needs previous experience as a City Manager. What has he learned from his previous job as City Manager? How will he cooperate that knowledge into becoming MH City Manager? I would like to see somebody that listens to the people and is open minded. We have a beautiful city that is growing fast. How can we slow it down and still keep it beautiful within budget? Good luck, I hope you find our man or woman.	8/6/2017 8:41 PM
97	Look for the best overall qualified person to fill this position.	8/6/2017 3:11 PM
98	Hire someone that fits the personality of the organization and listens to input.	8/6/2017 8:43 AM
99	The residents of MH are concerned about the direction our city is heading. There doesn't seem to be much of a plan for development. I hope the new city manager can work with the planning department to create a vision for MH. How much building of new housing would be allowed each year? how do we attract large companies to build their companies here to create jobs and increase our tax base? What's the plan for fast food restaurants? Too many can ruin the look and traffic patterns of MH. Isn't there some type of formula to determine how many fast food places in a square mile?	8/6/2017 6:44 AM
100	The city governments needs to adapt from its current small town mentality to the growing city it's become. With the population growth that has been approved by the city over the years it needs to allow for and quickly approve for more services and retailers to come in to accommodate the population growth and to streamline the current processes to getting businesses up and running. Morgan Hill is known to be the most difficult city to work with in the entire Santa Clara County. From small businesses to major retailers that have walked away and went to Gilroy or San Jose and its all tax revenue lost by the city over last 20 years is a public frustration.	8/6/2017 5:01 AM

City Manager Recruitment

101	n/a	8/6/2017 2:24 AM
102	n/a	8/5/2017 10:55 PM
103	Each department, not just the PIO, should be charged with communicating with our residents. For example, provide highlights of staff-to-staff meetings to give the community a sense of what you are working on. Communications enables participation. At the Saturday Coffee, in response to my question about innovation, the Mayor talked about cross-training and implied we should know about that from his comments in the newspaper. I reread the article; if no one talks about what you are doing to improve, we will not know. Missing a milestone (for example, Infrastructure master plans) and saying nothing, or saying there will be a quarterly review (for example, Development Services 140 improvements) and failing to follow through, are not signs of an effective organization and leader. I do not like having so much power in the hands of just the City Manager and Mayor. An internal candidate will most likely give us more of what we have today. Viewed from the outside, that is not enough.	8/5/2017 8:12 PM
104	Interview as many candidates as possible, the re-interview the top 3 before deciding.	8/5/2017 3:15 PM
105	Ensure there is someone independent on the panel, to avoid pre-conceived notions about the capability of the internal person being interviewed. A City Council only panel may be subjective. It is axiomatic that an objective assessment is made. Ensure that the person fully meets the person specification in terms of qualifications, types and length of experience, abilities, etc. I have noted too many people being promoted beyond their level of incompetence, just because everyone likes them and knows them. Adhere to the requirements of the job, not subjective judgments. Being good in a current job, does not automatically mean that the person can cope with the next level position. Measure against not only interview question answers, but also against activities relevant to the role. Find out if the person CAN do what they SAY they can do.	8/5/2017 1:56 PM
106	I would like to see someone in this position who will fight to stop the increase in low income housing and unnecessary development happening here now. Low income housing is directly related to an increase in crime and other problems that didn't used to exist here. Our schools have gone from high performing to embarrassingly inept and we're basically inviting an increase in crime. This used to be a close knit area with a high standard of living. If we continue in the direction we've been heading, we'll cement our reputation (and,frankly, our reality) as a hotbed for drugs, gang activity, pathetic schools, and a haven for criminals from all over northern and central California. That is what Morgan Hill/San Martin/Gilroy are notorious for. I think it's time to take back our home and get our priorities straight before all of the reasons I moved here 17 years ago with my 2year old son cease to exist.	8/5/2017 1:54 PM
107	Be careful	8/5/2017 1:25 PM
108	stop looking for quick fixes and look to long term quality of living for everyone including housing, school and viable work/employment options for local residents.. employment that pays a living wage and full time employment.	8/5/2017 1:00 PM
109	Take the best candidate for Morgan Hill. Sometimes that candidate not be the best on paper, but if they are the best for the city, that is who I want.	8/5/2017 12:59 PM
110	I hope you look for individuals that can be creative to bring innovation and growth while still maintaining a small town environment. Improving education and increasing public safety has to be one of their main focus. This would be followed by growth and bringing in businesses that creates jobs.	8/5/2017 12:49 PM
111	The person must be committed to staying in the position for a number of years. Can't be just a stepping stone until the next job comes along.	8/5/2017 12:07 PM
112	Don't neglect the need to provide services (i.e., high quality schooling, well-maintained roads, adequate public transit) for those of us already here by focusing too much on adding housing.	8/5/2017 10:07 AM
113	A calm, open minded person. We need a healing political environment. No hard right or left ideologists.	8/5/2017 9:38 AM
114	Be honest and have an open door policy	8/5/2017 9:25 AM
115	Select a long term person who will work to control growth	8/5/2017 8:53 AM
116	Make the process open to all - transparent. Avoid hidden agendas.	8/5/2017 8:45 AM
117	Chose someone that personifies Morgan Hill...active, inclusive, open, but guarded.	8/5/2017 8:43 AM
118	I want someone who already loves our town or who will.	8/5/2017 8:37 AM

City Manager Recruitment

119	Best city planner	8/5/2017 8:12 AM
120	Get LAFCO to approve SE quadrant for the Catholic High School to be built!	8/5/2017 7:34 AM
121	select one who is not eager to boost residential growth.	8/5/2017 7:21 AM
122	Select someone who has a genuine desire in allowing growth but maintain small town feel	8/5/2017 7:10 AM
123	Define what the goals are ahead of time so they can work with that or hopefully develop new goals.	8/5/2017 6:47 AM
124	Drain the swamp, start from the top until you get to the bottom	8/5/2017 6:02 AM
125	To remember that this city is agricultural and needs to maintain clear, clean and non commercialized toxins near or around. Preserve the land and stop greed and growth. Maintain a small city view going forward or see how over population destroys. Land for businesses is vacant, intice companies to expand here, think smart cities and get rid of whatever contract is with charter. The service is terrible and you can't expect people to pay for houses at this rate with slow and unreliable resources. ATT and Comcast need to come in. Someone has been making extra cash with this sealed deal for way too long. Keep city clean, full of innovation for low carbon print, bring in decent companies like google, Amazon etc and stop allowing greed and money to dictate what the cities worth will be	8/4/2017 11:34 PM
126	To listen well to entry level employees; for they are your foundation, your mirror and your future.	8/4/2017 11:15 PM
127	That he she be a resident of Morgan Hill.	8/4/2017 10:43 PM
128	go OUTSIDE!!!! Internally we have an issue of greed to get all of these apartments in here with NONE of the infrastructure - roads are terrible, crime, schools can't handle the influx of students - our current team has failed us!!!	8/4/2017 10:03 PM
129	I think it is a really bad idea to limit it to an internal recruitment.	8/4/2017 9:50 PM
130	Please do not break the bank for this position. We are not that rich. We need our money to go elsewhere... Have you driven our roads lately?	8/4/2017 9:43 PM
131	Listen	8/4/2017 9:24 PM
132	Thing long and hard about how overcrowded we are and how little actual business happens here to support growth.	8/4/2017 9:20 PM
133	Do a very thorough background check, hire a proven leader who is ethical, one who employees will respect and follow and someone who has a sense of humor .	8/4/2017 9:17 PM
134	Find someone who is an independent thinker.	8/4/2017 8:31 PM
135	Select someone with a strong community connection and vision for a stable, slow, steady, managed growth of the city	8/4/2017 8:26 PM
136	Don't waste money on a national search, don't hire a retread, even temporarily. Don't give them housing assistance. Let them learn what is like to live here like the rest of us, so that they can understand what the regular citizen experiences.	8/4/2017 8:24 PM
137	Check that they support all including minorities	8/4/2017 8:19 PM
138	To budget equal for all districts, children in any section of town should have the same funds available for schools. Keep the arts and music programs alive.	8/4/2017 8:12 PM
139	Look for the closest position in terms of current or previous experience, someone with the respect of and ability to work with the council, and someone with a clear and transparent communication style that will command the respect of the community.	8/4/2017 8:11 PM
140	Stop growing too much, traffic, graffiti is out of control	8/4/2017 8:06 PM
141	Run this city as though it were your family you were taking care of...	8/4/2017 7:35 PM
142	Find someone who is fair and can balance the needs of the community with the needs of the city.	8/4/2017 7:33 PM
143	The city needs someone willing to engage the community in conversation via accessible platforms (social media, email, etc) and be able to communicate this information to elected officials. It seems That there is a big disconnect and someone is needed to bridge that gap.	8/4/2017 7:17 PM

City Manager Recruitment

144	Making a bold public statement that the city council already is SURE the next city manager is already here is so insanely parochial as to make it unreasonable to go through a "selection process" when clearly the Mayor already has made his decision. What a waste of an opportunity to improve by bringing in new blood and new ideas.	8/4/2017 7:11 PM
145	Bring back Marie Calendars!	8/4/2017 6:52 PM
146	n/a	8/4/2017 6:47 PM
147	Hire within if possible but be open to other candidates who may come forward.	8/4/2017 6:29 PM
148	Make sure the person you hire loves Morgan Hill for who and what it is and wants nothing but the best for the people that live here.	8/4/2017 6:29 PM
149	Getting things done is important, but many of us residents think that the city has rushed into deals that have cost the city 2x or 3x what they should have cost. In other cases, there was little oversight once the contract was issued and we ended up with issues, delays, cost overruns and mistakes. Stop spending money on studies and involve the public directly.	8/4/2017 6:27 PM
150	Make sure he/she is strong in his/her position to stand up for and improve the city.	8/4/2017 6:18 PM
151	Be like Dennis Kennedy.	8/4/2017 6:12 PM
152	The job of the City Manager is to provide as much service as possible to the people of Morgan Hill with the funds provided. The job is not create commerical enterprises to generate profits (income).	8/4/2017 5:59 PM
153	Look for candidates that have gentrification experience and understand infrastructure. We have the opportunity to promote tech to coming here and to build transportation alternatives.	8/4/2017 5:52 PM
154	Experience in executive leadership is a must. MH is not a place to train a City Manager. The selection must have prior and proven leadership experience.	8/4/2017 5:48 PM
155	Assures she/he lives in Morgan Hill.	8/4/2017 5:45 PM
156	This needs to be somebody who will listen to the community	8/4/2017 5:37 PM
157	Think of why we live here in the first place. Are you promoting that ideal of our town?	8/4/2017 5:36 PM
158	Promote within City Staff.	8/4/2017 5:32 PM
159	Be patient, do not compromise and hire someone you are not sold on because of time pressure	8/4/2017 5:31 PM
160	Ensure the candidate has Morgan Hill's interests at heart and not personal advancement	8/4/2017 5:31 PM
161	Someone who will preserve the small town feel of morgan hill while making sure to keep current residents happy and engaged in the community.	8/4/2017 5:28 PM
162	Pick a candidate that will stick with a voter approved plan and not give in to developers or other special interest groups.	8/4/2017 5:26 PM
163	Get an independent mind not a yes man	8/4/2017 5:22 PM
164	Find someone committed to the CM profession	8/4/2017 5:16 PM
165	1. No one excessively liberal that will blur the lines of standards for our children and grandchildren. 2. Recreation minded. 3. Character is everything.	8/4/2017 5:16 PM
166	Find someone with an ear to the people.	8/4/2017 5:12 PM
167	Internal search is good. Pick a CM that has a good attitude, positive and open minded. I don't think age is important but i do think this person needs to be a critical thinker and willing to tap intelligence on a subject before proceeding with a decision. Collaborator is key!!	8/4/2017 5:10 PM
168	I hope that you will find someone who is not intimidated by money or power. Our lovely Morgan council and Mayor have created a place that feels now more than ever like a sister city of San Jose. So many new homes especially dense building around Monterey you have to wonder how we all are going to get in and out of Morgan Hill. Our current roads can't support the current population and now our city officials have creating a bigger mess. Finally it looks terrible, can't see the hills and everything especially on Monterey road feels closed in. My hope our next Mayor will try to keep Morgan Hill different and save what's left of this city before it's too late.	8/4/2017 5:09 PM
169	Quality of person outweighs all the experience in the world. Honest, ethical, open-minded, fair, and someone who listens well. All of the candidates will have relevant skills and experience.	8/4/2017 5:03 PM

City Manager Recruitment

170	Choose someone who has a proven track record as a city manager and someone who will do the right thing and not the politically correct thing	8/4/2017 4:59 PM
171	Think outside the box!!	8/4/2017 4:53 PM
172	Don't offer home loans or equity loans or any type of loans to any employees of Morgan Hill	8/4/2017 4:53 PM
173	Hire someone that believes in freedom and will work to reduce the culture of force propagated by city governments everywhere especially efforts to control private property.	8/4/2017 4:52 PM
174	Consider where Morgan Hill is today and where it will be in 20 years, more so than where it has been or was in the past. For better or worse, the future of our town will be very different from its past, and this ought to be part of the conversation. Trust your intuition.	8/4/2017 4:51 PM
175	Find someone with Steve's foresight and positive outlook on the future of the City.	8/4/2017 4:45 PM
176	Ask many questions and listen carefully.	8/4/2017 4:43 PM
177	Ensure the successful candidate would develop cooperation and collaboration throughout the organization, especially with partner departments where philosophies may differ from each another.	8/4/2017 4:42 PM
178	Select a candidate who will limit growth in Morgan Hill and not waste money on unnecessary improvements for only a small return to the community. Select a candidate who will ask the community what they want before spending on programs and changes that do not provide a good return on investment.	8/4/2017 4:41 PM
179	Qualifications are important but I would make sure that person knows about Morgan Hill and what direction the citizens here want to achieve	8/4/2017 4:41 PM
180	The City Manager should a member of the team, but not afraid to state independent ideas. The City Manager should meet informally with resident to hear their visions and concerns.	8/4/2017 4:40 PM
181	Given the decision to look ONLY internally, if the 4-5 logical candidates in the City Staff do not meet expectations open the process up to external candidates!	8/4/2017 4:38 PM
182	I believe you have 2 current members of the Staff who have the experience and qualifications for the position. Both Assistant City Managers Leslie Little and Christina Turner are well qualified for the position. They both are different in their approach to solving and relating outcomes to the Council and public. Given the two I believe Ms. Turner to be the most qualified to fill the "BIG SHOES" left by the departure of Mr. Rymer!!!	8/4/2017 4:37 PM
183	Stop the high speed rail also known as "Brown's Folly."	8/4/2017 4:35 PM
184	Pick someone who is versed in Morgan Hill's history of the last 30 years so she/he doesn't make the same mistakes and is thoughtful.	8/4/2017 4:32 PM
185	The City is facing many challenges in the next period, HSR, Regional elections, Development, we need a strong central City Manager style government, and a manger to act.	8/4/2017 4:31 PM
186	Since it is an internal hire... be careful to chose the right person, not just someone who is a favorite without the right qualifications.	8/4/2017 4:31 PM
187	Listen to the people	8/4/2017 4:31 PM
188	Someone the people can trust to keep the best interests of Morgan Hill first.	8/4/2017 4:29 PM
189	Choose someone with knowledge of the city and who "understands" how we are NOT (nor do we want to be) San Jose.	8/4/2017 4:26 PM
190	Choose someone with experience as a City Manager	8/4/2017 4:26 PM
191	Surround yourself with people smarter than you on subjects that they are deep experts in. Leverage several (not just one or a few) subject matter experts on each subject who are opposed to each other and listen to them.	8/4/2017 4:24 PM
192	Pick someone with a strong financial background.	8/4/2017 4:20 PM
193	I am not sure I agree with an internal only process. No doubt there are very strong internal candidates, but an outside candidate brings diversity of thought and knowledge that might be very helpful to our City.	8/4/2017 4:19 PM
194	Interview Chris Ghione!	8/4/2017 4:19 PM

City Manager Recruitment

195	Growth and services in MH need to be balanced carefully. For example, internet service in the area is limited as well as transit services.	8/4/2017 4:18 PM
196	Get some one who will try to maintain a small town atmosphere.	8/4/2017 4:17 PM
