

City Manager Search Process Survey
Posted June 3 - 15, 2009
92 Responses Received
Copied exactly as written

Only editing has been the references to employee names and those have been redacted

What do you like about Greensboro?

- Battleground courthouse park, country park and the greenway that runs from country park to strawberry road. I like the convenience to grocery stores, libraries, etc. seems like every area has these places close by. I think we have good public transportation system.
- I was born and raised here. Moved away for a long time, and came back. The people are wonderful and there is a strong sense of community. Our citizens know how to get things done and I've seen them rally together for the slightest of things. I am always impressed.
- It's pretty, the people are nice, it is near enough to most things I visit regularly and need.
- cleanliness; choice of good universities; downtown appearance and downtown business growth appears much better; Coliseum events; good thoroughfares and maintenance of streets; more choices of housing subdivisions for lower income families; anticipated opening of Civil rights museum for the nation to see.
- Good sized community. People are friendly, good places to shop and eat.
- convenience. Great baseball stadium. Lived here all my life and definitely would live here other than other area's. quality of life is excellent regardless of what is in the local trash papers on Thursday.
- Quality of life and the way the City has managed to keep it a wonderful place to live with good roads and parks, etc.
- It's a big city with a small town atmosphere.
- Greensboro is a beautiful area. The people are friendly and there are many opportunities for education.
- Do not live in Greensboro.
- Big city amenities-small town feel.
- It is a city but not too big. There are lots of green spaces and parks. There is a variety of retail and entertainment. There is great faith community. The cultural arts are supported.
- Great parks, nice weather, most people are really friendly
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- neighborhoods! downtown! universities!
- I like the fact that Greensboro is a growing and progressive city.
- I don't live in the City of Greensboro.
- I like the fact that Greensboro feels more like a "big town" but still has the convenience of a "small city"
- My home town.
Airport
Geography- 2 hours from the mountains and 3.5 hours from the coast.
- The people! We live in a warm, friendly city and are fortunate to be able to enjoy a high quality of life.
- parks, libraries, climate, location

- -Not too large; not too small.
- -Reasonable travel to coast and mountains.
- -Good climate.

- 1)The cleanliness - streets swept nicely - very little litter, and also no piles of garbage on the curbs.
- 2) All the greenery and trees, but unfortunately these are quickly disappearing due to development.
- 3) All the neighborhood parks
- 4) The way the City maintains city property by keeping it well maintained, and mowed. Also how they maintain flower beds and greenery all over the city.
- 5) Friendliness of its citizens

- #1. Nice people in a caring community
- #2. Proximity to local cultural amenities and tourism communities (mountains and coast)
- #3. Feel relatively safe

- I enjoy the community that I live in, it's not too large and not too small, parks and recreation, community atmosphere, plenty of stores to shop at, and a variety of things to do as well. One other aspect I like about living in Greensboro is the diversity in it. You can go here and there and see all nationalities around you. You don't just see your regular black and white. You see black, white, asian, latino, laosian, cambodian, and a variety of other nationalities. These are some of the aspects that I love about living in Greensboro, NC.

- It is a clean city with good roads and access across the community is very easy. All areas to visit are easily accessible. There is a good group of parks for public access. It is in a good location geographically for travel to other areas.

- Beautiful green parkways, the location, shopping atmosphere, healthcare system, library system, vast religious activities, streets and roadways (in general), water, sewer and stormwater system, affordable available housing, Battleground park

- - size of city - not too large, not too small
- - great restaurants, cultural activities, parks & green spaces, movie theaters, Hoppers stadium, Greensboro Beautiful
- -traffic is managed well, Bryan Blvd.
- - great restaurants
- - Friendly Shopping Center
- - cross-cultural activities and a variety of positive multicultural happenings and goodwill.

- Low crime
- Great parks
- Colleges and Universities
- Low cost of living

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- The emphasis on art and culture.

- The parks and bike trails.

- Family, Convenience to everything you need. Fire protection.

- Greensboro is true to its name, the city has an abundance of greenways, trail systems, parks and natural areas.

- Greensboro is also a great place to live because it's a nice medium sized city; not too small and not too large.

- Friendliness of people, small-town feel, big-town amenities, historic neighborhoods, access to parks, upcoming Greenway, presence of higher education, PTI, engaged citizens, an accessible city government

- Strong parks and recreation, green-space availability, still has a small-town feel.

- The beauty of the trees; especially downtown/Elm St, and the amenities of larger cities in a mid-size town atmosphere...pro-ball, arena, mall, restaurants, etc. - airport

- Greensboro has a large number of "big city" amenities without the big city attitude. Greensboro has fabulous parks,

- walking trails, Triad Stage, Greensboro Symphony and more with a population of 250,000 people.
- The parks and lakes
- Though I don't live in the city, I've worked for the city organization for 20 years and I attended college in Greensboro. I enjoy the greenness of Greensboro; the parks and open spaces and big trees.
- everything
- The heritage. The fact that people are coming to here to buy homes.
- As a city employee I can't afford to live in the city due to the dual taxation.
- Generally good municipal services. Lots of cultural opportunities. Green space.
- Family friendly. Interesting neighborhood. Access to low cost culture. Educational activities for kids. magnet schools. parks. local food. relatively safe. Lots of colleges.
- Location and medium sized city feel.
- I have lived here all my life (over 60 years) and I love the people. I think there are some of the finest and friendliest people anywhere in the United States. No matter where I visit, I am always glad to come home to Greensboro.
- The small-town feel: I run into a familiar face wherever I go, neighbors take care of each other, neighborhoods have distinctive characters. The amenities: great restaurants, cultural arts, education, and recreational opportunities. It's my hometown.
- Easy to get around. Easy to make good friends. A presumption of goodwill. Not highly competitive.
- I like the diversity of the city but I would love to see that diversity embraced and highlighted. I like the potential quality of life that sometimes takes a back seat when issues like equality, safety, health and education are raised. I like the fact that I have family here. I also like the ease of navigating Greensboro and I especially like Center City Park and hope to see more features that encourage healthy activity for families, singles, elderly etc.
- I like the fact that Greensboro is a college town which means many cultural and athletic events. There are adequate parks, good schools, government resources, and most people enjoy a good quality of life here.
- Friendly people, nice atmosphere
- Greensboro offers diverse communities. It is full of rich culture and backgrounds within its citizenship base. It offers the convenience of City living complimented by the surrounding country atmosphere. Greensboro offers the best of rural and urban living within the triad area.
- I love the parks. They have become a very useful tool to many families who want to spend time with one another at low costs. The parks are clean and they show the beauty of nature as it is. The people here are friendly
- - Lower cost of living than some other urban areas
- More manageable traffic congestion than Raleigh or Charlotte
- Wow, well, there are people here who are trying to make the city more cosmopolitan than it currently is, and they add an element that might otherwise be completely absent.
- Beautiful parks and well maintained tree-lined boulevards surround the entire city. New parkways and interstates make it very easy to quickly get around city. Vast amount of educational facilities located in the heart of Greensboro. More importantly, on any given day a resident can drive to the beach or the mountains in 3-4 hours for a great state get-away!
- A nice quiet, family friendly place to live. Nice parks and nature trails
- Green space and outdoor parks and facilities; Diverse population; Size of the City; Availability of a variety of recreation activities; Community is becoming more involved in making things better for all populations; Cleanliness due to services provided.
- Small town atmosphere
- Many well-run branches of city government.
- The people!

- I love that Greensboro is a big city with a small town feel. I constantly run into people I know all over the city. I really like all the annual city-wide festivals/events that are held. I love how beautifully kept the city is and its gardens and parks.
- It's home, after 37 years! Beautiful city with lovely neighborhoods, plenty of shopping and interesting things to do, a good place to raise a family.
- Lot's of green grass, trees, etc. For the most part Greensboro is a clean city.
- The child friendly locations...and mixture of city and county life.
- The traffic is fantastic with the exception of Wendover Ave. The parks and trees are wonderful. I work directly with several departments of the city government and they are very well run and excellent to work with.
- down town, parks, walking trails,
- Wonderful parks spaces and recreation opportunities.
- Regional location (beach, mountains, climate, etc.)
- Friendly people, diverse population, cost-of living manageable
- Mountains & beach within easy driving distance.
- NOT TOO MUCH
- Good Roads, Clean public areas, I feel safe
- Growing city, if in fits and starts, things to do without being too big and impersonal. People are friendly and helpful. Shopping is improving, still needs more.
- It is lively. There are nearly enough sidewalks for the pedestrians, bike lanes for cyclists, and plenty of upcoming events at the center city park.
- That there is growing support for buying local and people pushing to make the economy and our way of life greener.
- Medium size, easy to get around IF you have a car, prolific tree canopy, friendly people, sidewalks, a city beginning to accept input from neighborhoods, and that we'll have a NEW city manager.
- I like the revitalization happening in downtown and in the City's older neighborhoods. Urban redevelopment is wonderful and the City needs to invest more in its existing infrastructure rather than constantly trying to expand the city's boundaries. I understand growth via annexation helps raise our tax base, but when is enough, enough? We can't always take the easy road out with new development. Serious efforts need to be put back into the redevelopment of existing neighborhoods.
- -good roads and streets
- -professional management of city government
- -nice array of parks and recreation options
- -diverse populations, many of whom have relocated from elsewhere
- -beautiful trees, clean and attractive streetscapes
- -several higher education opportunities, especially UNCG
- Excellent libraries & parks
- Good street maintenance and city services (trash, etc)
- Friendly, inclusive atmosphere
- Competent city government
- Good citizen involvement in community service
- Aesthetically appealing downtown and residential neighborhoods
- I love having four seasons. I love the community, the availability of cultural arts, and the growth downtown. I love living in a college town that has so much more than higher education...even when school is out. I love the fact that this city has some amazing way of attracting people who want to be part of something special. I love my neighborhood.
- small town with large feelin g - the arts are tremendous
- Nice climate, decent downtown, reasonable cost of living.
- Great parks

Great libraries
Great climate
Great people

- Feel of a small town, downtown is improving, locally owned shops and restaurants, farms within a short drive of city center, new socially progressive movements like Sustainable Greensboro and Urban Harvest emerging.
- It's just like any other city (crime, politics, racism, rich, poor, middle-class). You relocate only if you have to or if offered the opportunity to advance elsewhere.

What are the issues facing Greensboro?

- The city council cannot seem to agree on anything and they let their personal opinions run the city instead of representing their constituents opinions. They do not understand what their role in city government is. The police scandal that won't go away. The good ole boys with the top positions that do very little for a lot of pay. Position cuts haven't impact the folks it should, they should cut some of the top folks like the county did and leave the low men and women alone after all they are the ones that have direct contact with the public. Our services have suffered due to these cuts, look at the lines to pay water bills. Cut out longevity pay before you cut increases. People on the old system for longevity get a nice chunk of change every year, that would save alot without cutting more positions.
- Our City is transitioning from a manufacturing center to a major hub of transportation and shipping. growth from these industries and their supporting companies will be our biggest concern. This is followed by all the negative fallout from our past and perceived racial divide. As a City that had the first sit-in, we should become a model of how we overcame those ugly times. Are we effectively doing that today?
- Poverty, crime, water resources, unemployment, and urban sprawl
- Need more jobs; families support services; need more cultural events available, corridor around Coliseum to I-40 need more eating locations and structural enhancements; gang-related issues; unity of elected officials, Charlotte the Queen City is a banking city with excellent entertainment venues - but many of us not sure of what Greensboro's identity is.
- Jobs, taxes, adequate employers.
- Get this "police" thing settled. I personally would love for the city and police department to defend themselves more aggressively against the Rhino times and others trying to tear down a great group of people.
- Racial problems within the GPD. Council not on the side of the citizens but rather businesses. Disfunctional City Council. The economy that has all but been destroyed by our current President will greatly affect the City for many years.
- Too many special interests (racial groups, TREBIC) are drowning out the citizens. The "victim" mentality is the one that gets the attention. "Public good" gets lost while trying to appease the few.
- Greensboro is facing a variety of challenges. Employment opportunities, many of the traditional industries have vanished; workforce development, because of the "new" economy of the area-many of the citizens are unprepared to work in the new industries-this leads to higher unemployment and crime; excessive growth, we need to learn to say "no" to some new building if there is existing construction that can fill the need; recreational activities, we lack a major family type amusement park or other facility to attract tourist; regional identity, Greensboro has failed for many years to "earn" a reputation for anything that would help us stand out from the other North Carolina cities. Raleigh-Captial, Charlotte-big city/big entertainment, Wilmington-beach/ocean/river/vacation spot, Boone/Blowing Rock-Mountains/Skiing/Blue Ridge Parkway.; Greensboro has worked a long time on building better communication within the community, but this town is still divided between rich and poor- to hard to let the past be the past, do some healing and move on; Greensboro has always been cautious in the way we recruit business- may be time to be a little more aggressive.
- Money and maintaing the current way of life.
- Crumbling infrastructure due to maintenance issues being put off for years. Economic developement needed to bring in jobs. Do what is best for the entire city-not any one special interest group or groups.
- There is a need for new type of industry and manufacturing.
There are too many young people with no direction for the future.
Long range planning needs to be a priority so that development does not happen where roads are planned and green spaces are not eaten up.
- Need more jobs with better salaries, sprawl and forced annexations, traffic congestion, perception that Greensboro is

- a racist city because of the ongoing police issues, need more downtown development. Greensboro is still stuck on building miles and miles of new roads when it should be putting more money into public transportation.
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 - sprawl! lack of reinvestment in the core... lack of coordination and cooperation between colleges and surrounding areas... not enough emphasis on reduction of auto use...
 - City Council seems to think that they can manage the City better than a City Manager that is put in place. The open arguments and pettiness revealed to the citizens at numerous Council meetings show a dysfunctional governing body and causes citizens to lose faith in the people that we voted to help give direction for the City's progress. If City Council is going to micro-manage how the City Manager runs things then each Council member should be mandated to attend the City Academy which gives an overview of each department and their function. It would benefit council to do this in order to speak more intelligently in public.
Also, City of Greensboro has passed a number of bond issues that are terrific; however I would prefer that we accomplish most of these "passed" bond issues, before we ask citizens to vote on new ones.
 - Racism & economic problems; same "good ole boy" network.
 - Aging water, sewer and stormwater infrastructure. "Good ole boy" hiring and promoting problems throughout the city. A city council that is not focused on "real" issues but on politics.
 - Racial discrimination-both ways.
Schools
Economy
Roads
 - Dealing with today's tough economy
Public Safety - threats of violence and gang activity
Unstable race relations that tend to polarize our community, rather than unite it
 - county commissioners are inconsistent and sometimes behave badly. The expense and potential problems of the proposed northern part of the beltway around Greensboro makes me question its necessity. Mysterious zoning. Lack of industry/manufacturing.
 - -Forming the best committee to choose the City Manager. It should, by no means, be left to those who are really not qualified to make such a decision.
-Getting into office a city council and mayor who give intelligent consideration to the needs of Greensboro as a whole, not simply select groups and special interests.
-Correcting many of the serious problems created by mismanagement of the City in the past.
-More intelligent use of available funds. Avoid special interests. Stop making decisions that essentially waste taxpayer money.
 - 1) Too much land development.
2) Ability to attract new business.
3) The urban loop which has caused so much pain in the southern part of Greensboro.
4) A police department in turmoil.
5) Roads and bridges deteriorating at a fast pace.
 - #1. Economic downturn and instability of State government
#2. Balancing services with growth
#3. Lawsuits
 - Crime is a big issue facing Greensboro, NC. XXXXXX needs to beef up patrol units in certain areas of Greensboro. Times are hard and there are too many working families that are taking the blame, because someone has had the audacity to take another ones property. For me it's not fair to them and not fair to the hard work that many men and women do to obtain what they own. If people would be patient, this recession will end and everything will be back to normal. We know and President Barack Obama is doing everything in his power to get this country back on track. As far as pay raises and layoffs go, when it comes to people losing jobs due to budget cuts, I can understand that, but when you have ex-city managers making \$179,000 a year and isn't doing his or her job like they are supposed to then something needs to be done. Higher level management needs to get qualified people to do

certain jobs and get those out that are on jobs because of favoritism. That is completely unfair to those that are qualified for a specific position.

- Greensboro has to get over the racism created by the black community against whites. For many years Greensboro has suffered and the government has been swayed to manage because of racism. The Civil war is over, and blacks received their freedom. Greensboro has a black mayor and has had black police chiefs and other high officials, yet the black community can't seem to let go of the idea that everything that isn't determined to be in their favor is automatically racially motivated. Greensboro has the potential to be one of the best cities on the eastern half of the US. The Simkins group has entirely too much power and influence in the community and prevents the city from growing the way it should.
- Partial to African Americans, favoritism towards those that do poorly in school, prevalent reverse discrimination, Council dictating where development should take place rather than on reasonable requests, treating City of Greensboro employees like they do not perform as well as the private sector (should promote the effectiveness of COG employees more), City Council should work closely together rather on their own agendas, stop allowing the minorities run City government (decisions should be based on taxpayers vote), high taxes, Coliseum Venues and parking prices, lack of downtown parking, landfill issues, very bad Police presence except for the east side of Greensboro.
- - urban sprawl and poorly-managed developers, too much destruction of trees & natural areas.
- lack of water (although our city water supervisor has handled this brilliantly)
- the reputation for racial divisiveness, exacerbated by poor conflict resolution among police department, city council, and community groups. In reality, we have a diverse city in which many groups live & work together harmoniously.
- Gang crime
Zoning issues/land use
high unemployment
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- Gang crime
Zoning issues/land use
high unemployment
- homelessness, gangs
- There are too many issues to elaborate on in this document. One of the more significant is the Police Department fiasco. Until there is a new Chief and until the citizens admit that every issue is NOT race related, there will be no peace in this City. The public has lost all trust in the GPD and, in turn, lost trust in their representatives. The public has been lied to by some representatives and others use the race card to get their own agenda to the forefront. We are the laughing stock of most municipalities! Our City Council meetings are held with little or no use of Robert's Rules...couple that with a mayor who wants everyone to sit around the table and sing kum-ba-ya and it is almost laughable. Most of the City Council members have their own agenda and vote on items that they should recuse themselves. It's a mess!
- Living in the past. The city needs a new competent Chief of Police. They need to restore the respect the Greensboro Police Department used to have.
- Textiles is a dying industry and is the foundation of Greensboro's origin. Greensboro is in a transitional stage right now, and new industry and jobs are needed in the area.
- poor urban planning, poor transportation planning, culture of segregation, legacy of past events (XXXX, KKK, urban renewal of 70's), poor pedestrian environments, pursuit of outdated and costly transportation projects (Cone bld, I-840), lack of creativity, lack of economic diversification, lack of emphasis and focus on being part of the "green" revolution, a lack of transparency, waste management issues, stormwater
- RACE , CORRUPTION ,
- People that can't look past the differences. Inabilities to see what makes us a strong community and protect that and cut the items we can afford to lose.
- Loss of manufacturing base in the economy, problems associated with poverty (crime, gangs, etc.), nagging perception of racial prejudice, which becomes reality.
- Greensboro needs to embrace itself and stop trying to become like another city. Additionally, the city needs to work

together to get past the racial barriers that hinder everything that happens in the city. Additionally, there is a need for the city to accept that there is a gang issue in Greensboro and that it requires enforcement of the laws to be reduced.

- Racism and racebaiting, along with the usual economic woes

- Maintaining a viable water supply, attracting sustainable jobs, finding leaders (not necessarily just elected) who can deal openly, bravely, and cool headedly, with issues around race/ethnicity, managing the growing number of law suits being filed against the city; overgrowth in some areas - lack of services in others, strengthening coordination and cooperation btw. City and County government

- stable city council that embarrass the citizens and a police dept that can work together

- A tremendous amount of vacant commercial property and fewer and fewer job opportunities. Finding that its customer service process are inadequate and need to be closely examined and made a priority among employees. In creating a system that provides information to customers about planning, transportation, development other areas.

- The wanton noncontiguous annexation has ruined the response times of the Police and Fire Departments and cost much more than it is worth. If they would fill in the gaps caused by annexing the loop Greensboro would be over half the size of Las Angeles, with 1/10th the police.

- Developers have too much political influence. City Council bickering instead of doing the hard thing to make good decisions for the long run. Economic downturn. Drug crime.

- race relations. not very pedestrian friendly. sprawl.

- TRUE leadership. The City and the Council have multiple lawsuits and issues of trust and honesty, yet no one is addressing these problems. Instead everyone hides behind lawyers and closed sessions.

- Dishonesty by the city council, county commissioners and the people in charge of running our fine city. Instead of telling the citizens the truth, they try and hide everything from them by lying and hiding the truth. Our local newspaper refuses to print the true facts if it is anything that makes the city government look bad.

- Poor management by the city council, most of whom put personal interests ahead of public interests. I also see most council members uneducated about how a city should run (the county commissioners have the same problem). Again, they have personal reasons for holding elected office, not the best interests of the community. Other issues: crime, racism (in many directions), education (the financial situation), over-development of the suburbs, lack of investment in the center city. We need to encourage groups to re-use existing facilities rather than build new ones.

- Greensboro's reluctance to confront mendacity and incompetence. Allegiances to our groups instead of the truth.

- Greensboro has a long way to go in terms of inclusiveness and embracing diversity in the city. Exclusion is not just about race, but culture, class, economics, development and education. We also need improvement in the area of proactivity with regard to affordable housing, homelessness, and quality of life for all people. Greensboro continues to struggle with developing methods, activities, attractions and synergy that will retain the college grads who get educated at the 7 colleges and universities in this city but who do not choose Greensboro as their "home". Likewise, those activities that keep youth engaged, out of trouble and occupied, are lacking in the city.

Greensboro also needs to develop an attitude of partnership and collaboration and learn how to like each other and if not like each other at least expect each other and put personal differences aside for the greater good of the city and to demonstrate a model that our children can learn from, positively.

Finally, Greensboro still has not created or developed that one attraction, activity, circumstance, product or industry for which the city is known. We just celebrated the 200th birthday but where is our branding?

- unemployment, lack of affordable housing, long-standing racial issues with the Police Department, maintenance of schools and city infrastructure, crime

- The fact that the City Council is trying to run every department. You have supervisors to do that, let them do it. My tax dollars pay them to do so, let them!

- Greensboro is developing its nightlife and has a great foundation with family oriented events however, the entertainment and social settings for those in between is almost non-existent. For those whose children have left the home or the mature couples or singles there seems to be a huge gap in this area.

In addition, Greensboro has a huge influx of college students but there is not an extended effort to keep them here

once they graduate or offer gainful employment in the fields of which there is high levels of enrollment. To work with the surrounding colleges and universities and then court businesses to these areas may be a way to sustain this population to stay and further economic development.

- Job Losses (as everywhere else), scams are rising in numbers

- The big issue I see is a lack of visionary leadership that can articulate a future vision for Greensboro and then form coalitions within the community to work toward the vision and the COMMON GOOD. It's no secret that for years Greensboro simply sat by content in its mediocrity while Charlotte and Raleigh became the economic powerhouses of the region, in spite of the fact that some people did clearly try to warn about being too dependent on traditional industries and not diversifying the economy. To the City's credit, that has changed in the last several years after the precipitous decline of the traditional industries became clear, and I have heard it mentioned that transportation and logistics may become a future anchor of the area, which is great. However, I still don't see strong, united, visionary leadership that is clearly communicating a great vision of what Greensboro is about and where we want to go to help secure our place in the region.

- If everyone who lives here does not understand that our most pressing issue is race, then they are truly living with their heads in the sand. Economic REdevelopment is also at the top of the list of issues facing this town. The two issues go hand in hand. Non-discriminatory land use, and elimination of current zoning practices of commercial versus residential areas. Overdevelopment of west Greensboro and economic abandonment of east Greensboro. (As evidenced by the businesses three deep on Wendover Ave. and New Garden Rd. versus the big box and mom and pop divestiture of Summit Ave. Battleground Ave, Yanceyville Road, Bessemer)

- Cost of transferring trash when our landfill could accommodate a portion for much less money. School system is nothing to write home about...and it should be! Public transportation should be more publicized and more accommodating to the middle class for increase participation. If you have ever been on the road with GTA buses, you might as well reduce your speed and let them own the road (they have little etiquette for other drivers).

- Crime
Racism and reverse racism
Unplanned development...city giving into political pressure and allowing construction to go unchecked
Community trust of the police dept.

- Have to be able to talk about the continuous recurrence of race related challenges. Decide what is best as far as the pace and way we are growing. Openly discuss the implications of continuing to cut budget and its' impact on quality and quantity of service. Relationship of Council w/each other and City staff.

- Institutional Racism, jobs

- Budget, street upkeep, police enforcement (deficient parking management).

- Dysfunctional City Council - they would rather fight each other than get things done. Residents are caring less

- The economy is the big one at this time, with many services that mean a lot to residents having to be cut back and with many people losing their jobs and unable to find comparable new ones in the area.

- Wolf cries of racism by the black community.
Black community's racist attitude towards white folks.
Terrible aggressive drivers who constantly break the law with impunity.
Lack of strong leadership by city council. Mayor and several others are not qualified.

- POVERTY (homeless, working poor)
Economic distribution...as in all of Greensboro should look nice...not just the rich or affluent sides of town.

- The perception that many in the city have of city government. Not city staff, but city government is a serious problem. Project Homestead, XXXX and XXXX, XXXX, and there are many more similarly murky topics for discussion. More transparency and honesty are needed. The police department appears to be in shambles and I do not trust the department as a whole. Also, Guilford County Schools. Getting rid of Terry Grier was a big step.

- crimes in school including gangs. this is biggest problem. our kids need to feel safe and be safe.

- Issues facing Greensboro include:
 - divisive City Council that has a hard time accomplishing anything due to differences.
 - Budget - We have a growing population and as City employees we have been cut to the bone over the past few years and are having to serve a much larger population with less and less. It is to the point we are losing good

people because they are overworked, underappreciated and have lacked leadership and support at the top of the organization. We are going to have to find a way to increase budgets if we intend to provide the same or better customer service to the growing population.

- Increasing age of workforce: If you look across the City workforce, you will note much of the leadership is nearing retirement. We are feeling it as our leadership retires - Parks and Recreation is without a Director, and has had two of four division managers retire and another is nearing retirement. It is hard to stay motivated and proactive without any leadership in the department.

- City council telling us how we can park in our own yards. City council giving into a stupid lawsuit instead of telling the police force to grow up. Underpaid teachers & law officials.
- THEY KEEP ANNEXING, THE STREETS ARE TERRIBLE
THE COUNTY DOESN'T HAVE VISIBLE SIGNS LIKE THE CITY DOES, THE ROAD NAMES KEEP CHANGING AND CONFUSING PEOPLE, CRIME KEEPS GOING UP
- City council does not seem interested in economic growth when it comes to recruiting new companies to the City.
- Regaining respect, getting past scandals, being progressive, honest and forward thinking. We need leadership! There is a vacuum at the top, and we are all being sucked in.
- Tough economic issues make job stability a high priority, as well as reduce the opportunity for free outings and events for the public.
- Police abuses, poverty, racism, sprawl, community building
- Non-support of our Historic Districts. Destruction of Greensboro's older buildings, rather than renovation. Refusal to appreciate that historic rehabilitation brings more jobs and money into our community than does new construction. (Read "The Economics of Historic Preservation" by Donovan Rypkema to understand.)

Racism and charges of racism are rampant, and until we have more non-caucasians in upper management, that will continue to distract us from tasks that need to be accomplished.

Wealthy non-profit organizations continue to leach funding for their pet projects, many of which are self-enhancing to the organizations and their employees.

- One of the main issues facing Greensboro is older generations not willing to let younger people have an active role in shaping their community. Greensboro wants to change, grow and rebuild... we just need leaders who allow that progress to move forward. For too long politics have been centered around what benefits certain quadrants of town. The new manager needs to come in, assess our situation, and help unite the Council's vision for our entire community.

Greensboro has an identity crisis. Who are we and where do we want to go? It's time to take stock of what we have and produce a solid plan moving forward.

- -being able to provide high quality k-12 education to all
- -being able to provide high quality, good-paying jobs and economic development
- -sprawl, empty buildings--putting new retail and office developments as a much lower priority for growth than affordable housing and greater density in neighborhoods
- Poverty and resulting alienation, substance abuse and crime
Need to increase sustainable, lower cost life styles for families, businesses and city government through solar energy and other self sustaining technologies
Reduce dependence on schooling and increase confidence and ability of youth and older citizens to learn on their own
Poor air quality
Need to reduce pollution--including noise and emissions from vehicular traffic and yard maintenance, fluoride in drinking water, etc
Need more public transportation and bike friendly and pedestrian friendly routes
Need more trees to improve air quality and shade
- I am saddened by many of the difficulties and challenges facing Greensboro (and the rest of the country), including high unemployment and struggling/failing businesses (I lost my job due to the economic crisis). I also believe that Greensboro is facing massive growth, has more and more educational needs, and with the growth will come other challenges.

I have been extremely concerned by the ongoing changes in various leadership, and the allegations of misconduct by city employees. And unfortunately, despite the actions which have been taken, I am losing faith in my City Council. It is becoming more and more clear that the community's welfare is not the priority; but rather the furthering of certain political agendas. I am saddened by this.

- economic recovery - job creation
creative thinking to solve problems
bringing all people to the table not just the special interests

- Sprawl, global warming, drought, lack of concentrated and active downtown, traffic congestion, declining home values, sprawl and more sprawl

- Stigma around public transportation, development sprawl, poorly planned public housing communities, not enough public participation in city government, lack of support around small, local businesses.

- Crime/ Police; Racism; Sexism; Politics; Negative portrayal of the City of Greensboro government; Unequal or inconsistent pay for same or similar jobs within City government; Beautification of Low-income communities to increase morale; Homelessness; Unemployment; City Council

What characteristics would you like to see in a new City manager?

- They need to be a strong leader, able to stand up to the council without risk of losing their job, able to stand up to XXXXXXXX(who still runs the legal dept), a good speaker, respectable. Also they need to select the best person for the job, not based on race or who they know.

- I enjoy leaders that are approachable and appreciate the value of my contributions to the organization. Not only is the Manager the only employee of council, he must understand that he/she represents me as well when working with council.

- Optimistic, organized, strong sense of ethics, strong leadership, open-minded. Optimistic!

- fiscal and organizational accountability; strong leadership skills; visionary; approachable; support and inspire workforce; fair to all employees; trustworthy; good listener; comfortable dealing with racial and other diversity issues; hold dept & division heads and supv. accountable; hands-on in dealing with organizational challenges; implement and execute well; work well with elected officials and workforce.

- Friendly, outgoing, knowledgeable, committed to Greensboro for the long term.

- Patience. Knowledge. Integrity. Ability to understand that not all city departments are the same. What works in one does not work in another. Very little political side - that kills us all.

- Promote from within. Not hired because of race. Impeccable record as far as community involvement and leadership qualities. Above reproach.

- Open, honest, not afraid to stand up to council or the community in order to do what is right. Ability to explain to council and community why decisions are made based on facts, laws and the greater good of the public. Consistent management of city staff; willing to streamline city services and get rid of the bloated, stove-piped bureaucracy. Acts as a buffer between council and staff.

- The new manager has a tough job ahead. I don't know if there is a "perfect" manager out there. He/she will have to be a leader first and a manager second. He/she will have to be able to give the employees and council a vision and make them believe in it, a tall order. He/she will have to be hands on and proactive in the daily management of the City. He/she will have to be a thick skinned, tough individual who can take criticism but is also willing to make the hard calls. He/she will be a person of integrity, honesty and compassion for the City. He/she will take personal accountability for the job they do and will force those who work for him/her to take accountability for their work. He/she will be a marketing expert, an Arbitrator, an advocate for the employees, an advocate for himself/herself, able to carry on constructive conversations with council and earn council's respect in his/her ability to lead the organization. He/she will encourage others to be all they can be, and seek out opportunities to serve the community in ways un-related to his work with the City. He/she will be clever, quick witted, able to laugh and cry with the community. Serious about his/her commitment to the City but also not afraid to laugh at himself/herself. So, in the end, a man/woman for all seasons.

- Strong personal commitment to the City and it's employees.
- Team player
Trust city staff-do not micromanage.
Fair
- Knowledge of city dynamics. Knowledge of Greensboro so that he/she can have a viable vision to plan for the future. Able to see both the big picture and the individual. Someone who can lead rather than a team player.
- Someone who will stand up to the city council and tell them to shut up. The city council does nothing but bicker with each other, mostly about stuff that's below their level. We need a city manager that will delegate and manage the daily operations of the city so that the city council can focus on the big picture and actually talk about the future of Greensboro instead of worrying about how the council can run the police department
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- savvy about the global big picture and willing to stand up for what's beneficial for the planet... demonstrated commitment to GSO core values...
- I would like for the new City Manager to be able to give clear direction to the various department heads and have a clear and directed vision of where the city should grow, in order to remain a vibrant entity.
- Integrity, understanding, compassion and consideration for others.
- Just follow the core values of "Honesty", "Integrity", "Respect", and "Stewardship"
- One who actually reports to the City Council rather than special interest groups.
One who has proven City Manager experience with City's comparable to Greensboro.
One who has a degree in Public Administration, budget and finance.
One who is transparent and honest.
- Embrace City's Core Values: Honesty, Integrity, Respect and Stewardship
People-oriented
Visionary
Leads by example
Patience and willingness to hear all sides of critical issues
- Intelligent, well spoken, able to get along with people from all walks of life, and an ability to think well into the future beyond petty politics.
- -True integrity, honesty, high intelligence, excellent character.
-A highly qualified, skillful manager with a proven high level management background.
-A manager who is strong enough to stand up to the City Council and to let them know the overall impact of their decisions, whether they like it or not.
-Someone who has the ability to evaluate and to develop other managers.
- 1) Someone with a public works background to address infrastructure problems with complete knowledge.
2) A manager who visits City facilities other than MMOB on a regular and routine basis. One who frequently mingles among ALL employees; not just ones at City Hall.
3) Someone with strong communication skills who will keep the employees and the citizens up to date.
4) A leader with impeccable morals. No skeltons in the closet - someone that the entire community can look up to.
5) Someone who has never been terminated from any job.
- #1. Experience in providing equitable and quality service to people ranging from elected officials to homeless people
#2. Skilled at identifying and building consensus and team work opportunities

#3. Skilled at managing proactively vs. reactively

- One that makes good and intelligent decisions for the city of Greensboro, knows what he or she is talking about, and one that is going to come to the City of Greensboro with a clear and sound mind. We the residents and City of Greensboro employees hope to see that the new City Manager would make periodic stops to different locations and to actually see what his/her city employees are doing. That would be a very good different thing to see of the new City Manager.
- He has to be a visionary and understand the future of American city life. He also must be a strong leader and know how to incorporate that vision into a working program and move the city staff and the political body in that direction. He must also be an extremely strong person in understanding public administration.
- To get to know on a personal level everyone, treat everyone equally and fairly, stop hiring based on minority status but rather hire on qualifications, stop allowing higher management to hire their favorites rather than hire the most qualified, have a great personality, create a great environment rather than one with awful morale (people are constantly concerned they are going to lose their jobs no matter how they perform). Additionally, reward employees that have years of service based on knowledge acquired (change the pay system to allow more upward mobility for employees that have worked for the City over 20 yrs - get rid of the control point system - it moves new employees up to those with longevity and greater knowledge faster - this is an unfair system. Get rid of the Greensboro Commission on the Status of Women and the MWBE program. These departments are no longer needed - women are empowered now and offered many management positions throughout the City. There is a relatively equal number of women in the workplace. If there are no quotas for African Americans hired in the workplace and no requirement (incentive program), then why is there a need for this program. Both need to go. Open the Landfill back-up - the manager should promote based purely on the economic condition of Greensboro and the cost to keep it open.
- - competent, experienced, and knowledgeable.
- talent for diplomacy, but strong enough to stand up
- ability to consider the needs of the community but also respect & support city employees.
- Good Listener
fair for all citizens
Accessible to all citizens
- Good Listener
fair for all citizens
Accessible to all citizens
- Good Listener
fair for all citizens
Accessible to all citizens
- honest, trustworthy, flexible, bipartisan
- Absolutely from out of state! No ties or dealings with current Council members or any member of the City staff. Very disciplined with new and fresh ideas. No favors owed to anyone in Greensboro.
- Someone who is not a micro-manager. A person that has the best interest of the employees of the City and not special interest groups.
- Excellent management skills and political experience.
- The new City Manager should be well versed and open-minded about exploring and implementing new paradigms of development, zoning, building design, neighborhood design, urban planning, natural resource protection, facilitation, mediation, delegation, willingness to include more than just the development community at the table, they should be articulate, visible, instill and value creativity and innovation within City departments rather than just doing things the way they have always been done; an "outside-NC" perspective would be useful; familiarity with working with state legislature.
- I WOULD LIKE FOR HIM TO NOT ONLY CARE ABOUT HOW THINGS AFFECT THE PUBLIC BUT ALSO HOW THEY AFFECT HIS EMPLOYEES.
- Intelligence, strong will, political savvy.
- I would like to see a City Manager with the confidence to tackle the issues that face the city whether it be the corruption allegations in city departments, the morale of city employees or a volatile City Council. I feel the City of Greensboro is crying out for a leader in our community and I would like to see a City Manager that can be that leader.

- Good delegater; able to pull direction out of elected leaders in conflict; vision; ability to make decisions and not become paralyzed by data or options
- Creative, savvy, smart, friendly, caring, witty, self aware, couragous, pragmatic, leaps tall buildings in a single bound and can save the day.

someone that appreciates the services that we offer

- Humble
Experienced
Mature
Caring
Hands on

- Make Mike Barber the manager, He's the only one on the council with half a brain.

- I wish XXXXXX would be hired for this job. Vision. Flexibility. Strength to pursue the best decision in the long run.
- solid educational background. Track record working with diverse community. Proven management skills. Proven independent integrity.
- Honesty and ability to make a decision, not hold meeting after meeting and talk a problem to death. People at that level of government need to make decisions and make them in short order, not drag them out for so long that a decision no longer is an issue.
- Be open and honest and transparent in dealings! We need someone from another area who has absolutely no connections with anyone in our city government or city council. That person should not have any connections to the PACS or be influenced by any group of people. Be fair to all the citizens of Greensboro.
- Integrity. A deep knowledge of Greensboro's history and culture. Thick skin. Unwillingness to be manipulated by the city council or by city employees. Education. Experience.
- A default presumption that all effort should be made to release public records instead of a desire to find any way possible to obstruct records requests. A core, unshakable commitment to transparency and the public's right to know. Willing to put all city emails and voice mails online.

An outsider who has never lived here with no connections to the area. Preferably from a larger and more successful city. Definitely NOT someone from a smaller city.

A no-nonsense critical thinker able to communicate articulately and directly; able to adjust to new information. NOT an ideologue or back-slapper, but someone guided by the facts, willing to share the facts with the citizens and open to information from outside "official" channels. Someone with confidence and integrity who will recognize that "stakeholders" include those beyond the organized power centers.

- Courage to bring about change, vision to develop potential of Greensboro, innovativeness to bring new ideas, exposure to successful initiatives from other cities similar in size and demographics.
- I would want the new city manager to be experienced in dealing with the problems I've mentioned, comfortable with interacting with a multi-ethnic population, committed to racial equity, and strong enough to face the demands which the current city council will try to impose on him/her.
- Takes criticism well, allows correction, etc
- I'd like the new City Manager to be flexible with the needs of the citizens and have a healthy balance concerning the needs of the employees. The City Manager would need to have very strong ability to pull th council together on the same page working for the good of the City and the staff that services it. I'd like to see a strong personality that is comfortable with conflict resolution, take a stand to restore the communities faith in the City and the governing body that runs it. The new City manager would need to have a fresh outlook and develop a plan to take Greensboro into the next era in a positive light. Unfortunately, with all the recent controversy played out in the media the citizens and employees have a loss faith in the integrity of the organization and the parities that govern it.
- One that does not close his/her eyes and ears. I want to see a City Manager who not only listens to the "little" people, but can also stand for them and not sweep it under the rug pretending it's not there just because you do not want to ruffle the feathers of the "top" executives. We can tell you what's really happening. The core values that we stand on and in which I was hired under has not been seen in a while here at the City of Greensboro. The morale here is terrible.....a cook-out definitely will not fix this...only results. This will increase productivity just in itself. The City of Greensboro needs help!!!!!!

- - A person of competence and integrity
 - Someone who is a team builder and coalition builder, since realistically he/she will be asked to work with many people or groups with many (sometimes conflicting) interests.
 - Someone we can look up to and inspire us.
 - Someone who when necessary will stand up for what is right and in the best interest of the common good instead of caving in to special interests and/or playing politics.
- He needs to be a chameleon. Someone who realizes that A&T and the populations it serves are due the same recognition as UNCG and Guilford College. He should be a unifier, and he should not come from anywhere in NC. He should have some experience with a city of at least equivalent size, and have innovative ideas for how to deal with competing interests in the city.
- Historically this is an organization where the city manager is the conduit to the Mayor and Council. The Mayor and Council need to find a city-leader they trust; maintain the trust at all levels (it takes work like any relationship). The manager needs to surround him(her)self with leaders that perform and work as a team to enable the manager to provide recommendations/ solutions/ alternatives for the Mayor & Council. Individual personal agendas of council members really need to be worked out among themselves off-line - to prepare for the televised meetings. This shows so much more professionalism.
- A person that has a good moral character and is willing to make the tough decisions. Some one who doesn't cater to the special interest groups(i.e. Simpkins PAC). City has had enough drama over the last couple years...we need someone who is committed to righting the ship
- Politically astute, strong communicator, business background related to government, constructive confrontation is a strength, "true leader", resilient in nature, understands human services as well as the bottom line, has shown ability to navigate the "isms" (racism, sexism, classism...)
- Save the city money and give the job to XXXXXX. At least he is very familiar with the surroundings.
- Some ones XXXXX had
- Honesty, openness, intelligence, conscientiousness.
- A great communicator
 - Gutsy - tells the truth first - City Council equalizer
 - Leader type - lays out budget, infrastructure plans two/three years in advance
 - Council must support
 - Brings new ideas to the table
- Integrity. Honesty. Common sense. Cooperative working style. Strong interpersonal skills. Servant-leadership style.
- Work well with city council and city staff; good ideas for improving the economy
- The person must be humble and not believe that he/she is some sort of special ruler of the city.
 - Honesty - willing to tell the real truth even though it may not be what he/she thinks folks want to hear.
 - Willing to designate and let city staff do their respective jobs without micromanagement.
 - Willingness to accept responsibility for what he/she is responsible for and avoid attempting to put the blame for mistakes on others.
 - Willing to work at the direction of the city council rather than thinking that the city council works for her/him.
 - An excellent people person with a sincere desire for his/her subordinates to have great lives both on and off the job.
- A fully qualified city manager should be someone with no ties to Greensboro, and preferably from a distant location, e.g., out of state.
- Someone who can protect the identity of Greensboro. You don't come to a city and implement changes that are not the nature of its people. Listen to people from the ground level up...and get to know the people...many times the workers have the best solutions... I would prefer to have real experience versus book sense any day...so the best education does not always equate the best person for the job.
- To be honest. To be honorable. To be willing to say what he/she thinks and pursue a course of action that benefits as much of Greensboro as possible. To not micromanage the departments. To be able to balance fiscal responsibility with caring for all the different residents of Greensboro.
- understand financial management, want what's right for the good of the entire city. needs good analitical skills and be a people person. probably someone who has not served in city politics before. Mature and aware of city needs.

- The new City Manager should be:
 - forward thinking. The old way of doing business as a municipality is gone. We need to be looking for new ways to do business and stop doing things the way they have always been done when there may be better ways to work.
 - Problem solver - Rather than saying this can't be done because that is not the way we do it, have the attitude of "Let's figure out how we can make this happen"
 - Should understand that the people who may have the solution to issues that arise are the ones out here in the field dealing with the citizens on a daily basis. The new leadership should welcome and encourage input from its workforce instead of assuming they know it all.
 - Motivator (Someone similar to XXXXXX who is acting Department Manager for Parks and Recreation) They need to be able to motivate a workforce that has been beaten down by previous City Management.
 - Must be able to work in a chaotic environment - As long as we have the current City Council, our new manager has an uphill climb on their hands. Our current City Council is the laughing stock of our community. People watch their meetings for amusement.
- Stand on your own two feet! Don't let others push you around. Be accountable for your actions as well those who act under your instruction.
- UNDERSTANDING, TRUSTWORTHY, DEPENDABLE, MAN/WOMAN OF THEIR WORD, HARDWORKING, ALWAYS LOOKING FOR THE BEST RESOLUTION NOT SOMETHING TO TEMPORARILY FIX A PROBLEM
- Business oriented, run the city like a corporation. Employees rewarded for a job well done and productivity like the private sector. Race should not be an issue--just job performance!
- We need someone with a strong personality, a strong vision and the ability to share that with staff and council. Needs to use that vision to keep us on a course, achieve the goal(s). Great diplomat, able to work with all personalities effectively, willing to get his/her hands dirty. Will hold people accountable. Please please please, someone who will get out of their office and talk to staff!
- I want the City Manager to nurture the sense of community we have in Greensboro, while smoothing over the troubles we face economically.
- Someone who cares about social class issues and green/sustainability initiatives.
- African American or Hispanic. Although I am caucasian, I believe much of Greensboro's citizenry will not be satisfied with upper management until all of our upper management is non-caucasian. Trust will not increase until our City Manager is non-caucasian. An Obama-clone would be good! :o) In other words, someone who is more concerned about their City than their own power/influence. Someone thoughtful, open-minded, able to admit their own limitations. Someone not beholden to local non-profit organizations that run this town without being elected.
- Greensboro needs a manager that is progressive and has a vision for our community. Being a manager is not just about the day in, day out responsibilities. It's about steering the rudder of government in a long-term direction. Greensboro's new manager needs to get everyone focused on common goals that will produce long-term benefits for the community. Quite frankly, he/she should not be concerned about losing their position due to the Council's will. They must strive to push things forward and not fear retribution for their efforts. You can't please everyone all the time, but you should try to make sure everyone's voice is heard.
- -experience in running a larger city or county, with a strong record of success in managing people, money, and other resources
 - willingness to challenge and lead the city council when necessary
 - ability to meet diverse groups, be visible, and yet a good listener and communicator
 - good public servant attitude
- Experience demonstrating good management skills
 - Knowledgeable of and open to new concepts in city management
 - Excellent facilitator of consensus decision-making
 - Open-minded, imaginative, good listener
 - Willing to review latest evidence and recommendations on water fluoridation in light of findings by the National Research Council that fluoridated water is unhealthy for infants and persons with diabetes and kidney disease
- Strong character, integrity and high ethical standards. Excellent communication skills, experience in trust and relationship building within the workforce. Demonstrated ability of successfully implementing changes, services, plans, etc to an organization or other entity.
- someone whose feet are on the ground, yet creative.

someone who knows what to do without being told by council - such as program evaluation
someone who is able to be trusted
someone who is able to bring all to the table
someone who can do the difficult tasks as well as the easy ones

- arts/culture friendly, environmental friendly,
- Strong leadership skills
Environmentally aggressive
- An ideal City Manager would foster a collaborative environment between city government, council, and the public.
To the best of his/her ability, hire for and foster an environment of continuous improvement and better government.
- Fair, Objective, Open-Minded, Respectful, Listener, Educated, Communicator, People-Person, Experienced

Any additional comments?

- City council needs to get it together, they are an embarrassment to our city. They have NEVER taken a tour of the city departments, they should stop by and talk with us find out how we feel about things. Our management doesn't always convey to council the worker bee's feelings on certain things.
- I think it is safe to say that many employees are ready to move forward. We are a good organization and when we go home at night, we are often still "on the clock" when our friends and neighbors want to know things about it. We are open books...our salaries are posted in the media, our email can be read, and our offices are always open to everyone. We are civil servants and we seldom get to turn that off...We are more than our job states...the new manager will completely understand that.
- 99.9% of the city employees in all departments care about what they do for the citizens and want to do a good job. Unfortunately, that .1% makes the news and it doesn't do any good when some on our Council continually trash some departments (Police for example) for the past. No one knows for sure what was right or should have been done but keeping it constantly stirred up affects everyone - especially those 99.9% that want to do a good job but continually get slammed outside by citizens who read the garbage Rhino times and believe what it and several of our Council members continually say. Let us get back to being proud to work for the City rather than turning our ID cards backwards so citizens won't ask us about what they read or heard.
- There have been several great Managers that have been with the City for many years. XXXXXX comes to mind. This would be someone respected by the employees and not a puppet of the Council.
- Bring in some fresh blood from another city of comparable size. Someone who isn't already friends with the existing department heads and is willing to make the changes that are overdue in the organizational structure would be a huge benefit to the city. Be willing to pay them! There shouldn't be any city employee with a higher pay check than the city manager. If that means getting rid of those who may be causing that number to go too high, then that's what needs to be done.
- Choosing a new City Manager will be one of the most important decisions the Greensboro City Council will have made in a long time. There will be many candidates, good and bad. I do not envy you the task ahead, but I do wish you well and good luck!!
- There needs to be a balance between helping those in need, including businesses and supporting private business and industry. Also supporting non-profits without giving them tax money.
The city council needs to let the city manager do his/her job without micromanging.
- Need to find someone who is not from this area - a total newcomer.
- Always go with what is best for the City over the long haul regardless of the political fallout.
- If special interest groups and the council members who support them are going to choose the next city manager, then why are we spending all this time and money on the appearance of a democratic format to select a city manager.
- XXXXXX has demonstrated strong leadership skills and is well-respected in our City family and community. I wish he would consider uniting our organization and community as our new City Manager for the exciting road ahead...
- Suggestion: Prioritize use of local talent if there are qualified candidates who have established their reputations. There is a lot of history and baggage in our city that could overwhelm or turn off an outsider.

- The selection must be guided by honesty and fairness without political motivation. I would state that regardless of whether there are internal candidates to be considered for this position, it should be highly recommended to go outside the city for a fresh start.
 - Use comments from all employees and groups rather than selectively using comments that fit the criteria of what a few want out of a City Manager. It seems in the past, comments are a way of making an employee feel important and needed, but suggestions are never used by employees. They appear just a waste of time. Where are the results of past surveys?
 - I'd like to find a leaders who displays leadership like Mo Green.
 - I'd like to find a leaders who displays leadership like Mo Green.
- I'd like to find a leaders who displays leadership like Mo Green.
- The City Manager needs to set the tone for all of the City's employees...as such they need to be open, articulate, possess humor, value inclusive process and communication rather than back room deals and exclusive stakeholders, they need to encourage not just transparency but outwardness - especially in the midst of a reduction in local media. I would hope the manager would have a background in urban planning, land use planning or one of the design disciplines of architecture, landscape architecture, or civil engineering rather than economic development or city government. Creativity and a willingness to promote and advocate for new ways of doing things will be a sure sign of good leadership.
 - Greensboro is a wonderful place to live. I fear for its economic well-being, and the city manager will certainly have his plate full.
- P.S. If he/she wants a good numbers cruncher, my name is John, and I am quite available.
- The City of Greensboro has been in turmoil for several years now and we need a strong manager that can help bring peace to the city. Realizing this is not necessarily a normal job description item, it should be a part of the consideration when hiring the next City Manager.
 - Experience managing a large organization is critical. There's no time for a learning curve for someone who doesn't know how to run a big company, public or private.
 - Thanks for asking.
 - The City Manager would best serve the City in taking a hands on approach to each dept. and using information gathered by contact center and other customer oriented area to make City services accessible and user friendly. People need to be able to get answers to questions without being sent around to one person then another. Too much name dropping when there should be a central location for customer inquiries.
 - See Above
 - Thanks for asking us what we think.
 - Council members should be held to the same OR HIGHER standard that they expect of the employees of the city.
- Lastly, the city is searching for a new manager, someone who will lead 3000 employees, set a budget of millions and the best the city can do is a lame web site with THREE cheesy generic questions and an additional comments section??? This is another problem with the city. Average performance by average people who get paid average wages (the message in the city's compensation philosophy in the personnel manual.
- Dear City Council: Hire someone who is extremely qualified and then leave him or her alone to do the job you hired him/her for. Don't micromanage.
 - Greensboro needs to raise the bar. Get us the best. Get us an innovator. Get us someone who, once he/she moves here, people will be tempted to say, "The city manager is the smartest person in Greensboro."
 - I hope the selection of the city manager will include looking at someone who understands that he/she can not operate in a vacuum, has to draw from the diverse cultures of the city and one who can weave a tapestry of trust in the city and create a climate where every citizen feels respected and included. I would hope the new city manager has the ability to recognize potential divisive situations/circumstances in the city among citizens and work quickly to resolve them in a manner that is a win-win situation for the citizens of this city.
 - As an employee of the City of Greensboro, I'd like to see a City Manager who is willing to take the reigns and fight for the benefit of the whole and not just the parts. We have had multiple meetings with the City managers within our

departments and other than a summary of our meetings have yet to see any results. In addition we are constantly communicated the losses we must take and the sacrifices we must make in effort to please the communities of the City and its citizens; I'd like to see a City Manager who is willing to highlight the efforts of the organization's staff as effectively to the communities receiving our services. A positive campaign would help to build credibility with the staff, show a unified council and let the citizens know that the employees of this organization are excelling at what we do best, serving the public.

- It is my personal opinion only, (I do know many others that agree) the morale and support to lower management is horrible – there is low moral and most levels feel unsupported. Many decisions implemented above the division-level have negative affects and are based upon not having being informed of what makes things "tic" and decisions continue to undermine certain initiatives. I believe we exist with the lowest moral and enthusiasm I have witnessed in 15 years and it's global (not just my area). We are not prepared for the retirements in the last 5 years and this will continue. Why? Look at the savings and how that affects the morale internally of those people who have not been groomed but have the ability to rise up within the ranks. This is just the tip of an area that needs immediate concentration since these are the people who touch the lives and interact with out community. It's a wonderful place to live and work, but if you look at our community paying our salaries, there are issues that have needed attention for a while. Let's get back to internal training and moral boosting, revisiting our core values, hire a professional governmental PR agency to aggressively put a plan together (that's what other businesses do). Hire a manager that is not only strong with getting out and meeting all staff levels and caring about them but also very political savvy. It's clear our council has changed dramatically from 4 years ago with how they treat each other on TV and we need to have someone come in and help educated all new members on behaviors while on the camera, so that they portray the image they want to show. There is an art on how to talk and show facial expressions that show optimism and interest, rather than disgust and anger. Spend the money and give them support as well..
- Hope these comments help in the decision process and good luck !!!
- This is a critical junction for hiring someone who has the sophistication, confidence, and courage to act as a change agent during so many volatile conditions internally and externally to the organization. It is best not to short cut the process and make sure that candidates are being assessed for tangible and intangible competencies to help move the organization forward, while healing from the tougher times.
- Why ask for our input now? We didn't get this opportunity when you fired Mitch.
- The current Director of Water Resources, XXXXXX, has done a superior job quietly steering the city through some serious drought conditions. His imaginative and innovative use of excess water from the Haw River prevented a serious crisis.

I have never met XXXXX and know nothing about mhim except that he has done an excellent job and could probably run the entire city with the same efficiency. I wish you would invite him to apply for tyhe position.
- We need an outsider -highly professional
Have resident group interview candidates also
- The city manager search should be completely confidential throughout the entire process. Anyone who is extremely qualified will not want their current employers to know that they are even thinking of a new position. The city council is always talking about their one(1) employee. They should be completely responsible for hiring that one (1) employee. This survey and e-mails and/or phone calls to city council should be the extent of citizen involvement.
- Selection of a new city manager should be deferred to a newly elected City Council in the fall to give both a new manager and new council a fresh start. There is no compelling reason for the existing council to make a selection now, and having it done by the new council will send a positive signal to all Greensboro citizens.
- I think a "marker" should be put in place where the KKK shootout ocured...it is historic event in the history of Greensboro...and tell the truth...sometimes it hurts and serves as an ever showing black eye...but it is necessary for healing. PS If there is a marker, I have not seen it.
- The city council needs to find a manager they can trust and have an open and honest relationship with. They also must allow the manager to do his/her job while giving clear feedback. Also, Greensboro residents should not have to live with a perpetual skepticism of their sworn police officers. As a city we should suffer no questionable actions or characters of our police.
- NONE
- We seem to pay more attention to the color of our skin than to job performance. Just because you are a certain race should not mean that you can have a job and not perform. This is the feeling that so many residents have about Greensboro city jobs.

- I think Greensboro's sense of community and togetherness is essential to keep this city thriving, because it is citizens' attitudes that keep it alive more than the flow of money.
- Look within Greensboro, as I'm sure there are many talented capable folks right here! We don't need to try to be like other cities. We can find a new City Manager who's willing to bring out the best of who we are, where we are, right here in Greensboro.
- Why was this company contracted to find a manager? When you go to their highly unprofessional website you are greeted with MIDI songs including "Take My Breathe Away" under recruitments. Is this a joke?

The job description is completely unprofessional, contradictory, and filled with grammar errors. Why is the entire profile filled with colloquial writing? Is this the image we want to paint of Greensboro? Issues over race are "still very, very" sensitive? I'd like to know how much money was invested in this company and who feels this is a good use of taxpayers' dollars. There are plenty of highly qualified professional writers already available on your staff. Did anyone even approach Human Resources and Communications/Public Affairs staff about this? The job description sounds like each Council member wrote one sentence and passed it down the line.

Now I understand that older generations still can't get over what happened in Greensboro from the 1950s through the 1970s. We won't forget, I assure you, but it's time to move on. This city needs a new direction and to move forward. Council needs to loose their iron clutch on progress and let the young people take their roles in developing a bright future for our community. This job description and recruitment are steps in the wrong direction. Actually, they aren't steps in any direction... the city is just staying were it always has, in the past.

- -do not hire an ex-military person, or someone whose only experience is in business
- -do not hire someone who has had little professional education in public administration
- -do not hire someone who promises too much, delivers too little
- -do not hire someone who cannot deal effectively with conflict on the council or in the community
- I feel privileged to live in Greensboro where we have so many resources and possibilities to have a happy, healthy, thriving 21st century community.
- I think XXXXXX will be a perfect match for this position. He is extremely qualified, by means of education, experience and I think XXXXXX was unlucky to loose him.
- yes we want a talented, competent person, but is it necessary to pay him/her exorbitant amounts of money that we don't have?
- Greensboro should feature, enhance, and further green initiatives. It is good for the people, good for the economy, good for the air, trees and water. ANd it matches are name. How easy and attractive would it be to market ourselves as the Greenest city?
- Good luck!
- I have enjoyed living in Greensboro but it could use some help from someone outside of the community. There are still some serious issues of racism (economic, community, jobs) that are constantly overlooked. I think the City of Greensboro, City Council, Guilford County, and the County Commissioners should set the standard for the community by being respected role models and leaders to help uphold what is right for the coummunity. One's personal or political agendas only benefit themselves or a select few. We need to be more of a cohesive unit and lead by example in both the City and County.