

City Manager
Survey Results
12/2014

Date Survey was taken.

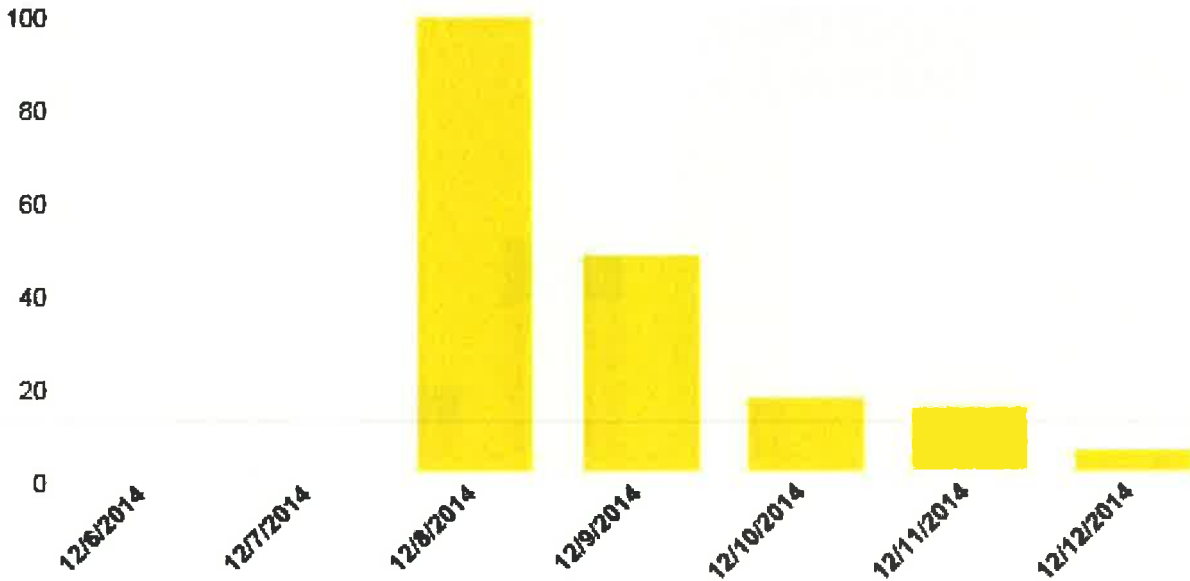
Responses (by day)

Chart Type ▾

Trend by... ▾

Zoom ▾

First: 12/8/2014 Zoom: 12/6/2014 to 12/12/2014



Survey period: 12/6/2014 to 12/12/2014

Q3 (by day)

Chart Type ▾

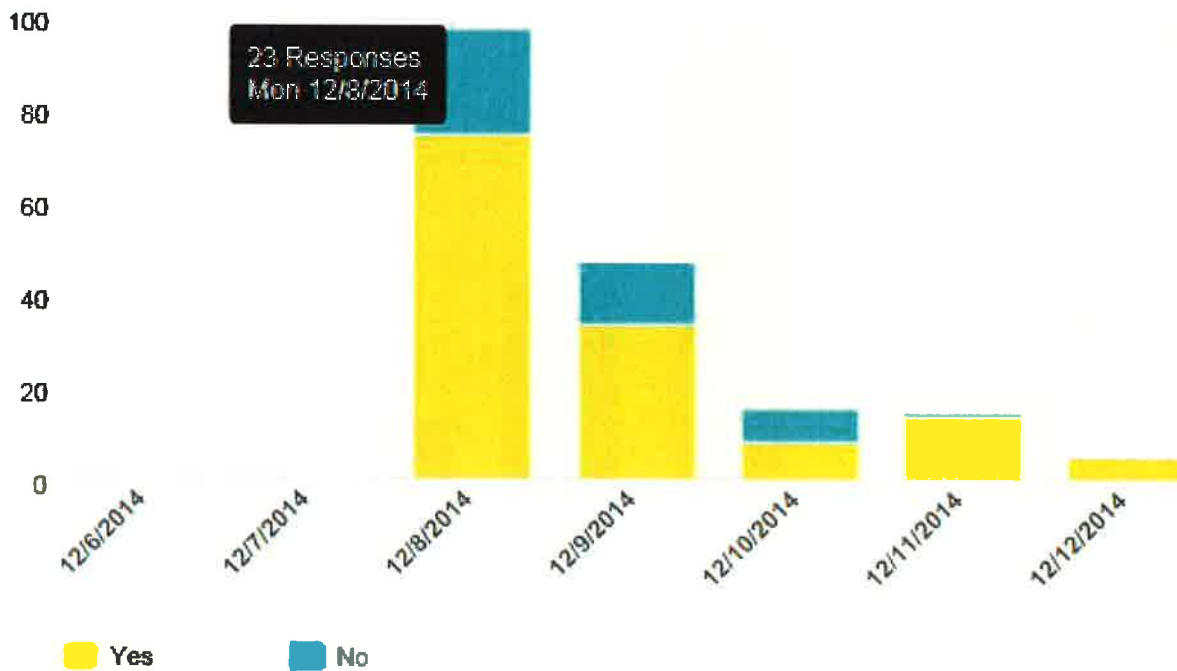
Display Options ▾

Trend by... ▾

Zoom ▾

Do you live inside the Parsons City Limits?

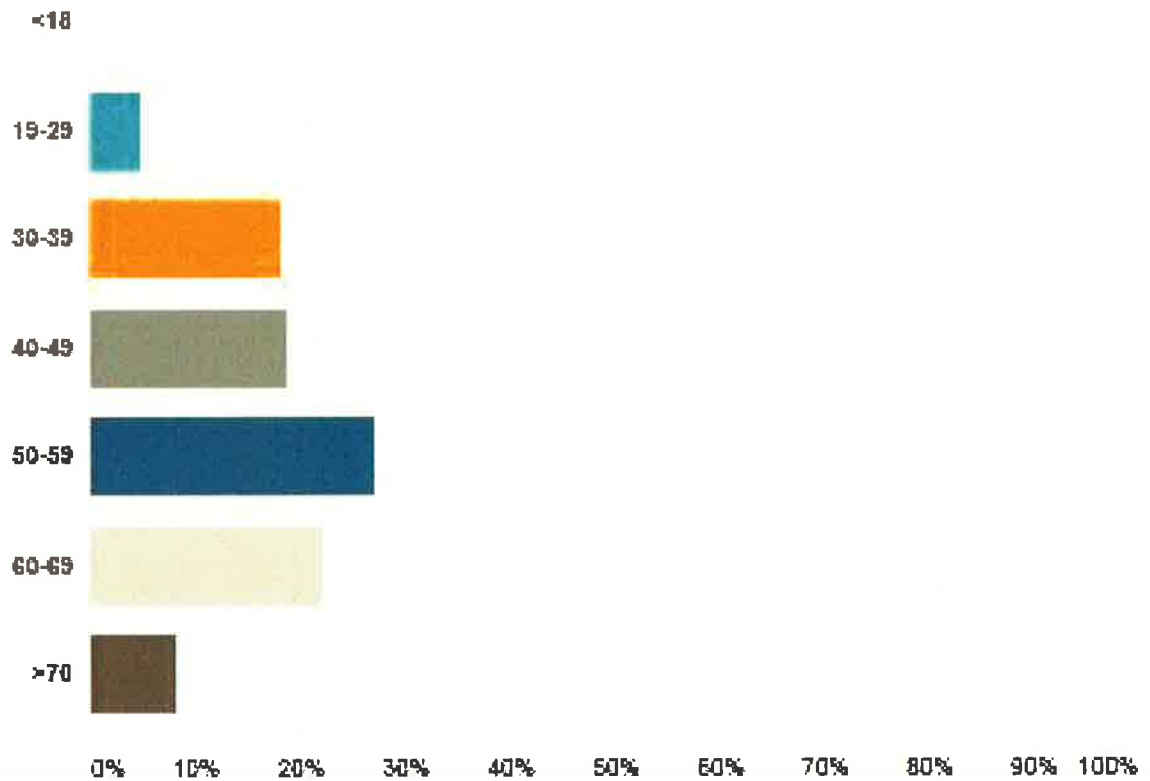
Answered: 178 Skipped: 2 First: 12/8/2014 Zoom: 12/6/2014 to 12/12/2014



(180 total responses)

How old are you?

Answered: 150 Skipped: 0



Answer Choices

Responses

<18	0.00%	0
19-29	5.00%	9
30-39	18.33%	33
40-49	18.89%	34
50-59	27.22%	49
60-69	22.22%	43
>70	3.33%	15
Total		150

This survey will gather feedback on what qualities are important to residents in a City Manager. It will be reviewed unedited, but will not be the only information source. Questions? Email kwest@parsonsk.com.

Q1 Where do you live?

Answered: 180 Skipped: 0

Answer Choices	Responses	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	100.00%	180
State:	100.00%	180
ZIP:	0.00%	0
Country:	0.00%	0
Email Address:	-0.00%	0
Phone Number:	0.00%	0

#	Name:	Date
	There are no responses.	
#	Company:	Date
	There are no responses.	
#	Address:	Date
	There are no responses.	
#	Address 2:	Date
	There are no responses.	
#	City/Town:	Date
1	Parsons	12/12/2014 12:18 PM
2	parsons	12/12/2014 11:55 AM
3	Altamont	12/12/2014 9:38 AM
4	Parsons	12/12/2014 9:33 AM
5	Parsons	12/12/2014 6:55 AM
6	Parsons	12/11/2014 11:42 PM
7	Parsons	12/11/2014 10:39 PM
8	Parsons	12/11/2014 8:37 PM
9	Parsons	12/11/2014 5:57 PM
10	Parsons	12/11/2014 5:37 PM
11	Parsons	12/11/2014 5:02 PM
12	parsons	12/11/2014 4:49 PM
13	Parsons	12/11/2014 4:37 PM

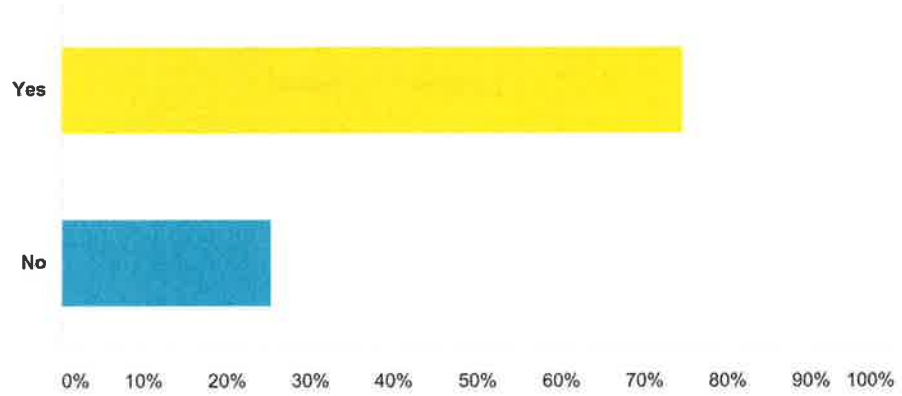
City Responses

1. Parsons
2. Altamont
3. Erie
4. Oswego
5. Dennis
6. Hudson, NY
7. Cherryvale

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Q3 Do you live inside the Parsons City Limits?

Answered: 178 Skipped: 2



Answer Choices	Responses	
Yes	74.72%	133
No	25.28%	45
Total		178

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Q4 Do you believe the City of Parsons should go through the full hiring process (from advertising/recruitment to interview & background check) and include the current Interim City Manager.

Answered: 173 Skipped: 7

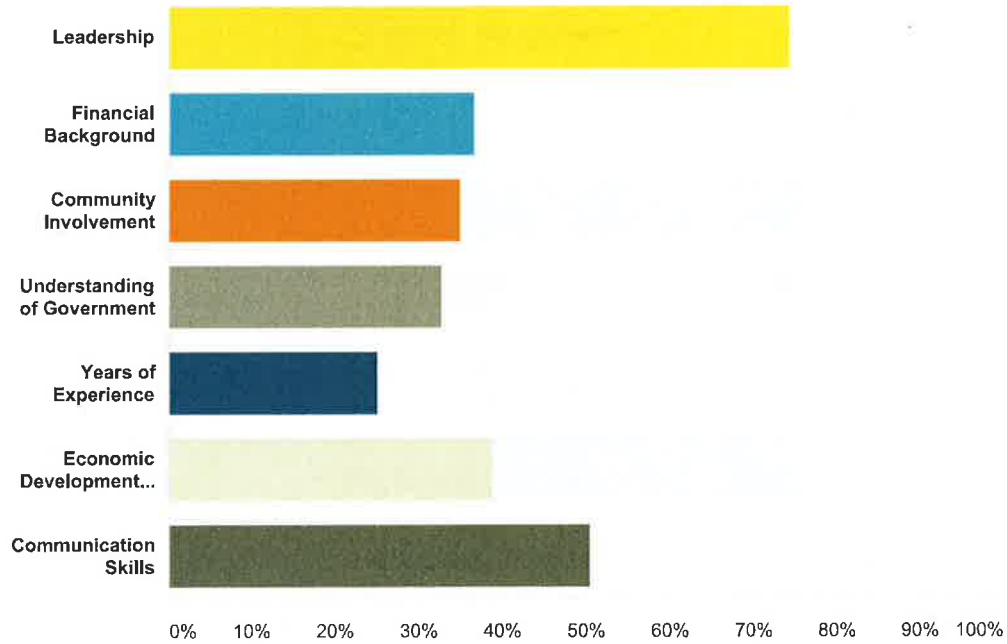


	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	58.38%	18.50%	8.67%	6.94%	7.51%	173	1.87
	101	32	15	12	13		

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Q5 What is the most important quality in a City Manager (select your top 3 choices)

Answered: 180 Skipped: 0



Answer Choices	Responses
Leadership	74.44% 134
Financial Background	36.67% 66
Community Involvement	35.00% 63
Understanding of Government	32.78% 59
Years of Experience	25.00% 45
Economic Development Experience	38.89% 70
Communication Skills	50.56% 91
Total Respondents: 180	

1st

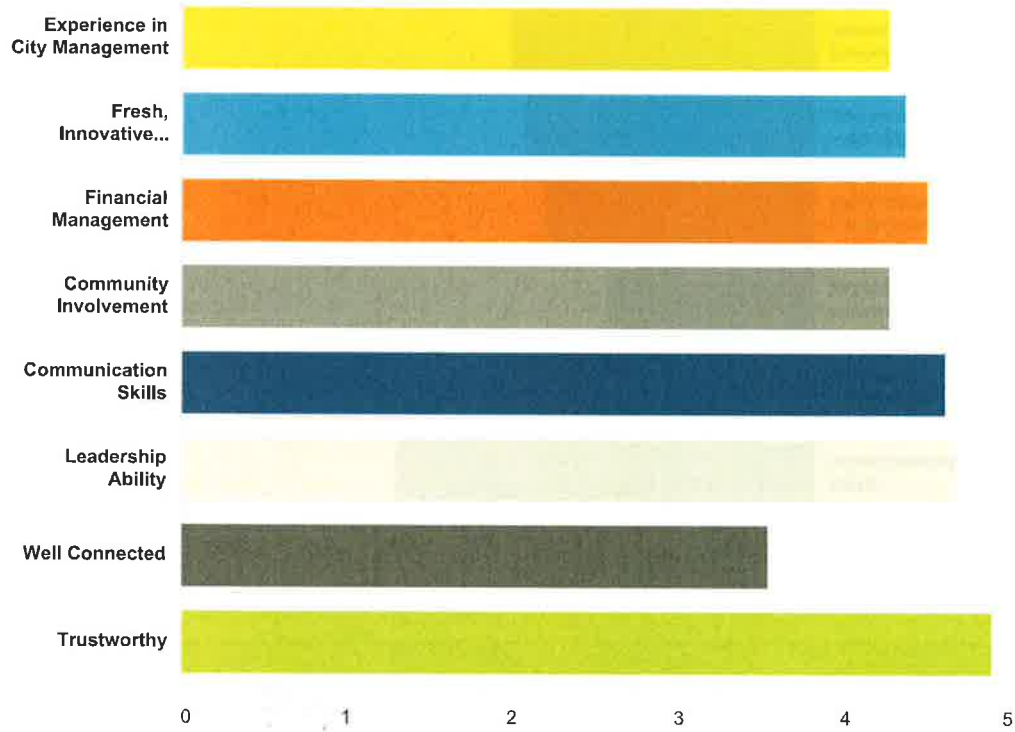
3rd

2nd

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Q6 The next series of questions asks you to rank how important each of these qualities are in a city manager. (From 1=not important to 5=very important.)

Answered: 180 Skipped: 0

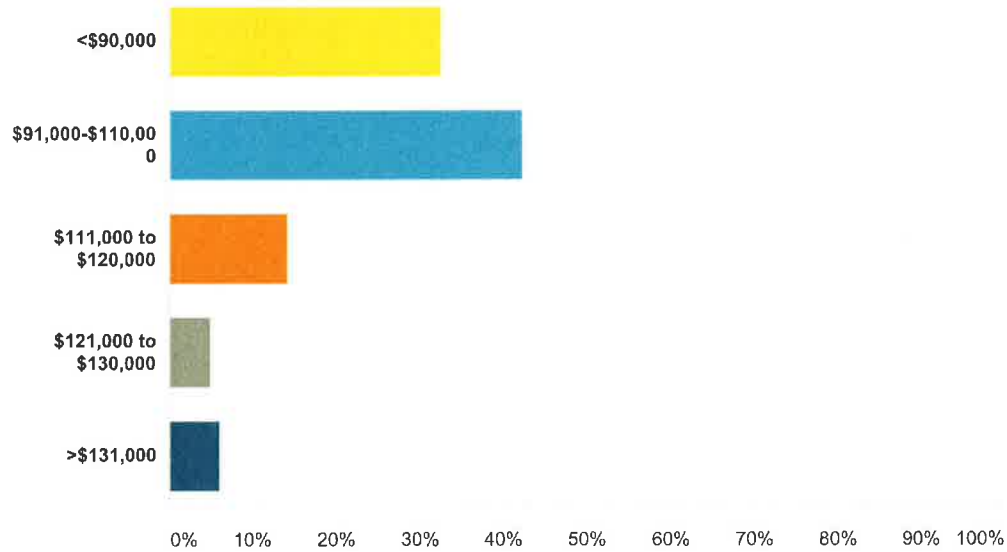


	Not Important at All	Insignificant	Neutral	Important	Extremely Important	Total	Weighted Average
Experience in City Management	0.00% 0	1.11% 2	11.67% 21	46.11% 83	41.11% 74	180	4.27
Fresh, Innovative Ideas	0.00% 0	0.56% 1	11.80% 21	38.76% 69	48.88% 87	178	4.36
Financial Management	0.00% 0	0.56% 1	4.49% 8	39.33% 70	55.62% 99	178	4.50
Community Involvement	0.00% 0	0.56% 1	15.64% 28	40.22% 72	43.58% 78	179	4.27
Communication Skills	0.00% 0	1.12% 2	2.79% 5	30.73% 55	65.36% 117	179	4.60
Leadership Ability	0.00% 0	0.56% 1	1.12% 2	28.65% 51	69.66% 124	178	4.67
Well Connected	3.93% 7	11.80% 21	31.46% 56	31.46% 56	21.35% 38	178	3.54
Trustworthy	0.00% 0	0.00% 0	1.68% 3	8.38% 15	89.94% 161	179	4.88

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**Q7 What salary range should be presented?
(This is strictly salary, not including
benefits of retirement, health insurance,
phone allowance, vehicle allowance, etc.)**

Answered: 163 Skipped: 17



Answer Choices	Responses	
<\$90,000	32.52%	53
\$91,000-\$110,000	42.33%	69
\$111,000 to \$120,000	14.11%	23
\$121,000 to \$130,000	4.91%	8
>\$131,000	6.13%	10
Total		163

#	Other (please specify)	Date
1	A scale for incentive raises based on demonstrated success in goals	12/12/2014 6:55 AM
2	You need to survey similar size towns to find current wage scale....and pay that.	12/11/2014 4:37 PM
3	Salary depends on the results expected. I think we should pay a good salary for a city manager with high goals and is accountable for the results.	12/11/2014 9:03 AM
4	Still think it is ridiculous to pay the city manager more than the majority of the residents!	12/10/2014 11:55 PM
5	\$60,000-\$65,000	12/10/2014 6:18 PM
6	Should start around 80,000 and increase to no more than 120,000 over the next 5 years with positive job performance.	12/10/2014 2:40 PM
7	Whatever is appropriate	12/10/2014 9:19 AM

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(Salary * cont.)

8	I also believe that salary should be directly related to performance. Regular evaluations should be given to the City Manager and any pay increase should be based on that review.	12/10/2014 6:32 AM
9	the salary should be greater than the highest paid employee they manage and commensurate with experience, but it is not financially responsible to pay a higher salary than affordable	12/10/2014 6:03 AM
10	And that would be determined by experience and it would be great to have incentives & goals with pay increase as work gets accomplished! !	12/9/2014 11:13 PM
11	I am leaving this blank, because there are too many factors for me to know.	12/9/2014 6:25 PM
12	salary- yrs of experience & what other cities are size are paying	12/9/2014 3:57 PM
13	Enough to be competitive for qualifications and abilities.	12/9/2014 3:09 PM
14	this person would need the education and experience to be awarded this salary	12/9/2014 11:12 AM
15	Should be based on the median income of those living in Parsons.	12/9/2014 9:49 AM
16	Based on qualifications and experience	12/9/2014 9:36 AM
17	You have the less than/great than signs wrong. Spell out when in doubt.	12/9/2014 8:52 AM
18	Control spending. Our taxes are high and we are loaded with administration positions. It seems the primary goal of the city is to provide employment. Provide bonus for good performance and have specific goals to be reached. Let him manage.	12/9/2014 8:18 AM
19	Whatever is consistent and comparable with other cities our size and area.	12/9/2014 7:35 AM
20	right candidate may require more money but actually save money in long run	12/8/2014 9:40 PM
21	only to qualified applicant	12/8/2014 7:59 PM
22	Sorry but they need to prove themselves of value to get a raise.	12/8/2014 6:18 PM
23	\$50,000	12/8/2014 5:52 PM
24	Start at 90,000	12/8/2014 5:48 PM
25	Not sure..depends on qualifications. .	12/8/2014 5:13 PM
26	\$80,000	12/8/2014 4:56 PM
27	Pay based on experience & raises based on performance!!	12/8/2014 4:43 PM
28	I think the City needs to be competitive with the surrounding communities our size and would depend on the applicants experience	12/8/2014 4:15 PM
29	I would encourage the committee to consider the current acting city manager or a young, new graduate with a background in city management.	12/8/2014 3:56 PM
30	I'd like to see someone with more experience in being a liaison between city government and the public. People respond to being treated like adults and PARTICIPANTS, when information is shared so the public knows why decisions were made, or why there was no option for so-and-so, what the legalities are regarding...whatever. I know the meetings are open, but they are boring as hell as a general rule. The paper does a fair and honest job of reporting on these, however.	12/8/2014 3:54 PM
31	Salary should reflect experience and track record.	12/8/2014 3:38 PM
32	I think a comparative salary should be offered to other towns of our size. However, an incentive plan should be in place to encourage a long term commitment to the city. Step raises if you will.	12/8/2014 3:37 PM
33	I would not put a range on the position. I would advertise paying around \$120k but would go to \$140k for the right person. You don't need to raise taxes (like the commission always wants to) to get to the magic number. A good manager will always find efficiencies or innovative ways to cover their own salary.	12/8/2014 3:20 PM
34	review after two years possibly step raise later	12/8/2014 3:11 PM
35	I am not familiar with the rate ;; same as past manager perhaps?	12/8/2014 2:59 PM
36	The salary should not be more than the highest paid police officer. 90,000 with benefits is a ridiculous amount of money to govern a small town that seems to be decreasing in size every year.	12/8/2014 2:51 PM

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Q8 In 10 Words or less, what should be the first priority of the next Parsons City Manager?

Answered: 159 Skipped: 21

#	Responses	Date
1	Strategic planning to improve city image for economic growth	12/12/2014 12:18 PM
2	communication skills	12/12/2014 11:55 AM
3	Form a close communication bond with his department managers.	12/12/2014 9:33 AM
4	Collaboration and innovation way to work all city govt for betterment of community	12/12/2014 6:55 AM
5	Listen. Learn what has be put in place. Lead.	12/11/2014 11:42 PM
6	Restore trust in city government. Interim city manager has done well at this, but there needs to be a lot more. Citizens don't think city government is working for them but against them.	12/11/2014 10:39 PM
7	Cleaning up the town. Fix streets and bring business in.	12/11/2014 5:37 PM
8	Infrastructure of our city. Roads repair/replacement especially.	12/11/2014 5:02 PM
9	Public communication	12/11/2014 4:49 PM
10	See that new police chief has diverse and trained force.	12/11/2014 4:37 PM
11	Improve city appearance; demo decaying buildings.	12/11/2014 2:56 PM
12	Bringing new jobs to Parsons, through attracting new businesses/industries	12/11/2014 12:11 PM
13	I think he/she should get to know the community, get along well with all the police and fire departments, and be an honest person.	12/11/2014 12:00 PM
14	Transparency and trust.	12/11/2014 9:03 AM
15	to get everyone on the same page for a better Parsons for the future in opportunities for all ages!	12/11/2014 8:51 AM
16	To increase revenue!	12/10/2014 11:55 PM
17	Cleanup the corruption	12/10/2014 6:18 PM
18	build a competent team of department heads, dismiss those incompetent	12/10/2014 4:28 PM
19	Review the City's financial stability and strategic planning.	12/10/2014 4:20 PM
20	Get involved with the community and regain trust	12/10/2014 2:46 PM
21	Building community trust: improving the working relationship with outside partners.	12/10/2014 2:40 PM
22	Ensure accountability of finances, resources, and public trust.	12/10/2014 1:30 PM
23	Don't Waste Money On Unnecessary Projects Like The New Crosswalks!	12/10/2014 11:43 AM
24	Be able to work with this current city commission-impossible???	12/10/2014 9:46 AM
25	To check to see if she is named Debbie Lamb	12/10/2014 9:19 AM
26	Budget, infrastructure,	12/10/2014 6:32 AM
27	Cooperation and leadership in the retention and development of locally grown business.	12/10/2014 6:03 AM
28	Knows the system	12/10/2014 4:29 AM
29	Establish trust with the city employees.	12/10/2014 1:56 AM
30	Growth. We Ned to go forward instead of backwards	12/9/2014 11:24 PM

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31	Someone who is younger and wants to see change!!	12/9/2014 11:13 PM
32	To be named Debbie Lamb	12/9/2014 11:01 PM
33	Someone who is willing to fix this town	12/9/2014 10:44 PM
34	The priority should be to help the city run smoothly, be financially stable, and to look at ways to improve the city for its citizens in a reasonable but progressive movement.	12/9/2014 9:04 PM
35	Repair relationships with city staff and trust.	12/9/2014 8:35 PM
36	IMPROVE THE TAX BASE.	12/9/2014 7:21 PM
37	Fixing side streets that haven't had anything done to them since McKinley school was operating. Some paved roads are worse then the old brick ones!	12/9/2014 6:27 PM
38	Survey real needs for growth of community sense and economy.	12/9/2014 6:25 PM
39	Relating to the community.	12/9/2014 4:17 PM
40	Fair, polite, really listens and manage the budget.	12/9/2014 3:57 PM
41	Developing Trust between city of Parsons and the residents of the community	12/9/2014 3:13 PM
42	Address issues within that person's scope of capabilities and experience.	12/9/2014 3:09 PM
43	Infrastructure, and keeping in mind a taxpayer is a taxpayer, not business owners only	12/9/2014 2:33 PM
44	Develop an understanding of current issues, and the development of an strategic plan.	12/9/2014 2:23 PM
45	Stop the decay.	12/9/2014 12:34 PM
46	Finance in order	12/9/2014 12:10 PM
47	Lowering property tax	12/9/2014 12:02 PM
48	Get rid of upper management & start over	12/9/2014 11:50 AM
49	Getting City and Community to work together	12/9/2014 11:30 AM
50	Economic Development should be top priority for our community.	12/9/2014 11:26 AM
51	they should evaluate all jobs in city admin now and perhaps consider replacing those who appose cleaning up this city both politically and financially along with the curb appeal.	12/9/2014 11:12 AM
52	leadership quality being able to focus on Parsons needs	12/9/2014 11:09 AM
53	Public trust and employee respect	12/9/2014 11:08 AM
54	Economic development of Parsons and growth of the tax base	12/9/2014 11:04 AM
55	Developing trust and leading the commission, trust	12/9/2014 11:00 AM
56	Lower water rates reassess current staff open door policy	12/9/2014 10:52 AM
57	Address City Staff improvements, replacement, assessment, and make changes to cut budget.	12/9/2014 10:40 AM
58	a plan to achieve growth	12/9/2014 10:23 AM
59	Working on Community Togetherness and Business growth.	12/9/2014 9:54 AM
60	Considering the present small business owners and new small businesses.	12/9/2014 9:49 AM
61	A long term plan, maintaining infrastructures and controlling taxes	12/9/2014 9:36 AM
62	Restore trust, communicate with the people of Parsons.	12/9/2014 9:31 AM
63	EDUCATE THE CITY COMMISSION REGARDING THEIR FUNCTION AND DUTIES.	12/9/2014 8:50 AM
64	budget issues and concerns, rebuilding community trust, actual economic growth to benefit all not just a few individuals.	12/9/2014 8:45 AM
65	Be a good steward of our tax revenue. To many past projects have been total failures at great cost.	12/9/2014 8:18 AM

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66	If it's somebody other than Debbie, they should be from Parsons, so they already know the existing issues, and I feel it's important the people of Parsons should approve of this person. Not just the commission, because we know their track record!!	12/9/2014 8:14 AM
67	Establish trust with citizens of Parsons. Through actions earn our respect.	12/9/2014 7:35 AM
68	To improve moral and unite city departments. Also, along with this, create trust in city government.	12/9/2014 7:27 AM
69	Move us into the 21st century.	12/9/2014 7:26 AM
70	Get the city staff to be more user friendly.	12/9/2014 7:20 AM
71	Infrastructure, roads, sewers, demolish old buildings	12/9/2014 7:08 AM
72	Work with his department heads to have a cohesive government	12/9/2014 1:12 AM
73	Parsons!	12/8/2014 11:11 PM
74	must restore credibility and new work ethic to city government	12/8/2014 9:40 PM
75	More traffic lights. 26th and main 32nd and main	12/8/2014 9:40 PM
76	Infrastructure repair.... underground utilities in particular. We can't have a quality of living when our utilities are in shambles.	12/8/2014 8:47 PM
77	New blood	12/8/2014 8:45 PM
78	New jobs, clean up corruption within the police force.	12/8/2014 8:40 PM
79	Assisting to bring in better jobs	12/8/2014 8:03 PM
80	Assess current projects. Provide timeline and recommendations to complete / abandon.	12/8/2014 7:59 PM
81	Restoring quality, basic services	12/8/2014 7:59 PM
82	To bring industry back to Parsons and make it a place people want to live.	12/8/2014 7:47 PM
83	Creating a culture of excellence expected from ALL employees currently on board.	12/8/2014 7:23 PM
84	finding new commissioners	12/8/2014 7:04 PM
85	meet w/dept heads to understand problems from their perspective.	12/8/2014 6:58 PM
86	streets, jobs, community improvement	12/8/2014 6:52 PM
87	Do away with the small business loans that never get paid back to the city.	12/8/2014 6:49 PM
88	Good leadership. Make people proud to live in the community.	12/8/2014 6:42 PM
89	Streets	12/8/2014 6:37 PM
90	Make sure the City employees are taken care of and they should get their cost of living raise each year, and also help bring in new business to town.	12/8/2014 6:34 PM
91	Fix the "ROUGH" streets!!!!	12/8/2014 6:32 PM
92	Transperancy	12/8/2014 6:28 PM
93	Clean up the city and promote city pride.	12/8/2014 6:25 PM
94	Get jobs created in this town. Get the city financials in order and figure out where all the money is going too.	12/8/2014 6:18 PM
95	Building a Bridge to the rest of the county	12/8/2014 6:00 PM
96	Streets and bringing in new biz and jobs	12/8/2014 5:54 PM
97	Get involved with your public...	12/8/2014 5:52 PM
98	Honesty! Someone new, young, innovative would be nice. Someone with a degree to go with the job.	12/8/2014 5:48 PM
99	honesty, engineering skills to problem solve	12/8/2014 5:48 PM
100	New different ideas owes no favors	12/8/2014 5:44 PM
101	LONG TERM INFRASTRUCTURE PLANNING	12/8/2014 5:41 PM

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102	fix current problems	12/8/2014 5:37 PM
103	establish trust, develop a plan, communicate it.	12/8/2014 5:23 PM
104	Get all groups working together effectively. Finance	12/8/2014 5:20 PM
105	To serve the people and help keep taxes down.	12/8/2014 5:16 PM
106	Honest open door policy..	12/8/2014 5:13 PM
107	Work to improve communications with staff & Commission.	12/8/2014 5:07 PM
108	Making the town an attractive place to live and work.	12/8/2014 5:07 PM
109	Much needed repairs to city streets and sewer system.	12/8/2014 5:06 PM
110	As far as I'm concerned, STREETS. Like mine.	12/8/2014 4:56 PM
111	Financial accountability, full review or audit of where money was spent & trim the fat in order to better manage city funds & allocate money.	12/8/2014 4:43 PM
112	Bringing restaurants and retail stores to town. Help the small businesses get started and then continue to help them keep going. Don't wait until they are closing their doors to care.	12/8/2014 4:41 PM
113	Work with the city commission, department heads and the community to create a strategic plan for the city.	12/8/2014 4:41 PM
114	Budget	12/8/2014 4:34 PM
115	Develop a plan for the future	12/8/2014 4:27 PM
116	Stopping the in-fighting within and without City Government	12/8/2014 4:15 PM
117	Gain trust of the city employees and citizens of Parsons	12/8/2014 4:15 PM
118	Building trust with the citizens of parsons	12/8/2014 4:12 PM
119	top down audit of all employees some jobs may be able to combine	12/8/2014 4:07 PM
120	Find businesses to come to Parsons decrease taxes!!!!!!	12/8/2014 4:02 PM
121	Get this community on their side!	12/8/2014 4:00 PM
122	Jobs. Vision. Team building, leadership	12/8/2014 3:59 PM
123	Improve the image of the City. Create real employment opportunities.	12/8/2014 3:56 PM
124	Infrastructure. Researching future needs, guiding city government toward these.	12/8/2014 3:54 PM
125	Economic development	12/8/2014 3:50 PM
126	Economic development. Parsons is dying town at the moment and jobs are needed.	12/8/2014 3:50 PM
127	Improve the communities outlook and attitude towards Parsons.	12/8/2014 3:41 PM
128	Professional education in city management. DO NOT hire a care-taker or promote from within because it's easy. Wrong choice. Status quo is not good enough.	12/8/2014 3:38 PM
129	Improving individual department's and the image of the city as a whole locally.	12/8/2014 3:37 PM
130	Jobs	12/8/2014 3:29 PM
131	Save our money and hire Debbie	12/8/2014 3:23 PM
132	Ability to build consensus, work with staff & commission - Leadership.	12/8/2014 3:22 PM
133	Reach out to the local businesses, leadership, and development community	12/8/2014 3:20 PM
134	help change the negative opinion people have of the city and its employees (a priority, maybe not the first)	12/8/2014 3:18 PM
135	wages	12/8/2014 3:11 PM
136	Evaluate & communicate current condition of community with citizens.	12/8/2014 3:11 PM
137	Getting rid of Debbie Lamb, and the worthless, spinless commissioners.	12/8/2014 3:03 PM

THIS SURVEY WILL GATHER FEEDBACK ON WHAT QUALITIES ARE IMPORTANT TO RESIDENTS IN A City Manager. It will be reviewed unedited, but will not be the only information source. Questions? Email kwest@parsonsk.com.

138	Knowledge of internal/external operations, transparency, honesty.	12/8/2014 3:00 PM
139	A community minded individual who can lead our city through the immediate future and prepare us for 5,10 and 20 years ahead.	12/8/2014 3:00 PM
140	Keep the city moving forward & streamlined, efficient procedures	12/8/2014 2:59 PM
141	Getting the city back in financial shape and raising morale.	12/8/2014 2:59 PM
142	This city needs direction through leadership.	12/8/2014 2:58 PM
143	Better communication with City depts. and citizens.	12/8/2014 2:55 PM
144	Audit and cut excess spending	12/8/2014 2:55 PM
145	Stabilize and Grow Parsons	12/8/2014 2:52 PM
146	Jobs, open meetings, FOLLOW THE LAW like the citizens are required	12/8/2014 2:51 PM
147	Look at our tax base and budget accordingly.	12/8/2014 2:50 PM
148	analyzing jobs held by city employees now and their necessity	12/8/2014 2:49 PM
149	Someone who is committed to bettering our community	12/8/2014 2:44 PM
150	Someone who knows Parsons.	12/8/2014 2:44 PM
151	Bringing business to town.	12/8/2014 2:31 PM
152	Connecting back to the public.	12/8/2014 2:30 PM
153	REVIEWING ALL CITY MANAGEMENT LEADERS	12/8/2014 2:29 PM
154	Rebuild trust within the city	12/8/2014 2:28 PM
155	disobey the new world order	12/8/2014 2:19 PM
156	Infrastructure improvements	12/8/2014 2:16 PM
157	leadership, trust, transparency	12/8/2014 2:13 PM
158	Trustworthy and know \$	12/8/2014 2:12 PM
159	halt unnecessary spending, create a plan to address challenges community faces	12/8/2014 2:11 PM

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Q9 Other comments as we move forward with the City Manager search?

Answered: 163 Skipped: 77

(Open Ended Question, No Restrictions)

#	Responses	Date
1	Search for a passionate person who will strive to make a difference for Parsons by exhibiting leadership skills and not allow themselves to become puppets for the influential. Adventurous and willing to think out of the box and negate the that's the way we have always done it thought process.	12/12/2014 12:18 PM
2	check with the people where the applicant lives and find out what they think of him	12/12/2014 11:55 AM
3	Keep in close touch with Ministerial Alliance to know what is going on spiritually in our community.	12/12/2014 9:33 AM
4	Don't go through the time and money of you feel you have the above characteristics internally but make sure you have the right person for the job	12/12/2014 6:55 AM
5	CoP employees, thank you for all you do! People APPRECIATE you... even though most don't tell you.	12/11/2014 11:42 PM
6	I think we should keep Mrs Lamb she would be a good asset to our town she knows us and is well known.	12/11/2014 5:37 PM
7	We really need to look for a younger, forward thinker who has new and exciting ideas about how to run a city. They need to be very up to date on current technology and how to use it to perform the job more efficiently. Trustworthiness and personable demeanor are a must!	12/11/2014 5:02 PM
8	Elected city board members do poor job in making decisions. Project poor image for city.	12/11/2014 4:49 PM
9	Don't be in a hurry.	12/11/2014 4:37 PM
10	Serious consideration should be given to the Interim City Manager and her experience, insight, and vision to the future growth and improvement of our city.	12/11/2014 12:11 PM
11	Would like to see someone in the city manager job that cares about the city, not how much they can make. Someone who wants the city to thrive and will spend city dollars on city improvements that people will actually use.	12/11/2014 12:00 PM
12	Quit searching and just hire Debbie lamb	12/10/2014 11:55 PM
13	We are not a big city so why do we act like one? Were a small town so we should act like one and keep it that way.	12/10/2014 6:18 PM
14	We need fresh eyes on our problems. We have built a 'good old boys' club with department heads and it is severely hampering any good that takes place. Good luck.	12/10/2014 4:28 PM
15	Don't waste the tax payers money running a bunch of ads looking for "Super Man". Hire one of our own who is trusted - Debbie Lamb.	12/10/2014 2:46 PM
16	We need someone new. Someone that hasn't been involved in the City of Parsons before.	12/10/2014 11:43 AM
17	The City Manager should live in the City Limits also and we need someone fresh from the outside not the same ole same ole...	12/10/2014 9:46 AM
18	I believe Debbie Lamb is the best, most reasonable person to be City Manager. I am concerned the City Commission will go to a great deal of trouble and expense to find someone outside the area. The person they find will more likely be a "B.S." specialist with no ties or true concerns about the City. I remember this one town that paid thousands of dollars to some guy would promised to bring retail businesses to the community, called them "the 3rd ring on the bulls eye," Finally after much of the town complained, the money to the guy was cut off....oh wait...that was Parsons.	12/10/2014 9:19 AM
19	I moved to Parsons 10 years ago. Parsons has a negative attitude toward itself. It is as if most people in town feel entitled to something and do not want to work for it. I hope that a new City Manager can help steer us in a better direction.	12/10/2014 6:32 AM

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20	We are a small city with limited resources. Both business and managers will be hard to recruit against big populations with more money. We must home grow our business by encouraging college students to return and invest here, and we will be better off to home grow the city manager as someone with a vested interest in this community who will work to improve our community from within. We cannot compete when recruiting most business as we will never have the same incentive to RETAIN the business. These businesses, and this manager will only stay for long term good if they are from this community or wish to retire in this community.	12/10/2014 6:03 AM
21	wasting \$\$ on searching when we have a good one here	12/10/2014 4:29 AM
22	Keep in mind that bad leadership and shady business deals sank the last manager.	12/10/2014 1:56 AM
23	Parsons needs to start growing in a way where we don't have to leave town to eat a good dinner or go to a mall. The only place to buy ANYTHING here is walmart. We need options and a competitive environment to keep people spending money here and not someone else	12/9/2014 11:24 PM
24	All so to be involved in are city you should have to live in the city limits!! How do you know how our city works if your not using city services??? Volunteering& seeing what goes on with the police officers ride along and all so hanging with ones who serve are community fireman, trash,police, maintenance just see what they deal with on a daily routine. It's easy to sit behind a desk and make decisions but it's better to get out see what happening!!	12/9/2014 11:13 PM
25	She can't be any worse. At least we know where she is from	12/9/2014 11:01 PM
26	I want someone who is going to actually fix problems that need to be fixed rather than doing stupid piddly things like buying new light fixtures to make downtown look better. Our town is more than just downtown. Our streets are falling apart and no one seems to care until someone gets hurt. Fix them before they get to that point.	12/9/2014 10:44 PM
27	I want to see a city manager that will be honest when dealing with employees, commissioners, and public. Not someone that tells you what you want to hear to make them look good then does something different.	12/9/2014 9:21 PM
28	I think that we should look to someone who actually cares about the community and is vested into it. A higher salary does not guarantee a better candidate nor does it guarantee a better future for Parsons.	12/9/2014 9:04 PM
29	THIS TOWN IS DONE.MOVING TO KC AS SOON AS POSSIBLE.	12/9/2014 7:21 PM
30	Find a way to get more business' in town to bring in more jobs and people. And do something with all those empty lots all over town!!	12/9/2014 6:27 PM
31	I have no real opposition to Debbie, except she may be steeped in the same old way.We do need a "people" person. Gress was not that.	12/9/2014 6:25 PM
32	Move steadily, but don't made a quick choice that we could regret.	12/9/2014 3:13 PM
33	City Managers should be hired for 4-5 years only. After that, the next CM should be hired to address the problems the last CM didn't.	12/9/2014 3:09 PM
34	A leader who has experience with the issues we are facing and one who has the ability to listen to others and then assist in coming up with good solutions, which the city and staff can get excited about.	12/9/2014 2:23 PM
35	Hire from outside if possible	12/9/2014 12:02 PM
36	Need NEW forward thinking & innovative individual who has track record of improvements in past positions	12/9/2014 11:50 AM
37	Forward thinking	12/9/2014 11:30 AM
38	We should look closely at his length of service at other city positions and qualifications.	12/9/2014 11:26 AM
39	The city manager position needs a fresh new person (outside the current admin staff) committed to improving all aspects of Parsons and not afraid to stand up for this city and the people who live here and pay taxes to the city.	12/9/2014 11:12 AM
40	The ideal candidate should have a master's degree in public administration or a closely related field. He/she should also have experience as a city manager in other towns.	12/9/2014 11:04 AM
41	Address issues for ALL residents not just special ones. Need different perspective on issues	12/9/2014 10:52 AM
42	Ad dumbed down the need for experience, skills, degree, and looked as if it was written to include/make allowances for unskilled and Interim Manager.	12/9/2014 10:40 AM
43	Find someone that is excited to be here, not just for a paycheck.	12/9/2014 9:54 AM
44	Not intimidated by those with wealth. Needs to consider every business large and small that can and will hire new employees who presently do not have a job.	12/9/2014 9:49 AM

THIS SURVEY WILL GATHER FEEDBACK ON WHAT QUALITIES ARE IMPORTANT TO RESIDENTS IN A City Manager. It will be reviewed unedited, but will not be the only information source. Questions? Email kwest@parsonsk.com.

45	Work closer with citizen groups and tax payers setting priorities.	12/9/2014 9:36 AM
46	If our interim manager understands the position and has the confidence of the city employees and the people of the town, why bring someone from outside in?	12/9/2014 9:31 AM
47	HIRE THE INTERIM CITY MANAGER AND FOREGO A LENGTHY, TIME-CONSUMING SEARCH.	12/9/2014 8:50 AM
48	I beleive our interim C.M. is doing a great job and would be a qualified C.M. However, I strongly beleive the position should be advertised adn interviewed for, That way many candidates can apply (includng interim C.M.) and the best qualified individual can be chosen from there.	12/9/2014 8:45 AM
49	Get your most successful business leaders involved in the process.	12/9/2014 8:18 AM
50	Have the people of Parsons vote for a City Manager, instead of just saying "here you go, deal with it"!!	12/9/2014 8:14 AM
51	I think we should conduct an interview process, but I do think Debbie Lamb is doing a very good job.	12/9/2014 7:27 AM
52	Update and maintain our infrastructure and reduce taxes; find new funding sources.	12/9/2014 7:26 AM
53	So city staff are to comfortable in their jobs, Do feel they truly have to answer to the public	12/9/2014 7:20 AM
54	Debbie would make a great city manager, but to prevent improprieties, an outside search should be done.	12/9/2014 7:08 AM
55	Increasing the salary some is important. Getting someone who is a good fit.	12/9/2014 1:12 AM
56	worst thing that could happen would be hiring someone because you are comfortable with them in a support position	12/8/2014 9:40 PM
57	Accomplishments in previous city manager positions.	12/8/2014 9:40 PM
58	We can't afford to be in a bidding war for good candidates, but we can't afford someones cast-offs, either.	12/8/2014 8:47 PM
59	What strategy options are there to attract young families and make Parsons a desirable family investment, What do you know about the culture of Parsons. Why do citizens accept status quo? Why are they content with mediocrity? How does leadership change that attitude?	12/8/2014 7:59 PM
60	Positive attitudes come from the top down. But I believe there are some long term employees who will not be willing to change and will need to leave.	12/8/2014 7:23 PM
61	Highly believe they should have a degree. Education is extremely important. Someone not within the city preferable. Not too sure anyone currently working for the city is trustworthy.	12/8/2014 7:04 PM
62	Then have a city town hall meeting to hear the public's concern/problems.	12/8/2014 6:58 PM
63	Just because you have worked for the city for years doesn't mean you are qualified for the job. Need good leadership not someone that just wants control.	12/8/2014 6:42 PM
64	I think it would be smart to hire Debbie, someone who truly cares about Parsons. She has lived here all her life and has given her whole career to this city. She deserves a chance and will do an exceptional job if you just give her the position and tell her what you expect.	12/8/2014 6:37 PM
65	Make sure you hire the right person someone that wants to better the community and not just them self	12/8/2014 6:34 PM
66	Quit fighting among the commissioners. Everyone has different ideas. It makes them all look like idiots.	12/8/2014 6:32 PM
67	Everyone who applies should be interview.	12/8/2014 6:18 PM
68	There are alot of things that need taken care of in Parsons. Streets, Sewer, Housing, Water Treatment, ect.....	12/8/2014 5:52 PM
69	Do not just move someone up because they have worked for the city for years. No offense to the intrium.	12/8/2014 5:48 PM
70	live in the city, work with volunteer and religious groups trying to improve the city	12/8/2014 5:48 PM
71	City commissioners need to do tje job not worry about if they make a mistake	12/8/2014 5:44 PM
72	accountability	12/8/2014 5:37 PM
73	Humility	12/8/2014 5:23 PM
74	Get rid of terrible old houses and keep improving the streets	12/8/2014 5:16 PM

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75	Need someone who can see through some staff members who underperform & re-evaluate their positions. City commissioners need to be decisive & stop talking things to death for months at a time. City commissioners also need to remember the city manager's duties & let him or her do them their job. Debbie Lamb is not the right person for the city manager position.	12/8/2014 5:07 PM
76	City Manager should have a knowledge of the city as a whole and also a strong financial background.	12/8/2014 5:06 PM
77	As he or she has been at the job for awhile look back at he or she to see how that person is or isn't doing. I don't want one that's going to tell me what I want to hear and then do the opposite like Gress did.	12/8/2014 4:56 PM
78	Please hire a decent person this time. the person hired should not be doing it for the money but for the betterment of the community. Plus it would be nice to have someone with experience & a Masters Degree or higher!	12/8/2014 4:43 PM
79	The new City Manager needs to drive around and evaluate the City employees. There are too many city workers sitting in trucks not doing anything while the other person does the work. I don't believe it takes so many people to do the jobs that the city workers are doing. Instead spread them out and utilize them in other places.	12/8/2014 4:41 PM
80	Take your time until you find someone who will be an asset to the city.	12/8/2014 4:41 PM
81	A complete search is needed to make sure the correct person for the job is hired.	12/8/2014 4:15 PM
82	Just be open an honest, tired of seeing all of the closed sessions. This practice just leaves voters to wonder why so many secrets. Televisе the mtg like school board does.	12/8/2014 4:12 PM
83	Clean house up at city offices! Cut salaries that were placed years ago!	12/8/2014 4:02 PM
84	Just give Debbie the job and let's get this party started!	12/8/2014 4:00 PM
85	We need to think outside the box and realize the positives that Parsons has to offer and building on those traits. The defeated attitude of many residents is a killer to economic development. The new manager, interim person or otherwise, needs to be able to see beyond the noise and lead anyway.	12/8/2014 3:59 PM
86	It's "neutral", not "neutral". Proofread, people.	12/8/2014 3:54 PM
87	Don't know Debbie Lamb, but she lives in Parsons and appears to be a very effective interim Manager. Would strongly encourage serious consideration of hiring her for the position.	12/8/2014 3:41 PM
88	Put together a selection committee to make recommendation to the commission, most of whom have likely never hired anyone in their lives.	12/8/2014 3:38 PM
89	I think that Debbie Lamb has several of the qualities I would look for in City Manager. I think that she has a commitment to our town, has a good understanding of government, and seems to be a trustworthy person. She has very good "people" skills and has never made me feel spoken down to or like I was an insignificant piece of the city puzzle. As a former city employee, I would endorse Debbie to be the next City Manager.	12/8/2014 3:37 PM
90	A city manager needs to always think locally while working regionally. They need to work across city boundaries to work with Great Plains Development Authority and Labette County Commissioners. Lastly, I think the City Commissioners need to gather a committee of 10-12 leaders to be on the search committee to make a recommendation to the City Commissioners	12/8/2014 3:20 PM
91	Debbie Lamb has the support of Parsons	12/8/2014 3:11 PM
92	Good luck with your search, especially since all of you are liars	12/8/2014 3:03 PM
93	It is vital the new city manager live within the city limits of Parsons. This must happen before anything else happens. If the interim is hired through the process, she must live within the city limits of Parsons.	12/8/2014 3:00 PM
94	Appreciate the opportunity to particape!	12/8/2014 2:59 PM
95	Rather than bring a "stranger" in to run the city, we need to look at the person who has been employed by the city for 40 years, was raised in the city, and is invested and will remain invested in the city. Mrs Lamb has worked under several different City Managers in her 40 years of service and can take qualities from each to guide her in her own position as City Manager. Past practice has shown that when we recruit from out of town or state, they're not here for the long haul and don't have the City of Parsons' best interests at heart.	12/8/2014 2:59 PM
96	Hire best qualified candidate with leadership and experience to bring new growth and energy to our city. We need innovative, growth-oriented City Manager, not a "good old boy or girl".	12/8/2014 2:52 PM
97	Maybe a city manager is not even needed. Do some research and see how other towns with our income and population run theirs.	12/8/2014 2:51 PM

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98	Great Plains needs to ante up on the tax rolls. It is a burden on the rest of the area because its not.	12/8/2014 2:50 PM
99	be open minded to change from how things have always been done	12/8/2014 2:49 PM
100	Enough of hiring outsiders with Big City ideas.	12/8/2014 2:44 PM
101	I truly believe that we have the best candidate currently serving as interim. She should be promoted.	12/8/2014 2:30 PM
102	must be smarter then the president	12/8/2014 2:19 PM
103	If you do an outside search, go into it realistically, and don't settle if you don't get a candidate that is a good fit. Make sure you include the people that will be working for this person in the process, and listen to them.	12/8/2014 2:11 PM