

City of Carpinteria
City Council Special Meeting Agenda
Monday, July 31, 2023
Council Chamber, 5775 Carpinteria Avenue, Carpinteria, CA 93013

5:30 p.m. Special Meeting
In-Person and Virtual Participation Options

Attendance/Viewing Options:

- Attend the in-person meeting in City Council Chambers at City Hall (5775 Carpinteria Ave.).
- View the meeting live through the City's website (<https://carpinteria.ca.us/city-hall/agendas-meetings>) on your computer, tablet or smartphone.
- View the meeting on Government Access Television Channel 21 (broadcast live and rebroadcast on the Wednesday and the Saturday following the meeting at 8:00 p.m. and 5:00 p.m., respectively).
- Call 669-900-9128 (and enter Webinar ID 849 5178 9727) to listen to the meeting on your phone.
- Join the City's Zoom webinar from your computer, tablet, or smartphone by [CLICKING HERE](#). Alternatively, you can join the Zoom webinar by logging on to www.zoom.us, downloading the application, selecting "Join Meeting", and entering Webinar ID 849 5178 9727.

Public Comments

- Provide a live public comment during the in-person meeting in City Council Chambers at City Hall (5775 Carpinteria Ave.). Please note the City has the discretion to limit both the overall and individual speaker time for any meeting or agenda matter. Typically, the Council's practice has been to limit each speaker to three minutes.
- Provide a live comment through the City's Zoom webinar platform (through the link provided above). To make public comments through this platform please use the "raise your hand" feature to notify staff that you would like to make a public comment during designated public comment times. Once it is your turn to provide a public comment, staff will unmute your microphone and you will be given a designated amount of time to provide your comment (typically, the practice has been up to 3 minutes per speaker on each item). At the end of your comment, staff will once again mute your microphone.
- Submit a written comment (as either a general public comment or on a specific agenda item) to be distributed to Council Members by **12:00 P.M. on the day of the meeting** by either submitting your comment via (1) email to PublicComment@carpinteriaca.gov, or (2) the **eComment** link on the City's agenda website <https://carpinteriaca.gov/city-hall/agendas-meetings/>. Please reference the agenda item to which your comment pertains.

Please note that the City will make every effort to make the meeting accessible virtually; however, if one of the above virtual attendance/viewing or public comment options is unavailable due to technological issues, you are invited to take advantage of one of the other participation options outlined above (including attending and providing public comment in-person in the City Council Chambers). Additional options may be made available at the meeting.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

CITY COUNCIL BUSINESS:

The City Council will meet to consider the following item:

1. Review and approval of the recommendations of the City Council Ad hoc City Manager Succession Committee concerning the ideal candidate profile and community survey form.

Recommendation: Receive and approve the City Manager ideal candidate profile and community survey form as recommended by the City Council Ad hoc City Manager Succession Committee.

PUBLIC COMMENT WILL BE HEARD CONCERNING ONLY THE AGENDIZED ITEM FOR THIS SPECIAL MEETING

ADJOURNMENT

The regular City Council meeting of August 14, 2023 has been cancelled and the next regular City Council meeting will be held August 28, 2023 at 5:30 p.m.

In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the City Clerk's Office at (805) 755-4403 or the California Relay Service at (866) 735-2929. Notification two business days prior to the meeting will enable the City to make reasonable arrangements for accessibility to this meeting.

Materials related to an agenda item submitted to the City Council after distribution of the agenda packet are available for public review at the City Clerk's Office, located at 5775 Carpinteria Avenue, Carpinteria, CA 93013 or by going to the City's website at <https://carpinteriaca.gov/city-hall/agendas-meetings/>.

This agenda was posted on Wednesday, July 26, 2023, in the City Clerk's Office, on the City Hall Public Notices Board, and on the Internet.



City of Carpinteria

SPECIAL CITY COUNCIL AGENDA STAFF REPORT July 31, 2023

ITEM FOR COUNCIL CONSIDERATION

Review and approval of the recommendations of the City Council Ad hoc City Manager Succession Committee concerning the ideal candidate profile and community survey form.

STAFF RECOMMENDATION

Receive and approve the City Manager ideal candidate profile and community survey form as recommended by the City Council Ad hoc City Manager Succession Committee.

Sample Motion:

I move to: Receive and approve the City Manager ideal candidate profile and community survey form as recommended by the City Council Ad hoc City Manager Succession Committee.

BACKGROUND

The City Council initiated the process to hire its next City Manager. On March 13 the City Council formed the City Manager Succession Process Ad Hoc Committee (Committee), comprised of Vice Mayor Alarcon and Councilmember Nomura. On March 27, the City Council approved the Committee's recommendation to retain an executive search firm and approved a short list of executive search firms to be contacted. While the City received proposals from RGS, Raftelis, Peckham & McKenney, and CPS HR Consulting, the process was ultimately not successful in retaining a consultant.

On May 8, 2023 the City Council reestablished a City Manager Succession Process Ad Hoc Committee (Committee) composed of Mayor Clark and Vice Mayor Alarcon with the purpose of (a) developing criteria to be used in the selection process of an executive search firm for the City Manager position (b) conducting interviews (c) making a recommendation of an executive search firm to Council, and (d) working with the selected firm to develop a candidate profile.

A second set of proposals was sought and three proposals were received by the city from; Avery Associates, Peckham and McKenney and Ralph Andersen & Associates.

On June 26, the City Council approved an edited version of the criteria and interview questions which was used in the executive search firm interview process. On Friday, June 30, the Committee conducted interviews, scored, and ranked three firms. The recommendation to enter into an agreement with Ralph Andersen & Associates was approved by the City Council on July 10. The City Council requested the opportunity to review and confirm the candidate profile and the community survey.

The purpose of this agenda matter is for the Council to receive and approve the City Manager Recruitment Brochure including the City Manager ideal candidate profile and the community survey form to be used to evaluate applicants.

DISCUSSION

Fred Wilson, the Senior Recruiter at Ralph Andersen & Associates, conducted one-on-one meetings with City Councilmembers and the City's management team. These meetings were held to gather information for drafting the candidate profile used in the recruitment brochure for the next Carpinteria city manager. Additionally, the recruitment team submitted a Community Survey Form which was tailored to Carpinteria by the Committee.

The City Manager Recruitment Brochure, which includes the City Manager ideal candidate profile and the Community Survey Form (Attachments A and B of the staff report), have been thoroughly reviewed and edited by the Committee on July 21. The Committee recommend approval of these materials.

This progress aligns with the City's recruitment timeline. Once approved, the final brochure will be disseminated on August 1st, and the recruitment process will be open for five weeks to attract potential applicants for the City Manager position. Regular updates on the process will be presented during the City Council meetings as part of the City Manager report agenda section.

POLICY CONSISTENCY

The recommendations may be found consistent with the City's 2023 Annual Work Plan under the General Government Program: Staff Recruitment & Retention.

FINANCIAL CONSIDERATIONS

No Additional Funding Requested. \$33,000 is available in the Adopted FY 2023-24 Budget in 101-141-5201 – Professional Services

LEGAL AND RISK MANAGEMENT CONSIDERATIONS

The City attorney has been consulted on this course of action and has confirmed no legal or risk management considerations.

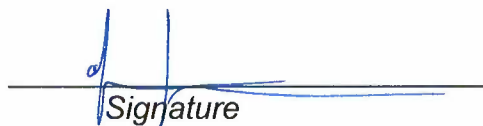
OPTIONS

- A. Receive and approve the City Manager ideal candidate profile and community survey form as recommended by the City Council Ad hoc City Manager Succession Committee.
- B. Approve alternative action to the recommendation.
- C. Decline to act at this time and direct staff as determined appropriate.

ATTACHMENTS

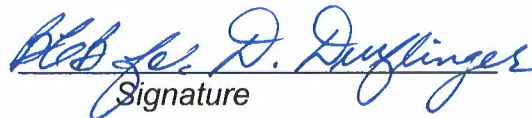
- A. City Manager Recruitment Brochure including the City Manager ideal candidate profile
- B. Community Survey Form

Staff Contact: Olivia Uribe-Mutal
(805) 755-4401, oliviau@carpinteriaca.gov



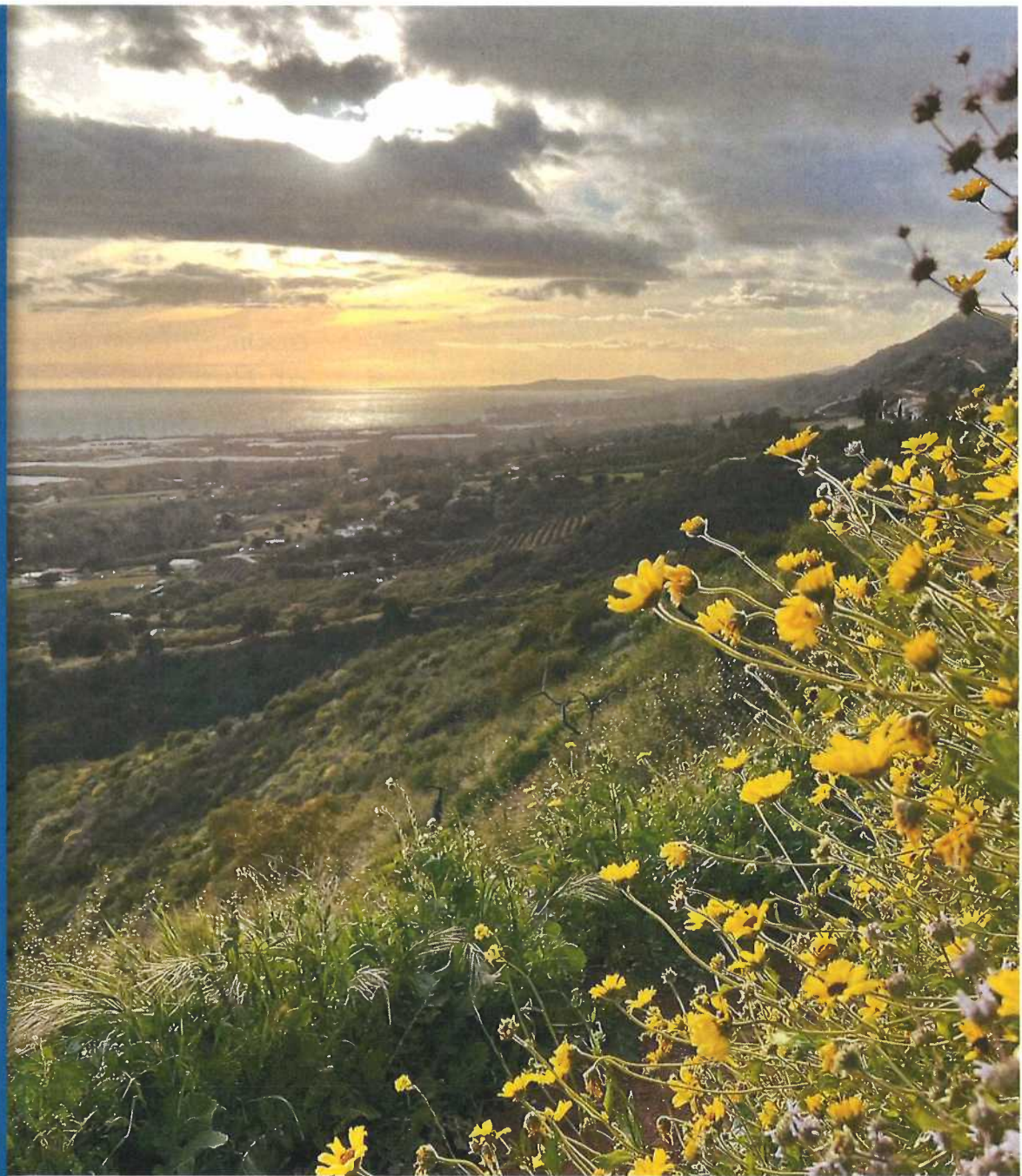
Signature

Reviewed by: Dave Durflinger, City Manager
(805) 755-4400, daved@carpinteriaca.gov



Signature

ATTACHMENT A



City of Carpinteria

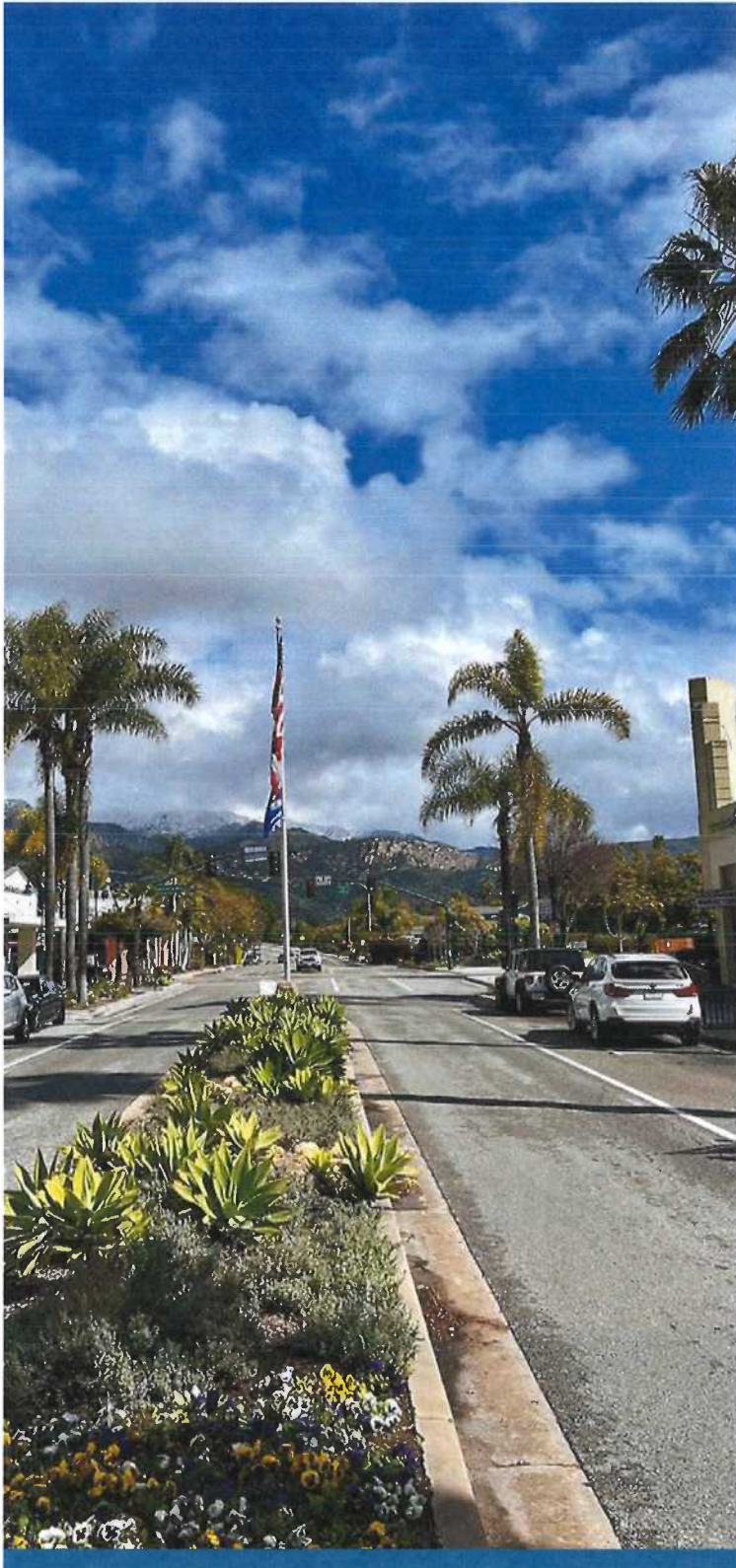
invites your interest in the position of

City Manager



Recruitment Services Provided by Ralph Andersen & Associates

AN EXCEPTIONAL CAREER OPPORTUNITY!



The City of Carpinteria (population of 13,122) is seeking qualified applicants to serve as City Manager of this wonderful community in scenic Santa Barbara County. This career opportunity is the result of the pending retirement of a highly regarded and long-serving professional, Mr. Dave Durflinger. The City Council is seeking a collaborative and experienced leader who is forward thinking with an engaging personal style and a commitment to outstanding customer service. This role presents a great opportunity for fresh, innovative approaches to shaping the future of our City.





ABOUT THE CITY OF CARPINTERIA

The City of Carpinteria is an inviting seaside community with an abundance of natural beauty and small-town charm. Located in Santa Barbara County adjacent to Highway 101, Carpinteria is 12 miles south of Santa Barbara, 12 miles north of Ventura and 80 miles north of Los Angeles. Situated between the mountains and the coast, residents and visitors enjoy over 275 days of sunshine a year and an average daytime temperature between 68 and 80 degrees.

Carpinteria is an outdoor enthusiast's playground with nearly three miles of accessible and beautiful coastline, and a reputation for having some of the best beaches in California for swimming, sunbathing, and fishing. The City's bathing beach offers convenient access to public parking, restrooms and downtown shopping and dining while the Carpinteria State Beach offers day use and overnight camping. Nearby attractions include Rincon Point, recognized as having some of the best and most consistent surf in the world, and the Los Padres National Forest, accessed by the scenic Franklin Trail.

The area is also popular with bicyclists, and abundant open space, parks, and trails provide outdoor activities for every interest. In the downtown, unique boutiques and shops line Linden Avenue along with dining, shopping, and several craft brewery options. The downtown area of Carpinteria covers a distance of five city blocks. The California Avocado Festival is held in Carpinteria each October, and residents and visitors enjoy the bounty of local farms at the weekly farmer's market. The Carpinteria Valley has a long and productive agricultural history, which is an integral part of a thriving, diverse economy rooted in locally owned, small businesses, and complemented by high-tech and light manufacturing companies such as LinkedIn, Agilent, NuSil, Procore, and BEGA.

Public schooling is provided by the Carpinteria Unified School District, which serves 2,300 students through six high-performing schools that boast small class sizes. Several renowned colleges and universities are located within just a few miles, including the Pacifica Graduate Institute, Westmont College, University of California Santa Barbara, California State University Channel Islands; and, nearby Santa Barbara City College, is one of the top ranked community colleges in the nation.

THE CITY ORGANIZATION

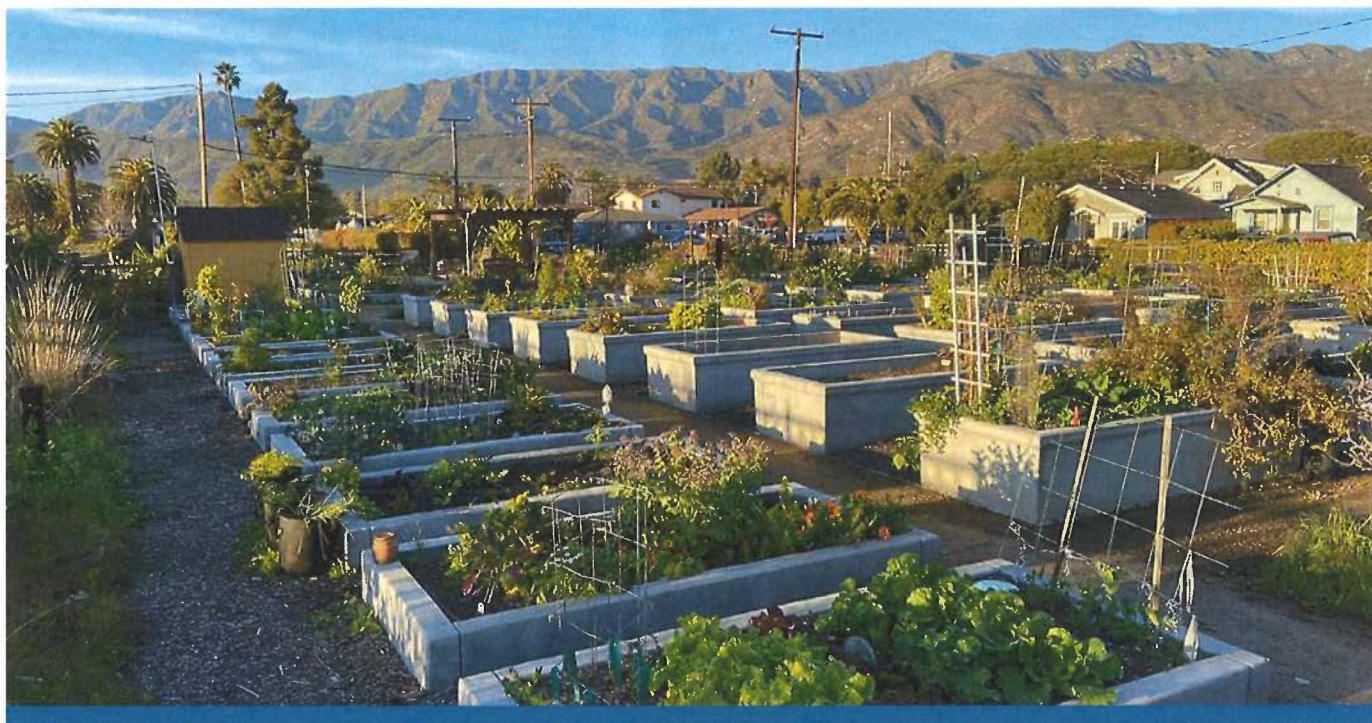
Carpinteria was incorporated in 1965 as a General Law city with a Council-Manager form of government. The City is led by a five-member City Council, with members elected by district to overlapping four-year terms. The Mayor and Vice Mayor are selected by their fellow Council Members and customarily serve two-year terms. The Council works to establish a vision for the City of Carpinteria and appoints the City Manager, who is responsible for overseeing the daily operations of the City. David Durflinger has served as Carpinteria's City Manager since 2001.

The City operates a community pool, Veterans Hall and library, as well as an extensive network of public parks, trails, beaches, and open spaces. City departments include Administrative Services, Community Development, Parks, Recreation & Community Services, Public Works & Facilities, and General Government. Policing services are provided through contract with the County of Santa Barbara Sheriff's Office. Legal services are provided through contract. Sanitary sewer, water, and fire protection services are provided by independent special districts.

City operations are assisted by 41 full-time staff and approximately 70 part-time seasonal staff and is supported by a FY 2023/24 total budget of \$28.6 million. The City's major revenue sources include property tax, sales tax, and transient occupancy tax.

To view the City's Adopted Budget for Fiscal Year 2023/24, click [here](#). To view the City Manager's 2023 Annual Work Plan, click [here](#).





THE CITY MANAGER'S OFFICE

The City Manager is the chief administrative officer of the City, reporting directly to the City Council, and is responsible for the overall administration of City business. As chief administrative officer, the City Manager provides executive leadership, direction, review, and coordination of all City departments and operations.

A high-level overview of the responsibilities and authority of the City Manager include:

- Overseeing all City departments and staff;
- Enforcing all laws and ordinances of the City;
- Offering professional advice on all aspects of the City's operations including oversight of strategy, staffing, and contractual agreements;
- Reviewing all City Council agenda material for content and the appropriateness of Departmental recommendations;
- Regional government coordination and leadership;
- Economic development and capital investment/maintenance of public infrastructure;
- Public and community relations; and
- Importantly, continuously monitoring and directing the City's financial position and needs.

The City Manager is directly supported in general government endeavors by an Assistant City Manager.

IDEAL CANDIDATE



The City of Carpinteria functions as a lean organization with an engaged community that has achieved notable results in the past due to a committed and involved City Council. The City Council is looking for a City Manager who will thrive in this environment and provide effective leadership to the organization and fit with the positive and productive culture that is valued highly at City Hall.

The next City Manager will be experienced, well-qualified, will be a proven leader with a passion for public service and an ability to work with the City Council to help achieve the goals of the community, and will possess the following capabilities and attributes that will be essential to success:

- The new City Manager will thrive in a community where actively involved interests often contribute to the policies and decisions made by City officials. The successful candidate will value and respect community engagement, be a good listener, and create goodwill and connect on a personal level with a wide variety of stakeholders.
- Importantly, the individual must be someone who can establish trust quickly with diverse people and groups with a proven track record of achievement, including identifying commonalities and developing creative solutions to problems.
- The selected candidate will need to demonstrate strong interpersonal communication skills, responsiveness, and follow-through in a fast-paced environment.
- The new City Manager will have high ethical standards, integrity, and transparency to serve as a role model for the rest of the City organization.
- The City Manager will also lead a well-run organization with an engaging leadership style that displays caring, empathy, and compassion for the contributions and efforts of city staff, encouraging high morale and mentoring future leaders.
- The ideal candidate will be someone who not only looks inward at City operations but also is outwardly facing as a community-wide and regional thought leader.
- The new City Manager will need to be a hands-on leader, who engages directly to solve some of the challenges the community faces. This person should have strong communication, organizational, and time management skills, and be able to manage multiple projects and priorities.
- The new City Manager will be politically astute, communicating the City Council's vision and representing the best interests of the City across a broad spectrum of citywide and community issues.

IDEAL CANDIDATE

CONTINUED



- The successful candidate's experience will be well-rounded, including having strong budget and financial management skills in order to maintain and improve upon the City's financial condition.
- The selected candidate should have the ability to work closely with other governmental agencies and regulatory bodies, such as Santa Barbara County, University of California Santa Barbara, the California Coastal Commission, and regional planning agencies, to proactively address and resolve complex problems.
- The successful candidate will have the ability to work with a variety of neighborhood and business interests in order to address community issues.



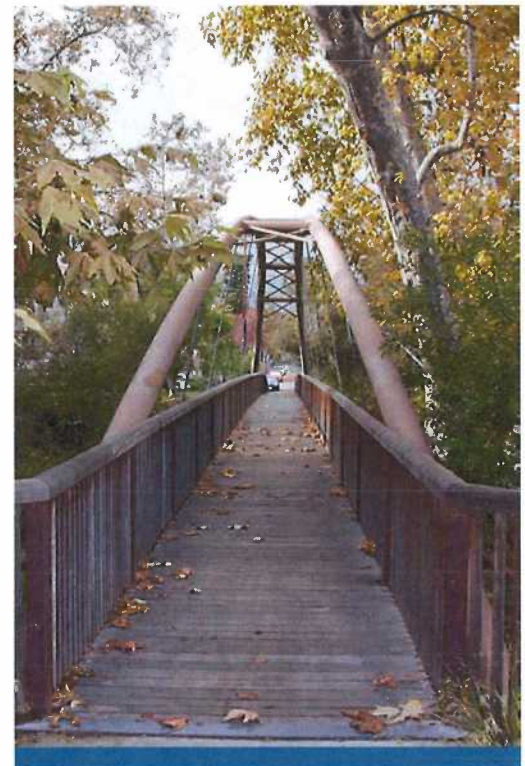
EDUCATION AND EXPERIENCE

Candidates should have a Bachelor's degree from an accredited college or university. A Master's degree in public or business administration or an applicable field of study is preferred.

Hands-on experience as a city manager or assistant manager is strongly desired by the City Council. Experience in California is highly regarded. Demonstrated expertise in financial and personnel management will be highly regarded. All highly qualified candidates are strongly invited to submit credentials and career history for consideration by the City Council.

The City Manager should also have the ability to:

- Exercise independent judgment, decisiveness, and creativity required in situations involving the direction, control, and planning of multiple programs; and exercise judgment, decisiveness, and creativity required in critical or unexpected situations involving moderate risk to the organization.
- Predict and plan for future events impacting the organization as well as make strategic and tactical decisions at the highest organizational levels; analyze data and information in order to determine consequences and identify and select alternatives; decide time, place, and sequence of operations within an organizational framework as well as oversee their execution; and develop new policies and modify existing policies, strategies, and/or methods to meet unusual conditions within the context of existing management principles.
- Communicate effectively with staff, consultants, attorneys, elected and appointed officials, and the general public, both verbally and in writing; and make public presentations.
- Stay abreast of any changes in policy, methods, operations, and State and Federal laws as they pertain to City operations and activities.



COMPENSATION AND BENEFITS

The City of Carpinteria will offer a competitive salary in the region, consistent with recent pay practices for the City Manager. Additionally, the City may offer moving and relocation expenses with possible assistance on a low-interest loan or other housing subsidy. A mutually agreeable employment contract will be negotiated with the selected candidate.

In addition, the City offers a comprehensive benefits package including:

- **Retirement** – The City participates in the California Public Employees Retirement System (CalPERS) providing retirement benefits to eligible miscellaneous Classic employees (employees hired before 1/1/13) with a 2% @ 55 formula and PEPPRA Employees (employees hired after 12/31/12) with at 2% @ 62 formula. Employee cost share for Classic Employees is 8% and 7.25% for PEPPRA employees. The City does not participate in Social Security.
- **Deferred Compensation** – The City participates in deferred compensation through the ICMA 457 program.
- **Flexible Benefit Program Wellness Allowance** – An annual allowance, currently \$1,309.68, is provided by the City and increases by 2% each calendar year.
- **Health Insurance** – The City provides the majority of the health insurance annual premium under the CalPERS program for eligible employees and their eligible dependents. Employee monthly contribution on health insurance premium contribution in an amount equal to 0.029% of their annual salary times the percentage change in insurance premium with a minimum annual increase of 5%, and a maximum 30% for employees who elect the HMO plan. For employees who elect a PPO plan, their monthly cost share equals HMO formula plus the difference between the total cost of PPO and HMO premiums (if the PPO premium is greater).
- **Dental Insurance** – The City provides a dental plan with 100% of the premium paid by the City for employees and their eligible dependents.
- **Flexible Spending Account** – The City provides a Flexible Spending Account to employees with the City contributing \$2,500 per year to the FSA on Employee's behalf.
- **Leave Accrual** – Annual leave is accrued based on years of service. In place of separate leave accrual for vacation, sick leave, floating holidays, and administrative leave, each employee is granted an all-inclusive comprehensive leave bank that includes all leave benefits. Employees have the option to cash out up to 80 hours of unused leave at the beginning of the fiscal year, provided the employee retains an accrued leave balance of 40 hours in their leave bank.

COMPENSATION AND BENEFITS

CONTINUED



- **City Paid Holidays** – The City observes twelve paid legal holidays each year.
- **Short-Term/Long Term Disability Program** – The City provides employees, at the City's sole expense, with additional short-term disability benefits coverage to integrate with SDI.
- **Flexible Schedule Hours** – City employees have the option of flexible scheduling which allows them to work a 9/80 schedule with a designated Monday or Friday off in each two-week work period subject to operational needs.
- **Fitness Program** – The City will reimburse regular full-time employees up to \$600 per fiscal year for their health fitness club membership.
- **Employee Assistance Program (EAP)** – The City provides a comprehensive Employee Assistance Program for confidential counseling and services to City employees and their immediate families.
- **Life Insurance** – The City provides full-time employees with a Life and Accidental Death and Dismemberment (AD&D) Insurance policy. The coverage of the life insurance policy for each regular full-time employee is \$50,000. The coverage for management employees is \$100,000. Employees have the option to purchase additional Voluntary Supplemental Life Insurance coverage for themselves and their eligible dependents.
- **Vehicle Allowance** – The City provides the City Manager with a vehicle allowance.
- **Housing Assistance Program** – The City may provide the City Manager with a housing allowance.



To APPLY

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Candidates are encouraged to ***apply immediately, with the first review of resumes to begin following the application deadline of Tuesday, September 5, 2023.*** Electronic submittals are strongly preferred to Ralph Andersen & Associates at apply@ralphandersen.com, and should include a compelling cover letter, comprehensive resume, and five professional references.



Only the most highly qualified candidates will be invited for an interview. The desired starting date for the newly selected City Manager is November 2023. Confidential inquiries are welcomed to Mr. Fred Wilson at (916) 630-4900.

*The City of Carpinteria
is an Equal Opportunity
Employer*



www.carpinteriaca.gov

ATTACHMENT B

The City Council has engaged Ralph Andersen & Associates to support the recruitment process for Carpinteria's next City Manager. The City of Carpinteria's current City Manager, Dave Durlinger, is retiring after 22 years of leading the organization. The City Manager is responsible for overseeing the daily operations of the City and for organizational efficiency and effectiveness, for the preparation and presentation of the municipal budget and keeping the City Council informed on other municipal financial matters, oversight of personnel matters, and for the oversight of municipal facilities. The City Manager leads the management team and all City departments including Community Development, Parks, Recreation and Community Services, Public Works & Facilities, Administrative Services, and General Government. The City Manager reports directly to the City Council.

The City Council would like your input as a part of the process to recruit and hire Carpinteria's next City Manager. Your feedback will be taken into careful consideration during the candidate selection and interview process. **This survey is confidential.** Only Ralph Andersen & Associates' staff will review your response. Only aggregated results will be made available for the Council's use in the recruitment process.

Please respond by: XX

You may respond to this survey in multiple ways – (1) online survey or (2) Complete a printed survey and mail/deliver to the City of Carpinteria. Write your answers directly onto this document and deliver the completed survey to:

Ralph Andersen & Associates
5800 Stanford Ranch Rd, Ste. 410
Rocklin, CA 95765

Online Survey Instructions (Preferred): [survey monkey link](#)

1. Do you live in the City of Carpinteria?
 - ☐ Yes
 - ☐ No

2. If you are a member of this community, how long have you lived in Carpinteria?
 - ☐ 0 – 5 years
 - ☐ 5 – 10 years
 - ☐ 10 years or longer
 - ☐ N/A

3. Are you a business owner in Carpinteria?
 - ☐ Yes (Resident of Carpinteria)
 - ☐ Yes (Non-Resident of Carpinteria)
 - ☐ No

4. What are the specific local and regional issues you feel should be the most important priority for the new City Manager? **Select up to five (5)**
- ☐ Public Safety (Police and Fire Services)
 - ☐ Homelessness / Poverty
 - ☐ Road Conditions / Traffic Congestion / Safety (Includes Infrastructure)
 - ☐ Economy / Business Climate / Economic and Business Development
 - ☐ Jobs
 - ☐ Housing / Affordable Housing
 - ☐ Jobs/Housing Balance
 - ☐ Services for Seniors, Disabled, and Youth
 - ☐ Parks and Recreation / Library/ Aquatics / Coastal Open Spaces
 - ☐ Preserving Carpinteria's small-town character and / or natural resources
 - ☐ City Services
 - ☐ Public Transportation
 - ☐ Arts and Culture
5. Select the type of career experience that you think is most important for the next City Manager to have. **Select up to five (5)**
- ☐ Experience as City Manager
 - ☐ Public Sector / Local Government Experience
 - ☐ Organizational Management Experience
 - ☐ Strong Budgetary Skills
 - ☐ Track Record of Positive Community Relations
 - ☐ Experience with Coastal California Rules and Regulations
 - ☐ Proven Ability to Create / Maintain Momentum and Effectively Lead
6. Select the personal attributes of the next City Manager for the City of Carpinteria that are most important to you? **Select up to five (5)**
- ☐ Strong Manager of People and Resources
 - ☐ Strong Financial Understanding
 - ☐ Excellent Communicator
 - ☐ Approachability / accessibility
 - ☐ Involvement / Presence in the Community
 - ☐ Collaborative Style, Both Inside City Hall and with the Public
 - ☐ Strong Relationships with the Mayor and Council, Staff, and Community
7. In your opinion, what are the top 3 issues facing the City of Carpinteria?

--

8. Please add qualities or attributes that you feel are important in the next City Manager.

--

9. If you were asked to contribute an interview question for consideration, what would it be?

--

10. Is there anything further you would like the City Council to consider in the selection of a new City Manager?

--

El Ayuntamiento ha contratado a Ralph Andersen & Associates para apoyar el proceso de selección del próximo Gerente Municipal de Carpintería. El Gerente Municipal de Carpintería, Dave Durlinger, se jubilará después de 22 años de dirigir la organización. El Gerente Municipal es responsable de supervisar las operaciones diarias de la Ciudad y para la eficiencia y eficacia de la organización, para la preparación y presentación del presupuesto municipal y mantener el Ayuntamiento informado sobre otros asuntos financieros municipales, la supervisión de los asuntos de personal, y para la supervisión de las instalaciones municipales. El Gerente Municipal dirige el equipo de gestión y todos los departamentos municipales, incluidos los de Desarrollo Comunitario, Parques, Ocio y Servicios Comunitarios, Obras Públicas e Instalaciones, Servicios Administrativos y Gobierno General. El Gerente Municipal se reporta directamente al Consejo de la Ciudad.

El Consejo de la Ciudad le gustaría su opinión como parte del proceso para reclutar y contratar al próximo Gerente Municipal de Carpintería. Su opinión se tendrá muy en cuenta durante el proceso de selección de candidatos y entrevistas. **Esta encuesta es confidencial.** Sólo el personal de Ralph Andersen & Associates revisará su respuesta. Sólo los resultados agregados estarán disponibles para el uso del Consejo en el proceso de contratación.

Por favor, responda antes del: XX

Puede responder a esta encuesta de varias maneras - (1) encuesta en línea o (2) Completar una encuesta impresa y enviarla por correo/entregarla a la Ciudad de Carpintería. Escriba sus respuestas directamente en este documento y entregue la encuesta completa a:

Ralph Andersen & Associates
5800 Stanford Ranch Rd, Ste. 410
Rocklin, CA 95765

Instrucciones para la encuesta en línea (preferida): [enlace survey monkey](#)

1. ¿Vive en la ciudad de Carpintería?

- ☐ Sí
- ☐ No

2. Si es miembro de la comunidad, ¿cuánto tiempo ha vivido en Carpintería?

- ☐ 0 - 5 años
- ☐ 5 - 10 años
- ☐ 10 años o mas
- ☐ N/A

3. ¿Es propietario de un negocio en Carpintería?

- ☐ Si (Residente de Carpintería)
- ☐ Si (No Residente de Carpintería)
- ☐ No

4. ¿Cuáles son los asuntos locales y regionales específicos que usted considera deben ser la prioridad más importante para el nuevo Gerente Municipal? **Seleccione hasta cinco (5)**

- ☐ Seguridad Publica (Servicios de Policía y Bomberos)
- ☐ Personas sin hogar / Pobreza
- ☐ Estado de las carreteras / congestión del tráfico / seguridad (incluye infraestructuras)
- ☐ Economía / Clima empresarial / Desarrollo económico y empresarial
- ☐ Empleo
- ☐ Vivienda / Vivienda asequible
- ☐ Equilibrio entre empleo y vivienda
- ☐ Servicios para mayores, discapacitados y jóvenes
- ☐ Parques y Recreación / Biblioteca / Acuáticos / Espacios Abiertos Costeros
- ☐ Preservar el carácter de pueblo pequeño de Carpinteria y/o sus recursos naturales
- ☐ Servicios de la Ciudad
- ☐ Transporte Publico
- ☐ Arte y Cultura

5. Seleccione el tipo de experiencia profesional que considere más importante que tenga el próximo Gerente Municipal. **Seleccione hasta cinco (5)**

- ☐ Experiencia como Gerente Municipal
- ☐ Experiencia en el sector público/gobierno local
- ☐ Experiencia en gestión de organizaciones
- ☐ Gran capacidad presupuestaria
- ☐ Historial de Relaciones Comunitarias Positivas
- ☐ Experiencia con las normas y reglamentos costeros de California
- ☐ Capacidad demostrada para crear/mantener el impulso y liderar eficazmente

6. Seleccione los atributos personales del próximo Gerente Municipal de Carpintería que son más importantes para usted. **Seleccione hasta cinco (5)**

- ☐ Gerente Fuerte de Personas y Recursos
- ☐ Fuerte Entendimiento Financiero
- ☐ Excelente Comunicador
- ☐ Accesibilidad
- ☐ Implicación / Presencia en la comunidad
- ☐ Estilo de colaboración, tanto dentro del Ayuntamiento como con el público
- ☐ Relaciones sólidas con el alcalde y el consejo, el personal y la comunidad

7. En su opinión, ¿cuáles son los 3 principales problemas que enfrenta la Ciudad de Carpintería?

8. Por favor, añada cualidades o atributos que considere importantes en el próximo Gerente Municipal.

9. Si se le pidiera que contribuyera con una pregunta para la entrevista, ¿cuál sería?

10. ¿Hay algo más que le gustaría que el Ayuntamiento tuviera en cuenta en la selección de un nuevo Gerente Municipal?