

Q1 What are the most important challenges and opportunities facing the City of Pinole that the new City Manager would need to help the Council address?

Answered: 24 Skipped: 0

#	RESPONSES	DATE
1	Permit process was difficult when I remodeled a couple of years ago. Should be processed quickly without needing an extra fee for expediting the permit.	4/1/2024 11:16 AM
2	Balancing the budget with the desire for innovative investment is sustainable infrastructure.	3/28/2024 8:13 AM
3	Better diversity of business recruitment to improve the look and feel of our downtown	3/25/2024 11:50 AM
4	opportunities: diverse city growing in young families; many community groups; people love where they live. challenges: divided Council; financial issues	3/24/2024 7:50 AM
5	Crime of all kinds,condition of streets,inforce city codes.	3/23/2024 11:14 AM
6	Public Safety - it's critical that the City put at least 1 speed bump on Tennent Ave before someone else is killed. It's the Indy 500 out there. Stop fooling around with a ridiculous waste of time designing logos.	3/22/2024 9:50 PM
7	Building permits. Under the current system in place, it takes a month to just get an appointment to apply for a building permit. I know obtaining permits during Covid was difficult, but the process for obtaining a permit has not been improved. In comparison, Concord issues permits on the same day a person walks in. It's unbelievable that the city of Pinole has refused to address this issue.	3/22/2024 8:18 PM
8	Environmental sustainability, roads, crime prevention, beautification, public art.	3/22/2024 7:09 PM
9	We don't need another progressive, socialist, or communist in office.	3/22/2024 4:03 PM
10	Improving city services and increasing tax revenue.	3/22/2024 2:18 PM
11	Infrastructure, primarily roads in residential areas. More outreach/interaction from PD & FD. Has increased but could be better understanding FD is currently manned by county.	3/22/2024 1:08 PM
12	Lack of affordable housing for young families, quality of public education available, upkeep and access to parks and open space, weed/fire management on hills and wooded areas, vibrant local businesses	3/22/2024 12:41 PM
13	Pinole's Progressive Business Expansion Downtown Renovation in connection to the Beautification of the Pinole's Creek Stretch from the Downtown to the Bay Front Park and also Beautification of the Pinole BayFront Park itself. Sound-walling (decorative) the entire Plant at the Pinole Bay Front Surrounding the RV Yard either by decorative wall or by flowering plants/bushes/trees. Re Zoning the entire Tennant Ave from the San Pablo Ave to the Bay Front Park and the stretch next to the Pinole Creek to Business/commercial (Restaurants for sure) - Live & Work. Re Zone Charles Ave to Business/commercial (Restaurants for sure) - Live & work.	3/11/2024 12:43 PM
14	SAFETY The City Council should make sure our city has safe cross-walks and flashing lights at crosswalks so that pedestrians, especially children and older people can safely cross the streets. This is essential at the crosswalk to Pinole Valley Park, which includes a baseball field, soccer field and a children's play area. STREET REPAIR: fix leaks in underground broken water pipes such as the flowing broken water pipe on Buckskin Road. PARKS Keep Pinole GREEN! DO NOT ALLOW ANY DEVELOPER TO CUT TREES THIS IS THE MOST ENVIRONMENTALLY FRIENDLY CITY AROUND! WE LOVE OUR TREES!	3/8/2024 5:25 PM
15	Homelessness and Security of Seniors (Physically, Mentally, Emotionally)	3/8/2024 4:32 PM
16	An understanding of finances and budget to keep the city in order.	3/8/2024 2:38 PM

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17	Safer streets, shopping areas, police and fire response	3/8/2024 2:14 PM
18	Maintain fiscal discipline while looking for opportunities to enhance the city's budget. Provide stability in city government. City councils change frequently, and the manager should bring stability and continuity. Attention to the infrastructure (streets, parks, sidewalks) specially because there are several large construction projects going on. The physical appearance of the city is important for a sense of wellbeing.	3/8/2024 9:11 AM
19	Long term financial outlook and consistent oversight for replacement and upgrade of city infrastructure	3/8/2024 5:57 AM
20	Please give us alternative options regarding our Garbage service because Republic Services is not meeting our needs and they're prices are expensive and you need to see all of their customer reviews online and BBB. And you can do your own neighborhood investigation and ask the residents	3/8/2024 4:24 AM
21	Schooling. There is not enough emphasis on curriculum taught in school in Pinole. Students need to be able to demonstrate learning, not just regurgitate information.	3/7/2024 10:22 PM
22	Facilitating inclusive community dialogue to ensure Pinole is a welcoming community. Advancing key priorities in supporting green spaces in Pinole, particularly expanding biking paths and cleaning up the creek. Bringing more locally owned business to Pinole to generate tax base and a more vibrant community, particularly to Downtown.	3/7/2024 6:43 PM
23	Let the Police Chief do both jobs. A built out city needs less management.	3/7/2024 6:22 PM
24	Actually listening to the public and addressing their needs rather than saying they will and ignoring them afterwards.	3/6/2024 8:16 PM

Q2 What skills and experiences are the most critical for a new City Manager to succeed in Pinole?

Answered: 22 Skipped: 2

#	RESPONSES	DATE
1	Communication and follow through. Get to know your staff individually	4/1/2024 11:16 AM
2	Being able to give honest feedback to the council.	3/28/2024 8:13 AM
3	Good understanding of budget and finding ways to help our downtown meet its potential and build a better sense of community	3/25/2024 11:50 AM
4	a good listener, environmental focus, community driven, creative solutions	3/24/2024 7:50 AM
5	Listen to problems do the job.	3/23/2024 11:14 AM
6	Common Sense.	3/22/2024 9:50 PM
7	Learn how to manage the building permit process.	3/22/2024 8:18 PM
8	Communicating with a spirit of openness, fairness and sincere joy for the job.	3/22/2024 7:09 PM
9	We need someone who can manage the budget. Stop feeding and move the homeless people, drug addicts, illegal migrants to Washington D. C.	3/22/2024 4:03 PM
10	Transparent, honest approach to city government that is congruent with the desires of the entire community... not just loud pockets of the community.	3/22/2024 2:18 PM
11	Organizational skills/effective delegation. Should have experience in business management within a municipality.	3/22/2024 1:08 PM
12	Finance, including forensic accounting to pinpoint where money is spent. People skills, including listening to the public. Time management of Council meetings. Communication with public. Experience with medium-sized suburb with diverse population, including backgrounds, ages, homeownership, rentals, entrepreneurs, franchise owners	3/22/2024 12:41 PM
13	Aggressive and Progressive Business Expansion	3/11/2024 12:43 PM
14	The new City Manger should listen to the residents of Pinole by canvassing the neighborhoods and sending out both surveys about significant issues and hold city hall meeting on a regular basis, allowing residents of the city to voice their concerns.	3/8/2024 5:25 PM
15	Networking, Listening to People, Active Listening, Managing a diverse group of people from all backgrounds and skill sets, being open - to others thought and ideas, being willing to set a plan and make changes as needed... Being able to focus on the present while watching the future	3/8/2024 4:32 PM
16	Experience, not new or limited experience. A seasoned City Manager is needed to blend departments and a city council. A meek, unsure applicant will not do	3/8/2024 2:38 PM
17	Leadership, ties to the community	3/8/2024 2:14 PM
18	Experience and ability to hire the right people for city jobs. Adaptability to work with changing city councils. Leadership skills to hire, evaluate, discipline, promote staff. Ability to communicate effectively with city council. Understanding the functioning of a general law city. Preferably post graduate education in public administration.	3/8/2024 9:11 AM
19	Min 5-7 years previous experience in similar size city or larger. Should live locally meaning in the greater East bay,	3/8/2024 5:57 AM
20	Open to suggestions, manage the city's approved private company contracts and review them yearly especially if the residents are happy or not with the services and these companies must have term limits so other companies can bid and compete	3/8/2024 4:24 AM
21	A good City Manager/worker will LISTEN to the words of the people and TAKE ACTION when	3/7/2024 10:22 PM

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Pinole calls for it.

22	Expertise within equity and community engagement. Strong operational leadership skills. Open to a diverse set of skills.	3/7/2024 6:43 PM
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Q3 What management and leadership attributes should the next City manager have?

Answered: 20 Skipped: 4

#	RESPONSES	DATE
1	Treat staff as a team. Respect their knowledge.	3/28/2024 8:13 AM
2	Good community outreach and understanding of how to attract a variety of businesses to improve the look and feel of our city	3/25/2024 11:50 AM
3	actions, not words; willing to speak truth to power; willing to take an unpopular stance but work towards compromise; holds staff, Council, and public accountable; positive thinker	3/24/2024 7:50 AM
4	Common sense and an ability to get obvious long overdue safety issues resolved.	3/22/2024 9:50 PM
5	Management skills	3/22/2024 8:18 PM
6	Experience and a willingness to hear all people. Not just the ones who agree with him. Someone who welcomes a challenge with good humor.	3/22/2024 7:09 PM
7	Trustworthy, smart, have business sense, and be conservative. We don't want money wasted on useless programs.	3/22/2024 4:03 PM
8	Realistic, informed, insightful, willing to explain reality	3/22/2024 2:18 PM
9	Motivational leadership is a must, relationship builder, developer of subordinates, ability to prioritize/manage multiple projects. Ability to create and ensure powerful collaboration amongst peers and subordinates.	3/22/2024 1:08 PM
10	Ability to listen; communicate clearly, both written and spoken; assess the needs of the city; plan for the future financial stability, including auditing all departments to identify areas of waste, mismanagement, and potential savings.	3/22/2024 12:41 PM
11	* People Person * Residents capacity Empowerment and Involvement	3/11/2024 12:43 PM
12	The city manager should be friendly and open to citizen's concerns. Make Pinole attractive, plant trees and flowers in the center of town	3/8/2024 5:25 PM
13	See above... They need to be able to research what we have had in the past - what worked, what didn't (why didn't it work), they need to be able to evaluate future needs and determine if we should grow or if we need to secure what we currently have.. or a combination.. They need to be able to look at the accounting and the forecasting and put a plan of action together and then steer the ship to reach the destination.	3/8/2024 4:32 PM
14	Direct approach, knowledge of this size city, ability to mediate, prioritization.	3/8/2024 2:38 PM
15	Lead by example, listen to community, honesty, respect	3/8/2024 2:14 PM
16	Excellent communication skills. Able to work effectively under pressure. Adaptability. Excellent supervisory skills.	3/8/2024 9:11 AM
17	Strong financial acumen, outstanding customer service skills	3/8/2024 5:57 AM
18	Being open to recommendations and think outside the box, try different ways to make the city more open to new residents and attract more businesses, more access	3/8/2024 4:24 AM
19	Confidence is key; Pinole needs someone who is honest, tells it like it is, and practices what's preached. Above all else, a good leader doesn't work alone because they know a big challenge takes a team.	3/7/2024 10:22 PM
20	See above.	3/7/2024 6:43 PM

Q4 How would you like the City Manager to interact with the community?

Answered: 19 Skipped: 5

#	RESPONSES	DATE
1	Open communication. Respond to questions and comments.	3/28/2024 8:13 AM
2	Hold town halls	3/25/2024 11:50 AM
3	listen, listen, listen; be engaged (show up); have regular "coffee hours" for public to meet and discuss issues	3/24/2024 7:50 AM
4	Email	3/22/2024 9:50 PM
5	By improving city functions by hiring more building inspectors.	3/22/2024 8:18 PM
6	Open door policy, respect for council members and respect for citizens.	3/22/2024 7:09 PM
7	Through recorded city council meetings so there is accountability and a record of what is said.	3/22/2024 2:18 PM
8	Be visible and available. Be transparent, we're adults, we can handle it! Quarterly updates from the City Manager's Office would be appreciated i.e., updates on major projects, any roadblocks/hurdles to overcome on projects to include financials.	3/22/2024 1:08 PM
9	Personally at city/community events, introducing her/himself. Availability at City Council meetings to answer questions and give "State of the City" reports. Written columns available on the webpage and social media.	3/22/2024 12:41 PM
10	All today's available modes of communications	3/11/2024 12:43 PM
11	This person should be open to comments from the community, flexible and able to negotiate decisions.	3/8/2024 5:25 PM
12	Various formats are needed to reach the different demographics - snail mail and in person for seniors, emails and in person for Gen X, emails, facebook, instagram for Gen Z, YouTube, facebook and more social media for younger, for High Schoolers a way to send texts... I think it might be easier to hire different age group communication experts - share their message and have each expert share it with their demographic group.	3/8/2024 4:32 PM
13	I like the emails, I like the coffee times for small chats	3/8/2024 2:38 PM
14	Honestly and transparent	3/8/2024 2:14 PM
15	I don't think there needs to be a lot of interaction with the community but perhaps one report per year to let us know what is going on in Pinole from his perspective.	3/8/2024 9:11 AM
16	Honestly, openly and professionally	3/8/2024 5:57 AM
17	Live Town hall meetings that we can also participate via virtual online	3/8/2024 4:24 AM
18	Email is fine. Perhaps being present at a social event once in a while to update residents about future events.	3/7/2024 10:22 PM
19	Monthly Meet with the Manager sessions hosted at multiple different locations (locally owned establishments) and at different times. Present at community events like the Summer Series. Strong facilitator of welcoming community spaces.	3/7/2024 6:43 PM

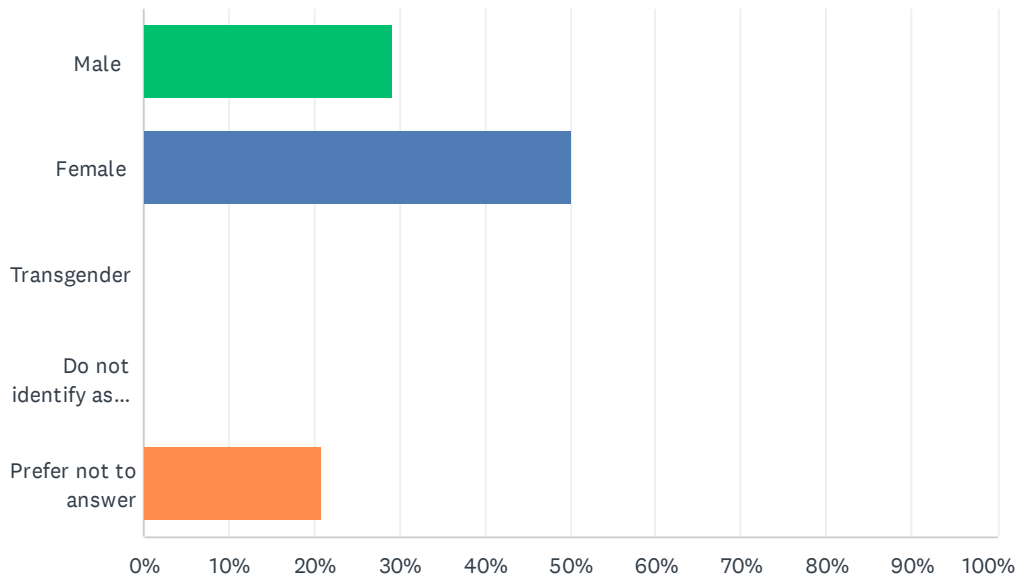
Q5 Is there anything else you would like the City Council to consider when selecting a new City Manager?

Answered: 15 Skipped: 9

#	RESPONSES	DATE
1	Honesty, transparency.	3/22/2024 7:09 PM
2	Don't pick the City Manager based on color of skin and race. We need someone who is educated, knows how to manage a city.	3/22/2024 4:03 PM
3	Ability to be fair and impartial as required by the role of City Manager. Ability to not only listen to the residents but understand the mindset/true concerns of Pinole Residents.	3/22/2024 1:08 PM
4	Competence--experience, where/when, why s/he wants the job as City Manager in Pinole and why s/he feels qualified. The City Manager should also be able to remain calm in a state of emergency or when the "fit hits the shan."	3/22/2024 12:41 PM
5	Establishing Incentives and Penalties	3/11/2024 12:43 PM
6	Yes make sure they live in Pinole.	3/8/2024 5:25 PM
7	I would like an advocate for affordable housing and I would really like Pinole to have more Senior Housing - they have special needs and it seems that cities are always focused on the beginning of life and young families because it will help them grow... but what of the community members that have been here for 40-50 years and then they have to leave to be able to have the specialized living arrangements needed for affordable senior housing. I think we should make sure we secure all of our generations and not just the beginning of life and young families.	3/8/2024 4:32 PM
8	City Manager needs to be aware the many things in Pinole need tending too. The streets in Pinole Valley are horrific. A drive up Wright Ave/Doidge Ave will demonstrate bad asphalt. The construction of the new gas station-7/11 is interesting how did something get built that is wrong, to close to the sidewalk, bad PGE poles. Did the city not inspect this build.	3/8/2024 2:38 PM
9	Proven track record - not just someone to come and make a name for themselves at the communities expense	3/8/2024 2:14 PM
10	Consider that the person hired will have to work with other city councils.	3/8/2024 9:11 AM
11	Candidates should be aware that that Pinole is changing both in its overall demographic and importance in the East Bay. Pinole is in a generational shift of its population from long time residents to new and incoming residents of an increasingly diverse background	3/8/2024 5:57 AM
12	"Listen" to the residents. Work for us and for the betterment of All of Us and not for the convenience	3/8/2024 4:24 AM
13	Please pick someone who has a stake about the welfare of Pinole and her residents. Someone who has something to lose should they botch the job.	3/7/2024 10:22 PM
14	Incorporate community voice into the selection process. Have the City Manager candidates join an open session to community and have community fill out a feedback survey of their reactions.	3/7/2024 6:43 PM
15	The City Manager should be someone the public votes in on - not the City Council.	3/6/2024 8:16 PM

Q6 What is your gender?

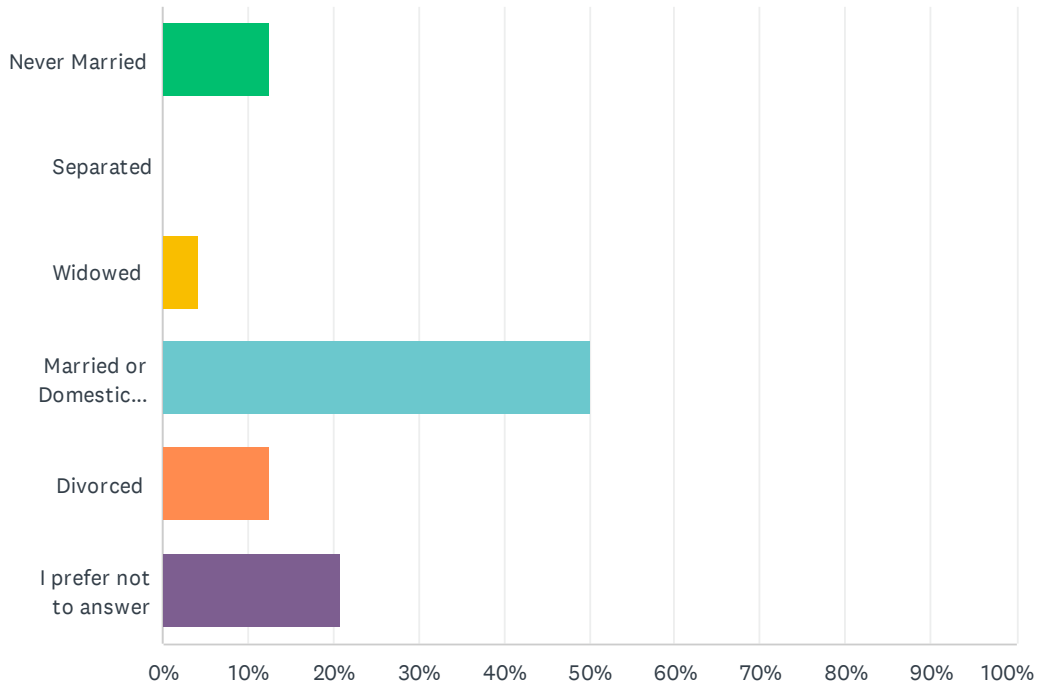
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	29.17%	7
Female	50.00%	12
Transgender	0.00%	0
Do not identify as male, female, or transgender	0.00%	0
Prefer not to answer	20.83%	5
TOTAL		24

Q7 What is your marital status?

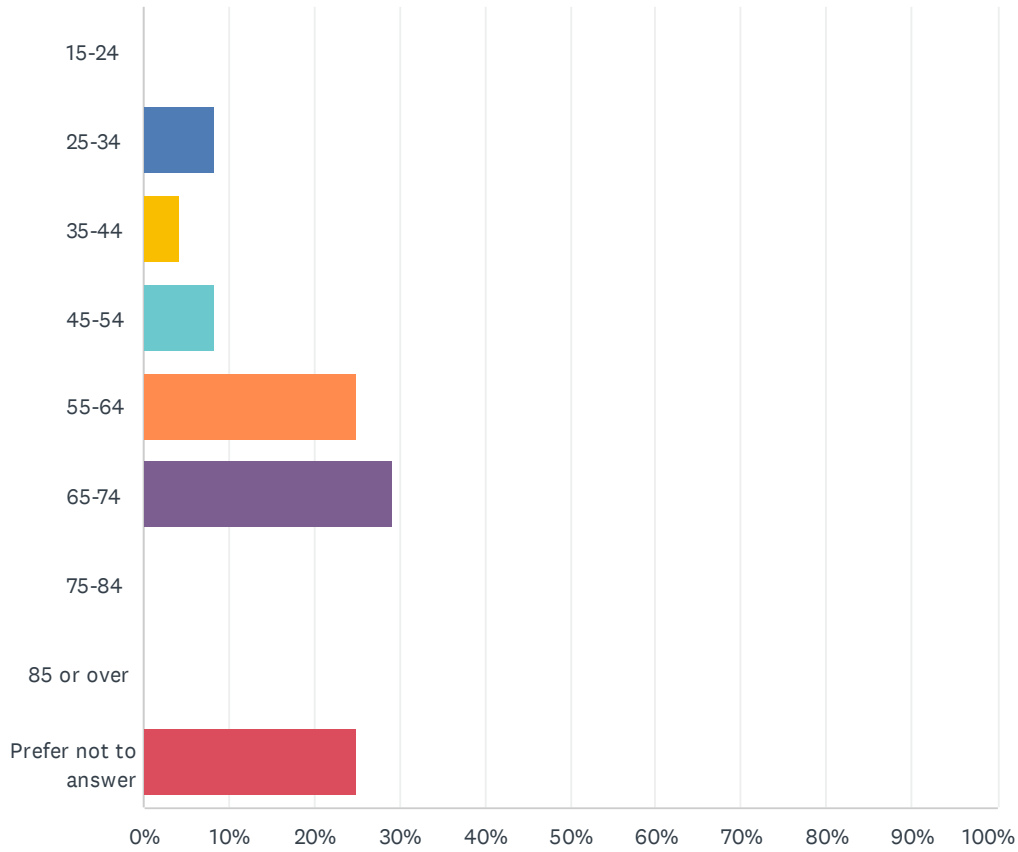
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Never Married	12.50%	3
Separated	0.00%	0
Widowed	4.17%	1
Married or Domestic Partnership	50.00%	12
Divorced	12.50%	3
I prefer not to answer	20.83%	5
TOTAL		24

Q8 What is your age?

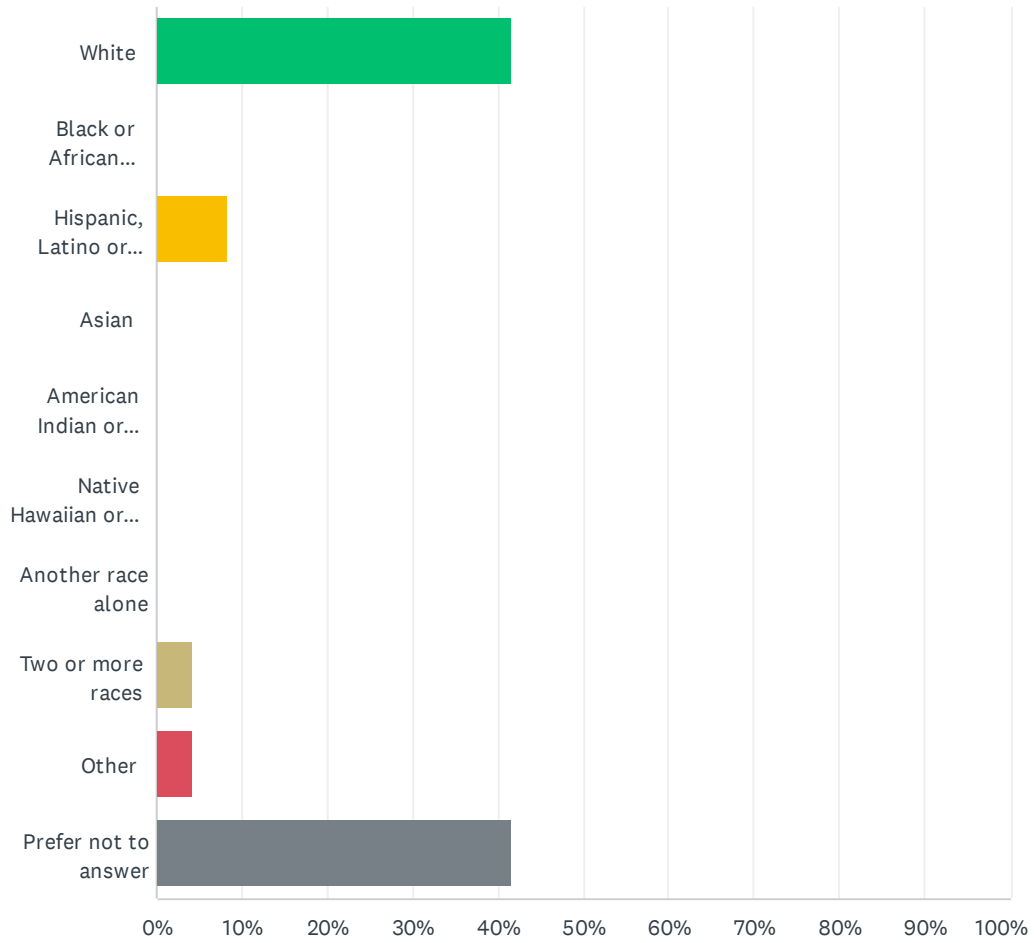
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
15-24	0.00%	0
25-34	8.33%	2
35-44	4.17%	1
45-54	8.33%	2
55-64	25.00%	6
65-74	29.17%	7
75-84	0.00%	0
85 or over	0.00%	0
Prefer not to answer	25.00%	6
TOTAL		24

Q9 What is your race/ethnicity?

Answered: 24 Skipped: 0

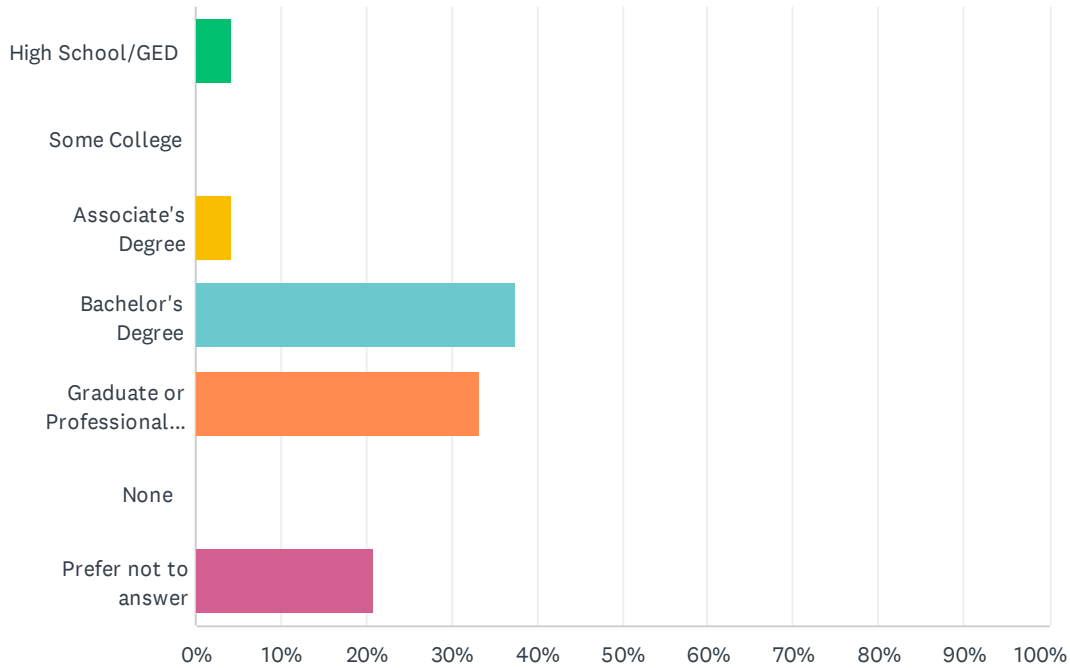


City of Pinole; City Manager Recruitment - Community Survey

ANSWER CHOICES	RESPONSES	
White	41.67%	10
Black or African American	0.00%	0
Hispanic, Latino or Spanish	8.33%	2
Asian	0.00%	0
American Indian or Alaska Native	0.00%	0
Native Hawaiian or Other Pacific Islander	0.00%	0
Another race alone	0.00%	0
Two or more races	4.17%	1
Other	4.17%	1
Prefer not to answer	41.67%	10
TOTAL		24

Q10 What is your highest formal education level?

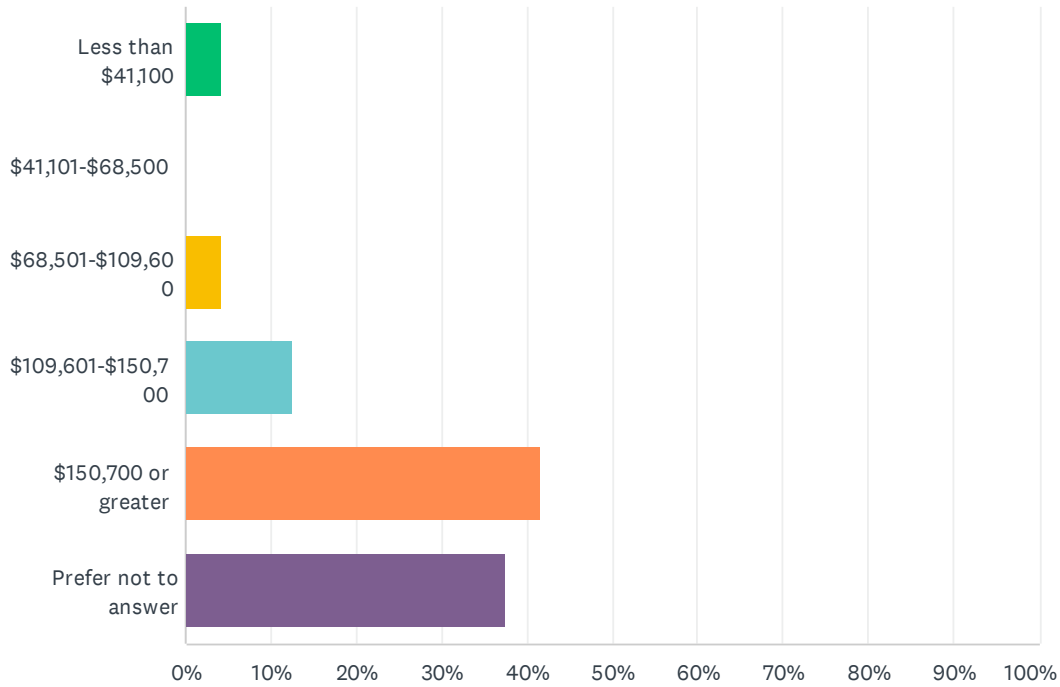
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
High School/GED	4.17%	1
Some College	0.00%	0
Associate's Degree	4.17%	1
Bachelor's Degree	37.50%	9
Graduate or Professional Degree	33.33%	8
None	0.00%	0
Prefer not to answer	20.83%	5
TOTAL		24

Q11 Total household income:

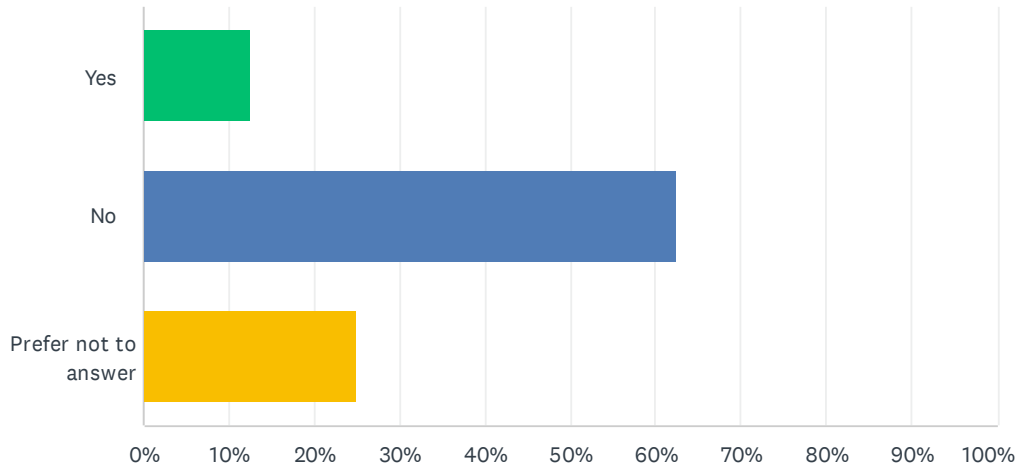
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than \$41,100	4.17%	1
\$41,101-\$68,500	0.00%	0
\$68,501-\$109,600	4.17%	1
\$109,601-\$150,700	12.50%	3
\$150,700 or greater	41.67%	10
Prefer not to answer	37.50%	9
TOTAL		24

Q12 Do you have a disability?

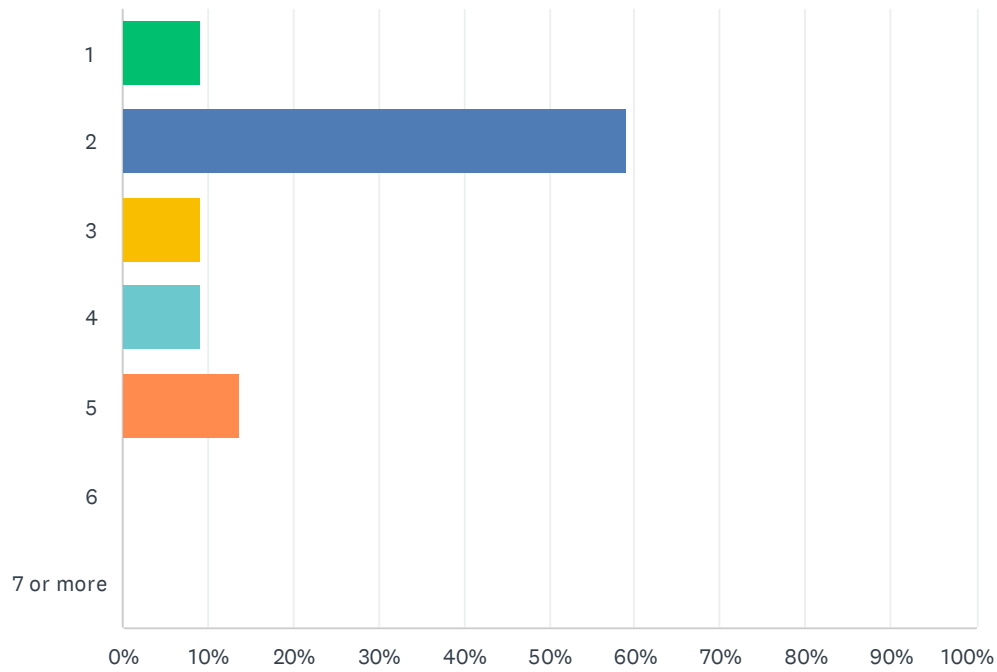
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	12.50%	3
No	62.50%	15
Prefer not to answer	25.00%	6
TOTAL		24

Q13 How many people do you have in your household, including yourself?

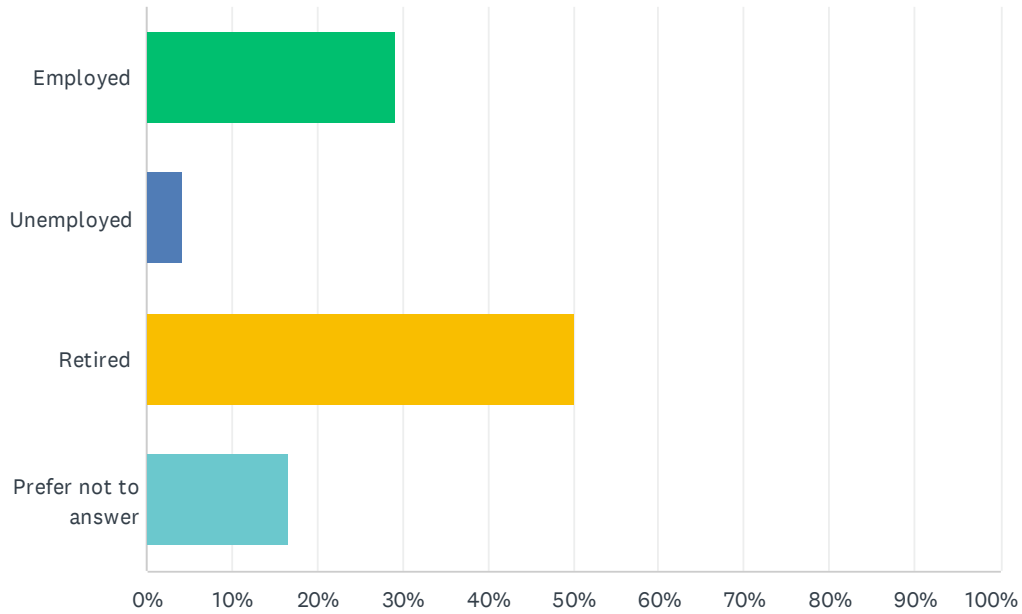
Answered: 22 Skipped: 2



ANSWER CHOICES	RESPONSES	
1	9.09%	2
2	59.09%	13
3	9.09%	2
4	9.09%	2
5	13.64%	3
6	0.00%	0
7 or more	0.00%	0
TOTAL		22

Q14 What is your employment status?

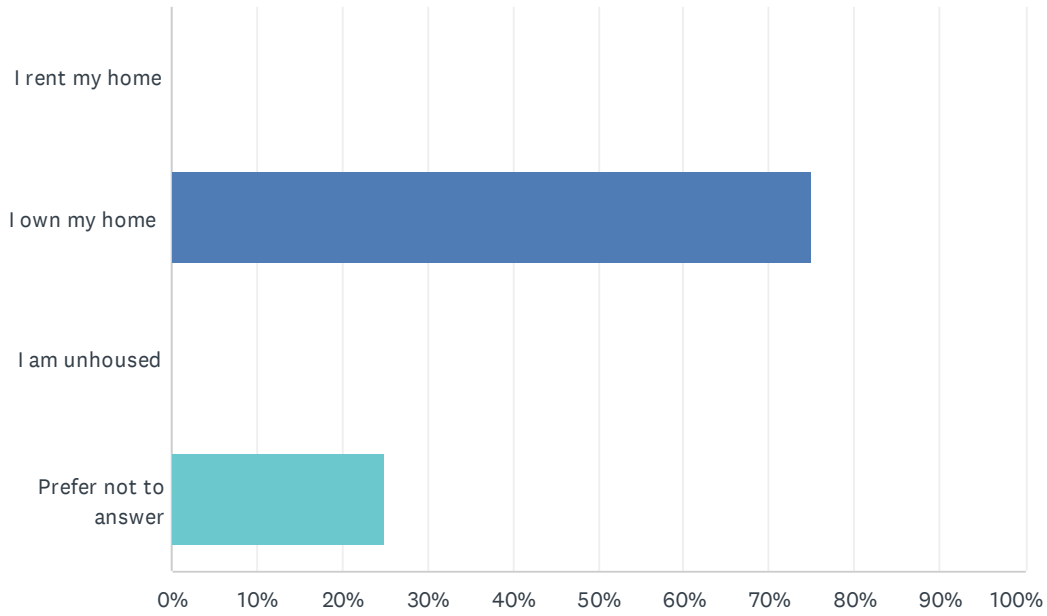
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES
Employed	29.17% 7
Unemployed	4.17% 1
Retired	50.00% 12
Prefer not to answer	16.67% 4
TOTAL	24

Q15 What is your housing situation?

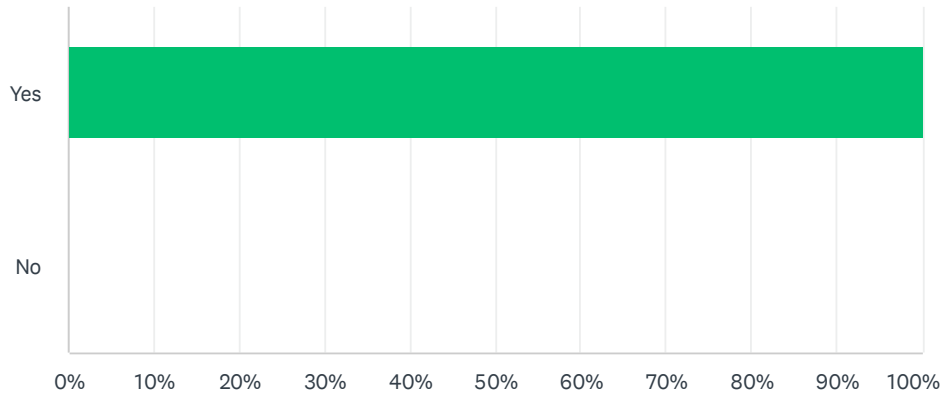
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES
I rent my home	0.00% 0
I own my home	75.00% 18
I am unhoused	0.00% 0
Prefer not to answer	25.00% 6
TOTAL	24

Q16 Are you a resident of Pinole?

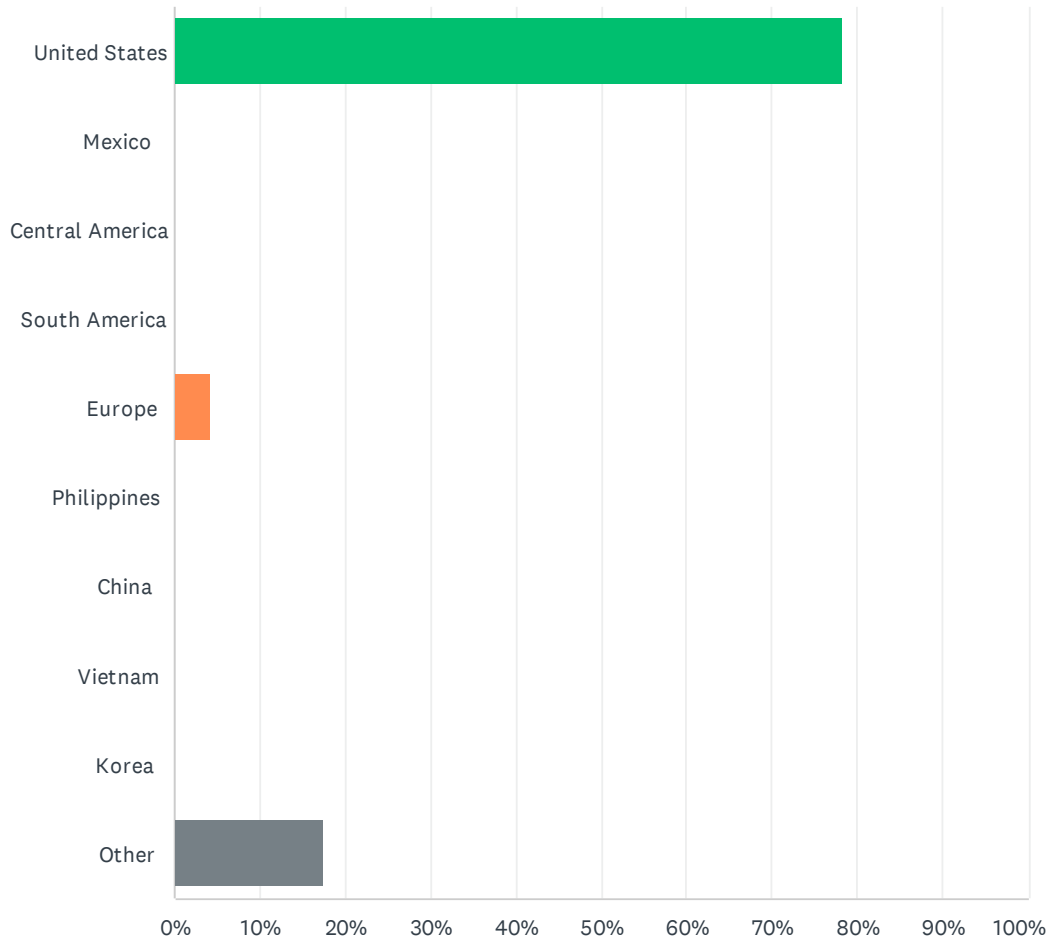
Answered: 22 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	100.00%	22
No	0.00%	0
TOTAL		22

Q17 National Origin:

Answered: 23 Skipped: 1



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ANSWER CHOICES	RESPONSES	
United States	78.26%	18
Mexico	0.00%	0
Central America	0.00%	0
South America	0.00%	0
Europe	4.35%	1
Philippines	0.00%	0
China	0.00%	0
Vietnam	0.00%	0
Korea	0.00%	0
Other	17.39%	4
TOTAL		23