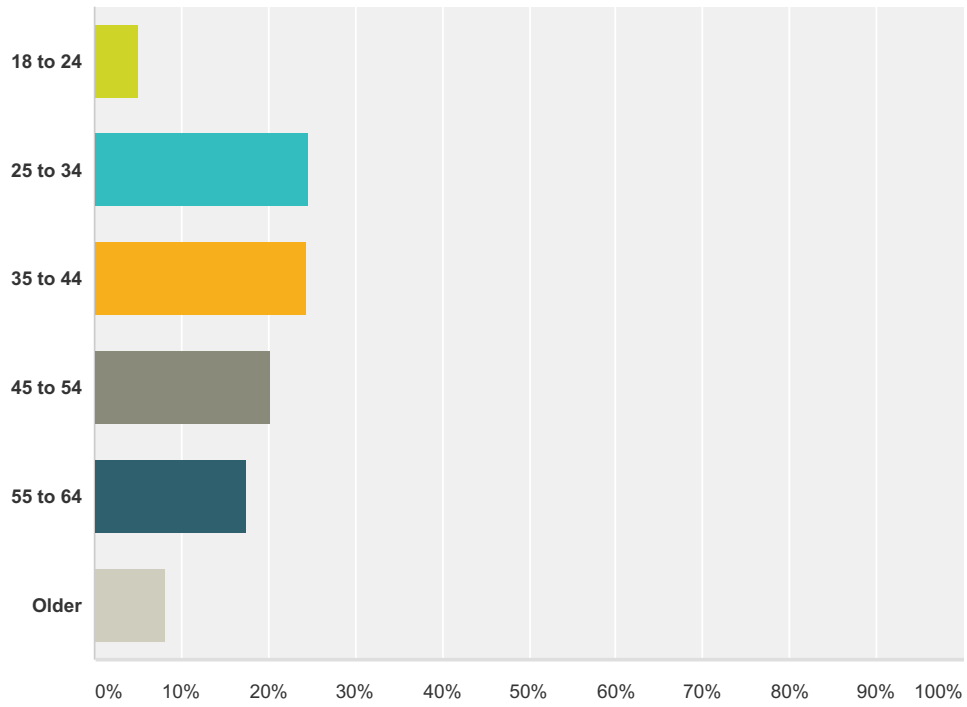


### Q1 What is your age?

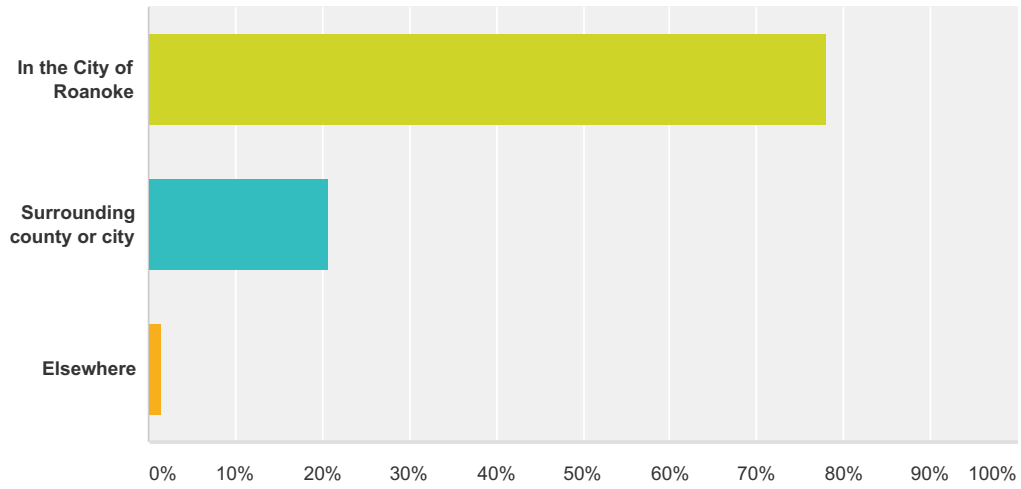
Answered: 569 Skipped: 2



Answer Choices	Responses
18 to 24	5.10% 29
25 to 34	24.60% 140
35 to 44	24.43% 139
45 to 54	20.21% 115
55 to 64	17.57% 100
Older	8.08% 46
<b>Total</b>	<b>569</b>

## Q2 Where do you live?

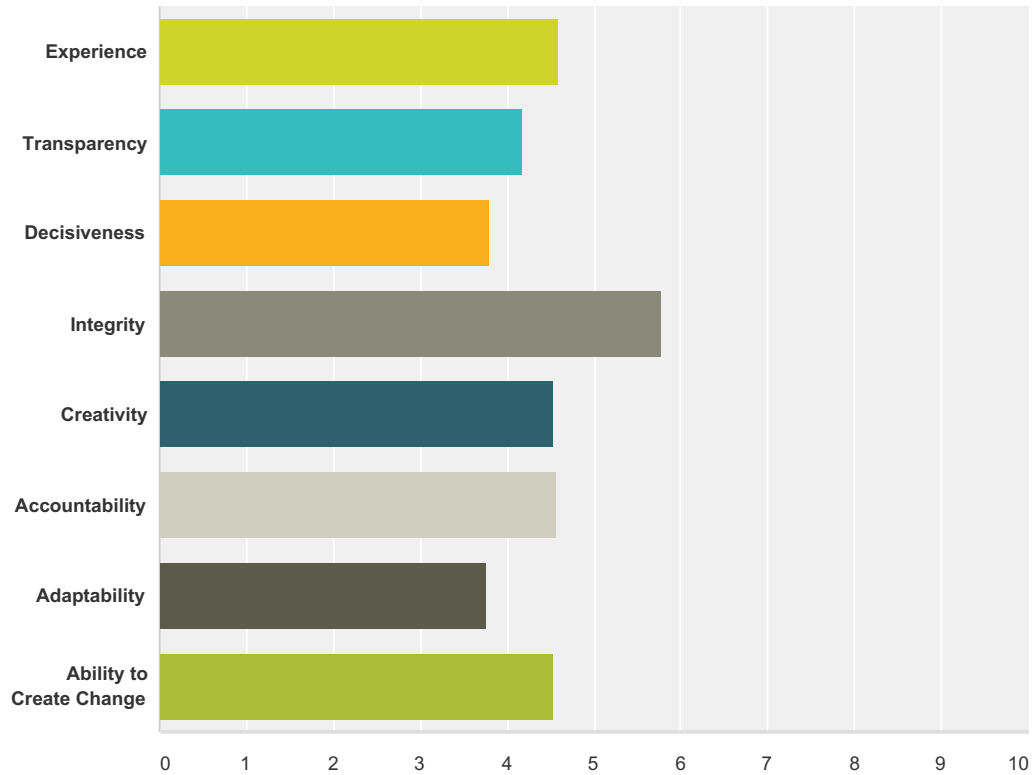
Answered: 568 Skipped: 3



Answer Choices	Responses	Count
In the City of Roanoke	77.99%	443
Surrounding county or city	20.60%	117
Elsewhere	1.41%	8
<b>Total</b>		<b>568</b>

**Q3 Rank the following leadership qualities that Roanoke's next City Manager should have in order of importance from one to eight. (One is most important, eight is least important)**

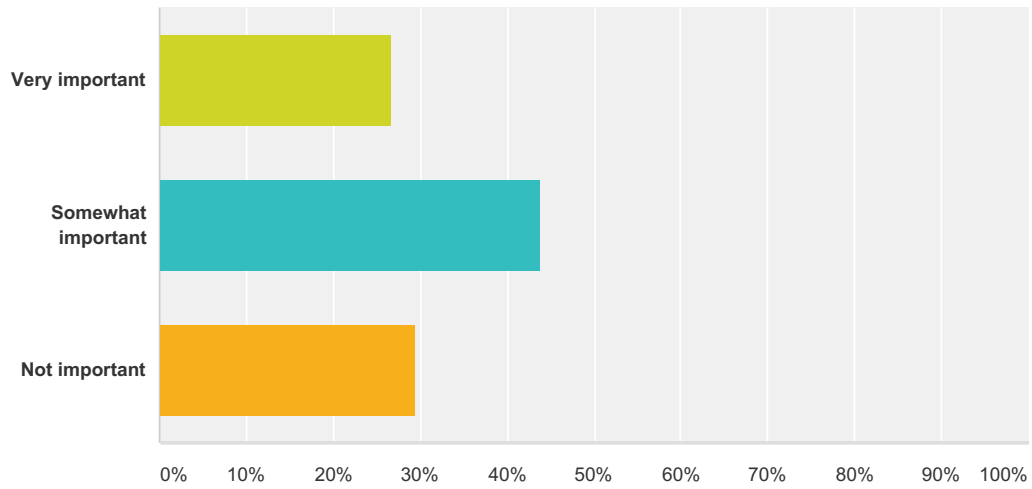
Answered: 562 Skipped: 9



	1	2	3	4	5	6	7	8	Total	Score
Experience	15.75% 80	12.20% 62	12.01% 61	10.83% 55	12.99% 66	12.60% 64	8.86% 45	14.76% 75	508	4.60
Transparency	6.63% 33	13.05% 65	9.64% 48	13.25% 66	15.46% 77	14.86% 74	14.86% 74	12.25% 61	498	4.17
Decisiveness	2.35% 12	8.82% 45	10.20% 52	15.29% 78	16.27% 83	16.27% 83	17.84% 91	12.94% 66	510	3.81
Integrity	35.07% 175	13.83% 69	13.23% 66	11.82% 59	7.01% 35	6.21% 31	3.21% 16	9.62% 48	499	5.79
Creativity	11.09% 57	12.06% 62	15.95% 82	11.67% 60	11.28% 58	14.01% 72	13.23% 68	10.70% 55	514	4.52
Accountability	5.19% 26	17.17% 86	15.37% 77	13.37% 67	16.17% 81	13.37% 67	12.97% 65	6.39% 32	501	4.58
Adaptability	4.97% 26	6.88% 36	12.62% 66	11.85% 62	13.38% 70	16.06% 84	17.40% 91	16.83% 88	523	3.76
Ability to Create Change	19.05% 104	13.92% 76	8.79% 48	9.71% 53	7.88% 43	8.24% 45	12.09% 66	20.33% 111	546	4.52

### Q4 How important is it for the next City Manager to currently be working in local government?

Answered: 567 Skipped: 4



Answer Choices	Responses
Very important	26.63% 151
Somewhat important	43.92% 249
Not important	29.45% 167
<b>Total</b>	<b>567</b>

### Q5 If you were interviewing City Manager candidates, what is one question that you would definitely ask?

Answered: 479 Skipped: 92

#	Responses	Date
1	Will you work for under \$150,000	4/27/2017 9:25 AM
2	What is your vision for Roanoke; and how do arts/culture fit it?	4/25/2017 10:04 AM
3	How do you envision holding your leadership team accountable for their actions and of those reporting to them?	4/24/2017 12:16 PM
4	How will you encourage economic development?	4/23/2017 3:00 PM
5	What will you do when you make a decision that people don't like and they turn on you?	4/20/2017 1:36 PM
6	How would you go about bringing jobs and new industry to the city?	4/19/2017 10:15 PM
7	Do you consider parks, greenspace, urban trails, greenways and safe bike routes to be a high priority?	4/18/2017 7:25 AM
8	How are you going to help create jobs?	4/16/2017 10:50 PM
9	Will you support medical education and research?	4/15/2017 11:38 PM
10	What book, fiction or non-fiction, has had the most significant impact in the development of your professional career?	4/15/2017 3:38 PM
11	is your objective to help the city go in the direction it is headed or is it to change it's direction for a different one?	4/14/2017 4:03 PM
12	How can u make Roanoke	4/14/2017 3:58 PM
13	How will you motivate the city employees and encourage change?	4/14/2017 2:14 PM
14	give examples of leveraging public private partnerships.	4/13/2017 7:28 PM
15	What will you do to improve the neighborhoods in northwest, the Melrose and Cove Road areas?	4/13/2017 11:51 AM
16	What is your vision for Roanoke in 20 years?	4/12/2017 1:46 PM
17	I would ask of their morality. I believe personal views play the main role in politics. They must coincide with what is best for the city.	4/11/2017 1:04 PM
18	How would you approach urban planning for minorities and lower income citizens who may not benefit from the amenities of capitalism?	4/11/2017 12:28 PM
19	What potential improvements would you make in Roanoke City?	4/11/2017 12:00 PM
20	How do you plan to balance economic development and preserving our historic city?	4/11/2017 6:04 AM
21	How are you going to support our businesses and get tourism to Roanoke?	4/10/2017 11:15 PM
22	Will you listen to what the residents think and get their input before taking action on expensive and permanent projects?	4/10/2017 9:11 PM
23	What are important non-negotiables for every resident?	4/10/2017 5:22 PM
24	What do you see in the future for our city?	4/10/2017 11:46 AM
25	how will you take the council's vision and move it to reality	4/10/2017 11:46 AM
26	What type of changes will you make that will benefit families living in Roanoke?	4/10/2017 10:10 AM
27	What ideas do you have to create jobs in our area?	4/10/2017 9:13 AM
28	What would you do to draw the out lying patrons to downtown?	4/9/2017 9:05 AM
29	What would you do to maintain and improve the quality of life in Roanoke, especially in regard to attracting younger people.	4/5/2017 7:58 PM
30	With the airport being the heart of the city, why is it so expensive to fly in and out of Roanoke and what do you plan on doing to change that?	4/5/2017 6:53 AM

31	Tell me about your approach to problem finding and problem solving.	4/4/2017 9:06 PM
32	What are their feeling about diversity in the work place?	4/3/2017 12:51 PM
33	Any with experience along the lines Chattanooga has had. Better parks, sports complexes other than soccer, business expansion, new electrical/Internet cabling project like Chattanooga as that's created a lot of new industry, jobs along with better electricity safety and control. Need sports for the kids and economic impact for our revenue.	4/2/2017 2:19 AM
34	Which is more important in an employee for you, a good attitude or technical expertise?	4/1/2017 5:26 PM
35	What is your concept of leadership in regards to TEAM building and employee input?	4/1/2017 9:50 AM
36	What vision does the city manager have for Roanoke in the next 3-5 years.	3/30/2017 4:01 PM
37	What steps would you take to increase the per capita income of the region?	3/30/2017 12:00 PM
38	What goals, if any, do you have in regards to Roanoke's inner-city development and growth?	3/29/2017 4:41 PM
39	What changes / ideas would you suggest to make the minority community feel that they are part if this community too?	3/29/2017 2:12 PM
40	Roanoke caters to the older generation. What will you do to bring young adults back to the city and keep them here?	3/29/2017 1:59 PM
41	Are they're any plans for bringing positive influences for the youth.	3/29/2017 10:58 AM
42	How will you bring new commerce to the city? Especially businesses in the technology and innovation fields.	3/29/2017 10:34 AM
43	How would you effectively incorporate change in the city without changing the budget and help cut expenses that don't benefit all or most Roanoke City residents?	3/29/2017 9:48 AM
44	How do you plan to address systemic inequalities in the city? How will you improve the experience of living here for all residents?	3/29/2017 9:33 AM
45	What is your vision for Roanoke in the next ten years? How do you plan to achieve this goal? Who do you plan to work with to achieve this goal?	3/29/2017 8:54 AM
46	What do you feel is the most important consideration regarding attracting and retaining younger people?	3/29/2017 8:48 AM
47	Tell us about two people whose career you've positively impacted. (If applicant tells you about peers or people who worked under them, suggests they are a giver. If tells you about their bosses, suggests taker. Watch this Ted Talk: <a href="http://www.ted.com/talks/adam_grant_are_you_a_giver_or_a_taker">http://www.ted.com/talks/adam_grant_are_you_a_giver_or_a_taker</a> )	3/29/2017 8:38 AM
48	Why are your plans to continue a steady growth of the Roanoke area?	3/29/2017 8:11 AM
49	How you would work with agencies to address social issues and plan to bring businesses to roanoke.	3/29/2017 7:10 AM
50	How will you continue to make Roanoke a place where young professionals want to locate?	3/29/2017 7:03 AM
51	What role does this position plan in the overall economic growth and prosperity of Roanoke and how do you envision that role being executed?	3/29/2017 4:29 AM
52	What do you think is our most pressing issue?how	3/29/2017 3:29 AM
53	what type of plan do you have for revitalizing and refurbishing some of our lower income neighborhoods.	3/29/2017 1:27 AM
54	What can you do to help others live me with mental illnesses	3/29/2017 1:19 AM
55	What areas of change within a city do you see having the greatest impact for long term growth and those for short term. What do you see as the first step to working towards that goal for Roanoke?	3/29/2017 12:42 AM
56	What will you do to ensure the positive changes the city has seen in the past several years in quality of life are not only maintained, but vastly improved upon? Essentially, how can you make Roanoke City an even better place to live, work, and visit?	3/28/2017 11:17 PM
57	How important is the tourism and hospitality industry to you? Do you think tourism has a positive or negative impact on a city?	3/28/2017 11:03 PM
58	What can you do for the citizens	3/28/2017 10:43 PM
59	What is your plan to continue to revitalize Roanoke in the coming years?	3/28/2017 10:39 PM
60	How can you enable a city to embrace and promote its uniqueness?	3/28/2017 10:32 PM
61	What did you learn from both your greatest success and your greatest failure?	3/28/2017 10:30 PM
62	Where you think the city need to be at in next five years as far as in service to citizens	3/28/2017 10:22 PM

63	It's 2017 and currently The greater Roanoke Valley appears at a glacé to be a city divided and still as a whole to be that of 1979 unless you live downtown. Most cities have grown and the city seems to be stuck in limbo just waiting for the old doggies to pass on. As our new city manager; how would you end this 1979 segregated city appearances and bring us up to par with cities such as Greensboro Charlotte or that of the Raleigh Durham Chapel Hill area?	3/28/2017 10:19 PM
64	Why roanoke	3/28/2017 10:10 PM
65	What would you do to revitalize downtown?	3/28/2017 9:28 PM
66	Based upon your assessment of Roanoke, what would you put forth as your first major initiative?	3/28/2017 9:14 PM
67	What will you do to help those who've graduated college but cannot seem to get a foot in the door of office jobs?	3/28/2017 8:53 PM
68	How would you make Roanoke an attractive lifestyle destination?	3/28/2017 8:50 PM
69	Knowing that city residents will most likely remain here after you have moved on what is your vision and commitment to leave the area a better place than you found it?	3/28/2017 8:43 PM
70	How would you involve the local neighborhoods in decision making	3/28/2017 8:40 PM
71	How come there isn't more shopping places in downtown Roanoke?	3/28/2017 8:02 PM
72	Why do you want this job?	3/28/2017 8:00 PM
73	Would you waste money like the last city manager did	3/28/2017 7:28 PM
74	#1 challenge you see Roanoke facing in next five years and how would you attempt to solve it?	3/28/2017 6:46 PM
75	Would make decisions for the City that you manage the same way as you would for your family?	3/28/2017 6:26 PM
76	What would you try to do to keep young college graduates here in Roanoke?	3/28/2017 6:22 PM
77	Roanoke has a diverse group of citizens, particularly LGBTQ. As city manager what step would you take in support of the (LGBTQ) community to ensure that Roanoke is a safe and welcoming community for LGBTQ people and are you willing to work with LGBTQ leaders within the community?	3/28/2017 5:41 PM
78	How can you bring more money into the city	3/28/2017 5:39 PM
79	How do feel about Libraries	3/28/2017 5:08 PM
80	How can we make jobs cleaning the city, specifically for drug tested homeless people?	3/28/2017 4:56 PM
81	What is an example of a situation when you empowered somebody that you supervised, and what was the impact of their actions?	3/28/2017 4:55 PM
82	What are some things other comparable cities are doing to improve the livability of the their cities and how would you implement those ideas here?	3/28/2017 4:36 PM
83	Are you willing to see Roanoke grow and change even further to appeal to the future?	3/28/2017 3:32 PM
84	What do you know about Roanoke City?	3/28/2017 3:26 PM
85	How would you improve the education in Roanoke city and have kids want to go to school?	3/28/2017 3:14 PM
86	Do you have a vision to move Roanoke forward?	3/28/2017 2:58 PM
87	Transportation plans?	3/28/2017 2:47 PM
88	What is the one thing you bring to the table that other candidates may not have?	3/28/2017 2:27 PM
89	Are you local gov involved	3/28/2017 1:27 PM
90	How to keep downtown hopping	3/28/2017 1:22 PM
91	Why do you feel that you are the best individual to manage the diverse, growing city of Roanoke specifically?	3/28/2017 1:06 PM
92	Why do you want this job?	3/28/2017 12:48 PM
93	What demographics/populations can the city best target for investment opportunities, so to foster positive growth for the future, without alienating others in the community?	3/28/2017 12:25 PM
94	What do you see as the biggest issue facing Roanoke City?	3/28/2017 11:42 AM
95	How would you ensure relationships remain mutually beneficial with: the business community; Carilion and other nonprofits; neighborhood groups; and City employee	3/28/2017 5:35 AM
96	What progress have you made in your other positions	3/27/2017 11:42 PM

97	What is your vision for the next step in Roanoke's evolution?	3/27/2017 3:27 PM
98	What do you think would make Rke a better city?	3/27/2017 3:04 PM
99	What is your vision for making the City more inclusive?	3/27/2017 2:27 PM
100	Do you think a person should get a position with Roanoke City based on ethnicity just to further diversity, or does experience play the most important part in deciding employment?	3/27/2017 12:11 PM
101	How can you change the negative mindset of the current administration to create a positive and proactive team who will be more open to change?	3/27/2017 12:02 PM
102	What is your vision of the City's most importance challenges in the next 3- 5 years?	3/27/2017 11:41 AM
103	What are your demonstrations of friendly, warm spirited, cohesive planning and implementation of plans that reflected high integrity and an understanding of what diverse groups of city citizens needed? Also, state how you will engage with the current administration.	3/27/2017 9:40 AM
104	Will you continue the lean journey of the city?	3/26/2017 8:44 PM
105	What working conditions would have to exist for you to leave your current profession and to seek work as a public school classroom teacher in Roanoke and what do you plan to do to create and enable those circumstances for our city?	3/26/2017 5:27 PM
106	Describe several areas of potential growth you see for Roanoke in upcoming years.	3/26/2017 4:31 PM
107	What is your vision for Roanoke & how are you going to ensure we get there?	3/26/2017 3:33 PM
108	How can you make Roanoke even better? What are your short and long term goals? Why are you the best man/ woman for the job?	3/26/2017 2:01 AM
109	What can you offer to grow this city and make the city a model for other cities?	3/25/2017 9:49 PM
110	What can you do to fix problems?	3/25/2017 7:28 PM
111	Why would we destroy our green spaces and build new, when we need to renovate so many old, unused, former businesses and dwellings?	3/25/2017 1:25 PM
112	How much do you know about the demographic that you will serve in Roanoke City and what their needs are?	3/25/2017 12:42 PM
113	How can we better utilize our city's vacant properties for expansion of housing and new businesses before destroying the small patches of natural habitat for new developments.	3/25/2017 11:09 AM
114	What ideas for change to you have in mind to improve Roanoke City?	3/25/2017 9:04 AM
115	Why do you want the job?	3/25/2017 8:50 AM
116	What can you do to try to get the city out of such a deficit?	3/25/2017 6:28 AM
117	What proven experience do you have in bringing good, long lasting jobs to the area?	3/24/2017 9:58 PM
118	If you could do one thing to help Roanoke, what would it be	3/24/2017 8:35 PM
119	What do you think qualifies you to be a city manager?	3/24/2017 4:56 PM
120	What asset does Roanoke have that they are not capitalizing on and how would you change that?	3/24/2017 4:08 PM
121	In what areas is Roanoke currently lacking and what is your plan to bring Roanoke up to par in those shortcomings?	3/24/2017 3:17 PM
122	How would you balance Roanoke's need for affordable, accessible spaces, with the need to grow Roanoke's industry and economy?	3/24/2017 3:14 PM
123	What do you see as the main areas of growth for the City in the next five years?	3/24/2017 9:43 AM
124	What is your vision for Roanoke?	3/24/2017 7:33 AM
125	Do you think historic preservation is important in more than one part of our City?	3/24/2017 7:16 AM
126	Can you lower my real estate taxes?	3/23/2017 11:15 PM
127	What would you do differently to bring businesses to Roanoke?	3/23/2017 10:38 PM
128	When you reflect back on your first year, what will success have looked like to you?	3/23/2017 10:32 PM
129	How do you create an efficient city government and create a culture of austerity?	3/23/2017 10:12 PM
130	Are	3/23/2017 10:02 PM



131	Do you love this town	3/23/2017 8:54 PM
132	What can be done about the crime rate?	3/23/2017 8:13 PM
133	Roanoke is a small city with a big personality and an up and coming young population. There are a lot of competing interests with those that want to see growth and those that want to keep that small town vibe. What are your thoughts in bringing these two schools of thought together and finding some middle ground?	3/23/2017 7:56 PM
134	Explain their background for qualification	3/23/2017 7:19 PM
135	Why Roanoke?	3/23/2017 7:15 PM
136	Why do you want the position of Roanoke City Manager, and with what qualifications and experience do you have that makes you stand out against other candidates?	3/23/2017 6:56 PM
137	How important is working collaboratively with other local governments and business groups in being effective as a city manager?	3/23/2017 6:05 PM
138	How will you continue the social and economic progress the city has made over the past decade?	3/23/2017 6:00 PM
139	What does being an effective City Manager mean to you?	3/23/2017 5:23 PM
140	Ask he/she to stroll around downtown and determine best & worst feature & how to improve.	3/23/2017 5:20 PM
141	How much money do you want ?	3/23/2017 5:11 PM
142	How do you take a city that is transforming itself, and continue that growth in a responsible fashion?	3/23/2017 4:26 PM
143	What is wrong with Roanoke and how would you change it?	3/23/2017 3:18 PM
144	What do you see is the biggest challenge that Roanoke faces and how would you address that challenge?	3/23/2017 3:13 PM
145	How will you be active in your neighborhood you live in and the other neighborhoods which make up the city of Roanoke? Give some examples.	3/23/2017 3:06 PM
146	What will your goals be for the first year? Five years?	3/23/2017 2:44 PM
147	How long will you commit to being our City Manager	3/23/2017 2:26 PM
148	How can we stop speeding on Denniston by VA heights Elementary school?	3/23/2017 2:08 PM
149	What is your vision for Roanoke?	3/23/2017 1:26 PM
150	Do you use your public library?	3/23/2017 1:05 PM
151	What's the worst mistake you've ever made and why?	3/23/2017 1:01 PM
152	How do you change politics as usual to politics that represent the people and not the local entrenched good ole boy system now in place	3/23/2017 12:46 PM
153	How would you treat your fellow city workers? Would you be fair to them and listen to their concerns and thoughts? What is your plan to make Roanoke a better city? How would you make Roanoke a better tourist destination? What would you do about the poverty and drug problem in the city? How do you plan on ending the crime in the city?	3/23/2017 12:37 PM
154	The economic development of this region is vital to our success. How would you support and enhance the economic development of this region?	3/23/2017 12:32 PM
155	Describe Roanoke now. Describe The Roanoke five years from now. What has to happen to make that happen and how can we effect that change?	3/23/2017 12:32 PM
156	Five years from now, what would you hope to have accomplished for the City of Roanoke?	3/23/2017 12:11 PM
157	Where do you see our city in ten years, and what is your plan to get us there?	3/23/2017 9:56 AM
158	How have you realized your previous visions?	3/23/2017 8:49 AM
159	Will you keep this city open and acceptable to all?	3/23/2017 8:38 AM
160	What changes would you like to see happen in the city?	3/23/2017 8:21 AM
161	Are you willing to to get feedback and listen to the people before making big decisions? Do you value diversity and inclusion?	3/23/2017 8:04 AM
162	How would you interact with the different and varying communities within Roanoke and surrounding areas?	3/23/2017 7:54 AM
163	What do you plan to do about the panhandling epidemic in the city?	3/23/2017 5:40 AM
164	What should Roanoke look like in 20 years. What should we do now to make that happen.	3/23/2017 3:34 AM

165	If you were given five years, what actionable plan would you put in place to not only draw more people to downtown and surrounding areas, but to drop the crime numbers as well.	3/23/2017 12:42 AM
166	How would you promote smart growth?	3/23/2017 12:25 AM
167	Support diversity?	3/23/2017 12:18 AM
168	What improvements are you going to make?	3/22/2017 11:46 PM
169	How would you bring about improvements to Roanoke from new business, retail, and events, while facing opposition from the people who oppose any change at all to the city?	3/22/2017 11:10 PM
170	Are you open to hearing suggestions and entertaining solutions from many different sources?	3/22/2017 11:08 PM
171	What do you believe is our biggest challenge and how do you plan to make an impact on that issue?	3/22/2017 10:22 PM
172	How will you influence growth?	3/22/2017 9:40 PM
173	what is your greatest strength?	3/22/2017 9:28 PM
174	How would they control the city budget?	3/22/2017 9:28 PM
175	What will you do to improve the drug problem in Roanoke?	3/22/2017 9:19 PM
176	With the fairly recent high profile situations with law enforcement and ensuing violence and rioting. What are your beliefs regarding law enforcement and their impact upon the community? How do you view the presence of local law enforcement when managing the city? I'm pro law enforcement on this stance.	3/22/2017 9:19 PM
177	How can you encourage Council to make changes to bring Roanoke in to the present century.	3/22/2017 9:15 PM
178	Would you enjoy being a city manager	3/22/2017 9:08 PM
179	How could they make Roanoke grow and make it a place people want to live?	3/22/2017 8:48 PM
180	According to Study.com, "City managers monitor, report on and make recommendations regarding the city budget." In this era of government it is becoming more and more apparent to more people that a budget is a moral document before it is strictly a financial one. That is to say, what we prioritize being able to afford or save for speaks to our personal values. If offered this position, how would you value issues relevant to women and the LGBT+ community within your scope of influence?	3/22/2017 8:34 PM
181	Would you allow legal discrimination in our city. (ie religious freedom laws)	3/22/2017 7:55 PM
182	How would you balance citizen services versus engagement with business and corporate interests.	3/22/2017 7:15 PM
183	How will you keep young people involved and staying here with a good job?	3/22/2017 6:44 PM
184	What will you do to change our city for the better and how will you implement those changes effectively?	3/22/2017 5:56 PM
185	How can you continue to ensure that Roanoke is a growing destination for companies, expanding our existing jobs, and providing a quality of life to entice families to move here?	3/22/2017 5:26 PM
186	Why Roanoke?	3/22/2017 5:22 PM
187	Where do you see the city and yourself in 5 years? 10 years?	3/22/2017 4:33 PM
188	What one thing makes Roanoke great and how do we use that to our advantage. If we try and be all things to all people we end up being nothing	3/22/2017 4:33 PM
189	What would you do to continue the economic drive in the city of Roanoke? Job creation and education specifically.	3/22/2017 4:30 PM
190	What do you find appealing about our city?	3/22/2017 4:05 PM
191	Explain your leadership role in your greatest accomplishment. What problems did you overcome in that project? What did you learn from that experience?	3/22/2017 4:04 PM
192	What would you do to improve life in Roanoke?	3/22/2017 3:52 PM
193	How do you intend to desegregate the City?	3/22/2017 3:43 PM
194	How do you build and maintain collaborative partnerships?	3/22/2017 3:40 PM
195	What can you do as city manager to make Roanoke more marketable to companies?	3/22/2017 3:03 PM
196	Where do you see Roanoke in 5 years, and in 10 years?	3/22/2017 2:53 PM
197	How do you propose to gather input from the fastest growing demographic group as well as the highest income demographic group?	3/22/2017 2:48 PM

198	I would like a discussion about neighborhood issues.	3/22/2017 2:04 PM
199	What will you do to improve the lives of locals who don't have high paying jobs and influence in the upper echelon of the city?	3/22/2017 2:02 PM
200	What strategies and preparations have you used to limit the undue influence of special interests to force you to follow their plans.	3/22/2017 1:38 PM
201	What do you have to offer Roanoke ?	3/22/2017 1:31 PM
202	How do you plan to further the growth in population of young professionals in Roanoke City?	3/22/2017 1:13 PM
203	When will we get rail service for transportation in the Roanoke area?	3/22/2017 12:52 PM
204	Would you do what's best for the city or let mobs rule?	3/22/2017 12:41 PM
205	How do you see Roanoke city's role in the development of the region?	3/22/2017 12:23 PM
206	After you have fully reviewed our city's development what would your plan be to make it more economically sound and inviting to all ages?	3/22/2017 12:16 PM
207	What will you do to foster cooperation with the surrounds countis and city of salem.	3/22/2017 12:12 PM
208	Where do you see the city of Roanoke in 10 years and how are we going to get there?	3/22/2017 12:10 PM
209	How will you help the school system	3/22/2017 12:02 PM
210	where do you see yourself and your family in 5 years? need someone who wants to live here.	3/22/2017 11:28 AM
211	How dedicated are you willing to be	3/22/2017 11:05 AM
212	What would you do first to ensure Roanoke's wellbeing?	3/22/2017 10:19 AM
213	What are your thoughts on trash and litter?	3/22/2017 9:31 AM
214	What do you see as the major concerns of the citizens of Roanoke?	3/22/2017 9:18 AM
215	Do you understand the strengths and weaknesses of our city?	3/22/2017 9:12 AM
216	To have transparency and communicate with citizens	3/22/2017 9:11 AM
217	What is your vision of change, and how could that be implemented	3/22/2017 8:53 AM
218	How will you involve all city residents in future planning projects?	3/22/2017 8:35 AM
219	What is your vision of Roanoke City going into the future	3/22/2017 8:33 AM
220	How do you foresee Roanoke growing and moving forward in a way that benefits all residents?	3/22/2017 8:12 AM
221	How are you going to build upon the momentum that is currently exploding in Roanoke? How will you maintain it and continue it?	3/22/2017 8:09 AM
222	I would ask them to share their understanding of Roanoke and its strengths and values, and provide examples of how they would communicate that vision to staff, residents, and stakeholders.	3/22/2017 7:56 AM
223	Are you willing to work with the citizens first?	3/22/2017 7:39 AM
224	How will you keep this city headed in the direction it has been for the last 8 years?	3/22/2017 7:31 AM
225	How do you plan to change the infrastructure of the city to prepare for the new technologies and progressive ideas the city packs to move us forward instead of backward to a culture ripe for new experiences and city living.	3/22/2017 7:27 AM
226	What city do you think Roanoke most closely parallels? Which city do you think Roanoke should aspire to be and why? How do we get there? What can be done to have better travel to be offered to and from the city?	3/22/2017 6:47 AM
227	Why do you want to be Roanoke's City Manager?	3/22/2017 6:17 AM
228	Are you planing on hiring your own assistant?	3/22/2017 1:19 AM
229	Can you put the wants and needs of the people of Roanoke above industry and corporate greed?	3/21/2017 11:07 PM
230	How do you suggest we solve city issues without auctioning off the naming rights to our treasures to the highest bidder?	3/21/2017 11:00 PM
231	What would you do to improve the quality of life in NW Roanoke?	3/21/2017 10:57 PM
232	What would you like to accomplish during your term?	3/21/2017 10:49 PM
233	Where do you see Roanoke in 10 years	3/21/2017 10:40 PM

234	How would you engage the millennial population on topics and projects planned within the city?	3/21/2017 10:30 PM
235	How will you help attract young college students to stay in Roanoke	3/21/2017 10:18 PM
236	What improvement would you take to lead the city toward future growth attracting young people to come back?	3/21/2017 10:06 PM
237	What are your greatest accomplishments and how do you plan to use your experience to make Roanoke great?	3/21/2017 9:48 PM
238	How can you work collaboratively with City Council to continue the progress we have made in making Roanoke an attractive place to live, that will attract new businesses?	3/21/2017 9:45 PM
239	Where do see areas of improvement are needed?	3/21/2017 9:39 PM
240	What innovative solutions do you have to further grow the City's economy, especially in regards to attracting high wage jobs in the biotech, research, information technology, and corporate sectors.	3/21/2017 9:38 PM
241	How can we attract more young people?	3/21/2017 9:32 PM
242	Why do you want to lead Roanoke?	3/21/2017 9:25 PM
243	How do see yourself encouraging businesses to locate in Roanoke?	3/21/2017 9:13 PM
244	How can we protect and best utilize our city's natural outdoor resources?	3/21/2017 9:06 PM
245	Will you protect the residents of Roanoke by refusing to let our city become a sanctuary city and working with ICE agents?	3/21/2017 9:00 PM
246	HOW CH WOULD YOU BE INVOLVED IN THE COMMUNITY?	3/21/2017 8:53 PM
247	What do you envision the city's economy looking like in a the next 5 years?	3/21/2017 8:50 PM
248	Are you able to get people to work together for the common good of everyone?	3/21/2017 8:44 PM
249	What do you think are the most important issues to average citizens, do you agree and what will you do about those issues?	3/21/2017 8:36 PM
250	How would you facilitate a more cohesive relationship with surrounding jurisdictions in order to improve services in a more cost efficient manner?	3/21/2017 8:34 PM
251	What verifiable experience do you have that will prove to us that you have the ability to bring companies to our city creating good fair paying jobs for our citizens?	3/21/2017 8:28 PM
252	What is the one thing you would do to continue to move Roanoke forward?	3/21/2017 8:19 PM
253	How do you deal with public criticism from uneducated and inexperienced people? People who do not know anything about what they are commenting about.	3/21/2017 8:18 PM
254	What one thing would you do to improve the quality of life in Roanoke?	3/21/2017 8:10 PM
255	What past experience do you have in working with blighted neighborhoods and what experience to you have in postive change in problem and blighted neighborhoods	3/21/2017 7:40 PM
256	How would you manage a budget when there is not enough revenue to cover the proposed expenses.	3/21/2017 7:23 PM
257	Do you seek consensus or are you a builder of consensus	3/21/2017 7:19 PM
258	O	3/21/2017 7:02 PM
259	What is your chief concern when you look at all problems, obstacles, and issues that exist in the city?	3/21/2017 6:58 PM
260	How do you propose to keep Roanoke going in the positive direction with growth and economic development? How will you promote Roanoke to recent college graduates?	3/21/2017 6:56 PM
261	what is your experience with broadband? the industries we want to attract? placemaking? economic development? legislative communications?	3/21/2017 6:54 PM
262	Can you give examples of how you've collaborated with partners to create impact, including businesses, neighboring governments, school systems, universities, and not for profits?	3/21/2017 6:50 PM
263	What are the top 10 things about our City that are apealing, why and how can we serve our citizens better through these things?	3/21/2017 6:50 PM
264	Will you actually listen to the people and their concerns and ideas?	3/21/2017 6:39 PM
265	How will you help our Families who send their kids to school without food or clean clothes?	3/21/2017 6:35 PM
266	How would you go about bringing good paying jobs to the city?	3/21/2017 6:31 PM

267	How would you be an effective city manager?	3/21/2017 6:28 PM
268	What are the 3 factors that you envision will contribute to the economic and cultural growth of our city and how will they be implemented in a way that is cost-effective and an alignment with our scale and potential for growth?	3/21/2017 6:15 PM
269	What can our city do to stand out from others?	3/21/2017 6:08 PM
270	How can you keep up the great reputation Roanoke has had in the past years with their last city manager?	3/21/2017 5:56 PM
271	Tell me about a success you've experienced with creating consensus among people with different views?	3/21/2017 5:53 PM
272	What do you see as issues in Roanoke, and how would you deal with them?	3/21/2017 5:46 PM
273	What is your vision for continuing the positive growth the city has seen over the past 5+ years, especially economically?	3/21/2017 5:22 PM
274	How would you do to help grow Roanoke City without changing what makes it so unique?	3/21/2017 5:20 PM
275	What areas of public service do you think are most important?	3/21/2017 5:12 PM
276	How do you feel about diversity and togetherness	3/21/2017 5:10 PM
277	How would you deal with the clear racial divide that exists in Roanoke, both in terms of culture and physical segregation?	3/21/2017 5:04 PM
278	What things are you most grateful in your community? From this perspective of gratitude, what additional things would you like to see improve or change in our community?	3/21/2017 4:56 PM
279	Cite an example of how you overcame history and past failures in order to create something new and groundbreaking.	3/21/2017 4:56 PM
280	What is/are some negative qualities that you possess that might keep you from performing your position well?	3/21/2017 4:49 PM
281	Honestly how important is it to you that a new skate park or something similar gets built for our youth?	3/21/2017 4:43 PM
282	What is your definition of inclusion as it relates to communities	3/21/2017 4:42 PM
283	If you were an investor in a business, what would compel you to look at Roanoke? What would repel you? What will you do as City Manager to make Roanoke more attractive to investment?	3/21/2017 4:37 PM
284	what do you view the city as being	3/21/2017 4:34 PM
285	How do you plan to make Roanoke a better city?	3/21/2017 4:30 PM
286	How will you, personally, learn about and integrate yourself into the Roanoke culture? Also: In your opinion, based on what you know, what is Roanoke's biggest flaw (or 'largest area requiring change')	3/21/2017 4:30 PM
287	How do we connect Roanoke to the NRV and improve our airport traffic?	3/21/2017 4:28 PM
288	Where do you see Roanoke in 10 years?	3/21/2017 4:26 PM
289	How important is it to you that most projects are racially and culturally inclusive?	3/21/2017 4:25 PM
290	How do you feel about sustainable growth? Where do you feel that a Roanoke could benefit further from sustainability? What have we done right and what needs improvement.	3/21/2017 4:11 PM
291	Do you ride a bicycle?	3/21/2017 4:10 PM
292	What are you going to do to bring more jobs Roanoke to make it an even more desirable place to live?	3/21/2017 3:57 PM
293	Will you see it that City Employees get a raise before you or any others at the top get a raise!	3/21/2017 3:47 PM
294	Will you live within the City limit?	3/21/2017 3:36 PM
295	How can you improve upon things/bring change, while being cost effective	3/21/2017 3:17 PM
296	What do you see as the most important thing that needs to change in the Roanoke Valley to make it a better place to live?	3/21/2017 3:15 PM
297	What have been your priorities in past employment with cities of Roanoke's size?	3/21/2017 3:14 PM
298	How will you ensure that quality of life continues to improve for all Roanoke's citizens?	3/21/2017 3:08 PM
299	How important is the local foods movement to you?	3/21/2017 3:08 PM
300	What do you know about our city?	3/21/2017 2:42 PM
301	What do you see as the biggest obstacle Roanoke needs to overcome in order to continue to grow and attract new people and new business to this area and what are your ideas to overcome said obstacle?	3/21/2017 2:25 PM

302	What are your feelings toward public safety and school teachers	3/21/2017 2:12 PM
303	How will your experience and background help you in determining your recommendations for the next ten years?	3/21/2017 1:56 PM
304	Experience with creating/attracting economic development	3/21/2017 1:40 PM
305	In what way did you make the greatest impact in the last place that you worked? Did you expect that to be so impactful?	3/21/2017 1:38 PM
306	How do you balance priorities between supporting the people who already live in an urban city like Roanoke and the push for additional economic investment/growth?	3/21/2017 1:31 PM
307	Do you have any ties to Russia? No seriously, what is your vision for making Roanoke a travel destination and retaining younger citizens through job creation.	3/21/2017 1:28 PM
308	What ideas do you have to develop new programs for the Roanoke community?	3/21/2017 1:15 PM
309	Where would you see the City of Roanoke over the next 5, 10 & 15 years? What do you plan on doing to make Roanoke more appealing to a younger generation so that we can attract new talent to our area?	3/21/2017 1:11 PM
310	How they would get more growth opportunities for the city.	3/21/2017 1:05 PM
311	What is your vision for Roanoke for the next ten years? What steps would you take to see rust vision come to fruition.	3/21/2017 12:54 PM
312	What is you opinion on "Sanctuary Cities"?	3/21/2017 12:52 PM
313	What is the role of the Roanoke City Manager, in your view?	3/21/2017 12:51 PM
314	How do you see the county now, and how would you like it to look in the future?	3/21/2017 12:43 PM
315	I would see if they smiled, if they were friendly, if they were intelligent, if they were educated.	3/21/2017 12:38 PM
316	Why are you interested in this position?	3/21/2017 12:27 PM
317	What is your vision for the Roanoke Valley?	3/21/2017 12:01 PM
318	How do you plan on growing Roanoke along with the surrounding counties?	3/21/2017 12:00 PM
319	How would you encourage more integration of racially segregated Roanoke neighborhoods?	3/21/2017 11:54 AM
320	How would you collaborate with Roanoke area governments and organizations?	3/21/2017 11:43 AM
321	How can you sustain growth without gentrification? How will you support the creative small business community?	3/21/2017 11:35 AM
322	What changes do you thing Roanoke needs to undergo in order to be one of the top cities to live in, in Virginia?	3/21/2017 11:32 AM
323	ARE YOU WILLING TO GIVE 100 PERCENT TO THE CITIZENS OF ROANOKE AND HELP WIH THEIR NEEDS	3/21/2017 11:28 AM
324	How do you intend to continue the trend of economic development in our city?	3/21/2017 11:26 AM
325	What assets do you see in the city of Roanoke and how will you take advantage of those assets to benefit our city?	3/21/2017 11:19 AM
326	Based on you knowledge of the changes in Roanoke in the past decade, where do envision Roanoke ten years from now?	3/21/2017 11:08 AM
327	Are you a risk taker?	3/21/2017 10:48 AM
328	How will you address the needs of all community members?	3/21/2017 10:46 AM
329	Based on your understanding of our organization and area, what issues would you target first?	3/21/2017 10:43 AM
330	How will you make Roanoke a more competitive and sought after city to live in?	3/21/2017 10:40 AM
331	Are you willing to put a long time profitable company out of business for the greenway? And why .	3/21/2017 10:34 AM
332	What is your vision for the city as you see it?	3/21/2017 10:24 AM
333	What are some of your ideas to improve Roanoke, and how would you accomplish them?	3/21/2017 10:19 AM
334	What are your plans to improve the pay, working conditions, and safety of local first responders	3/21/2017 10:18 AM
335	Explain the process you use to assess the coming challenges and opportunities of the City, and how you will both cull, cultivate, and acquire the knowledge, skills, technology, and personnel necessary to support the future needs of the City of Roanoke?	3/21/2017 10:14 AM
336	What 5 characteristics do you believe make Roanoke what it is and what is your plan to engage and protect those traits?	3/21/2017 10:03 AM
337	Economic development strategy	3/21/2017 9:50 AM

338	How do you plan on continuing and extending the momentum that Roanoke has gained in recent years?	3/21/2017 9:41 AM
339	Give us an example of how you thought outside of the box to accomplish a difficult task.	3/21/2017 9:40 AM
340	How will you manage our city in difficult times	3/21/2017 9:36 AM
341	How would you make sure our city continues to improve infrastructure	3/21/2017 9:29 AM
342	What vision do you have for a City like Roanoke?	3/21/2017 9:25 AM
343	What makes you the better candidate for Roanoke's City Manager?	3/21/2017 9:16 AM
344	How can you balance our desire to be an outdoor destination but also recognize the importance of infrastructure progress: development, roads, natural gas, broadband.	3/21/2017 9:13 AM
345	What will you do to top the Mannequin Challenge at the City Council meeting?	3/21/2017 9:11 AM
346	What are Roanoke's assets and how will you improve upon them.	3/21/2017 9:02 AM
347	What is your goal in applying for this job? Personal and professional.	3/21/2017 9:00 AM
348	How committed are you to maintaining the City of Roanoke's Parks and Green spaces.	3/21/2017 8:58 AM
349	When is trump getting impeached?	3/21/2017 8:52 AM
350	How are you planning to fix deteriorating parts of the city, and decrease the crime rate?	3/21/2017 8:49 AM
351	How do you view the role of council in dealing with the administrator and administration?	3/21/2017 8:48 AM
352	Will you continue to move Roanoke forward in a progressive movement? What will the movement look like?	3/21/2017 8:38 AM
353	What is Roanoke's greatest weakness?	3/21/2017 8:36 AM
354	How can you help Roanoke?	3/21/2017 8:35 AM
355	What do you like about ROANOKE?	3/21/2017 8:27 AM
356	What do you love the most about Roanoke City?	3/21/2017 8:21 AM
357	Where do you see the City in 5 years?	3/21/2017 8:12 AM
358	Where do you see Roanoke in five years?	3/21/2017 8:11 AM
359	Are you willing to help the City get over hurdles, especially from within, so that we may continue to move forward?	3/21/2017 8:11 AM
360	What do you see as Roanoke' biggest area of concern and how do you hope to help turn that around?	3/21/2017 7:47 AM
361	The city is in the midst of positive changes in downtown and neglected neighborhoods. How would you contribute to that momentum?	3/21/2017 7:46 AM
362	what parts of Roanoke's past should be left in the past, and what kind of innovative ideas should we look to for growth?	3/21/2017 7:45 AM
363	While innovation is good, how do you tackle the mundane daily managerial tasks like road repair and snow removal? Do you have the ability to focus on those tasks that won't be exciting or press worthy?	3/21/2017 7:45 AM
364	What are the top three most important things that Roanoke needs in order to be successful, vibrant, and prosperous - and how do you propose to help us get there.	3/21/2017 7:45 AM
365	What are your plans on luring and keeping businesses in the Roanoke area.	3/21/2017 7:32 AM
366	How will you work to protect our natural resources and improve access to resources for the city's most impoverished communities?	3/21/2017 7:32 AM
367	What are you going to do for the kids	3/21/2017 7:31 AM
368	How will you ensure that all parts of Roanoke benefit from the progress in our region?	3/21/2017 7:29 AM
369	What vision do you have for Roanoke over the next 5-10 yrs?	3/21/2017 7:26 AM
370	How would you manage the competing demands of fiscal responsibility and crafting a stronger and more resilient community?	3/21/2017 7:23 AM
371	How will you handle the homeless?	3/21/2017 7:21 AM
372	How will you garner support from City Council on issues important to you when faced with dissenting opinions.	3/21/2017 7:17 AM
373	What is Roanoke's greatest opportunity?	3/21/2017 7:16 AM

374	How would you promote continuing growth in downtown while not forgetting outlining areas like Garden City, NE, SE and NW which can appear as the forgotten areas of the city?	3/21/2017 6:22 AM
375	What makes for pedestrian friendly (safe, social, interactive) environments in a city and how can we improve that?	3/21/2017 6:11 AM
376	What steps will you take to engage all citizens in the change that Roanoke has experienced over the last decade? For instance, there are members of our community (particularly in SE and NW) that feel left behind in our city's push to be an outdoor beer town.	3/21/2017 6:07 AM
377	Tell me what you believe is the biggest untapped potential in Roanoke and how you would go about making that work for our greater good.	3/21/2017 5:49 AM
378	What are you going to do to encourage cultural and economic growth while protecting the city from irresponsible choices (overbuilding, sacrificing our green spaces).	3/21/2017 5:49 AM
379	you do you see Roanoke in ten years, what's your vision for the city.	3/21/2017 3:54 AM
380	Tell us how you create balance and a healthy mindset for yourself under high stress circumstances.	3/21/2017 2:20 AM
381	What is most important to ypu, People or government.	3/21/2017 1:15 AM
382	What would you done for the homeless	3/21/2017 12:56 AM
383	What if any, experience do you have in city budgeting? And explain how to reduce current budget issues.	3/21/2017 12:34 AM
384	Are you fair?	3/21/2017 12:24 AM
385	Do you have a vision for a vibrant Roanoke and how to you address the resistance that opposes that vision?	3/21/2017 12:16 AM
386	What do you think is the most important issues.	3/21/2017 12:10 AM
387	What is your vision for the city over the next 5 years, 10 years. OR What would your first priority be?	3/21/2017 12:06 AM
388	If you're selected for this position what will you do to make Roanoke a better city now and for the next ten years?	3/21/2017 12:02 AM
389	Where do you see yourself in the next 10 years??	3/20/2017 11:56 PM
390	How can Roanoke attract younger people and more jobs?	3/20/2017 11:47 PM
391	Define your vision for the future of Roanoke City. Be specific.	3/20/2017 11:21 PM
392	What is your impression of Roanoke? How would you make it better while maintaining the small town feel?	3/20/2017 11:16 PM
393	Would all citizens concerns be handled equally	3/20/2017 11:14 PM
394	How would you best bring together all statures of citizens in unity, to work towards a greater good for all.	3/20/2017 11:04 PM
395	What is one thing that you believe the City of Roanoke is not doing correctly and how would you change this?	3/20/2017 10:56 PM
396	Do you support the sharing economy?	3/20/2017 10:53 PM
397	What can you bring to Roanoke that will set you apart from any other candidate?	3/20/2017 10:52 PM
398	Yes	3/20/2017 10:49 PM
399	If given the oppportunity, would you see to it that your brother in law be hired in some capacity?	3/20/2017 10:48 PM
400	How will you bring citizens of various racial, religious, and sociology economic backgrounds into positive relationships?	3/20/2017 10:48 PM
401	Will you focus your attention on every area of the city and not just the areas with high income residents.	3/20/2017 2:42 PM
402	How will you take Roanoke to the next level and make it even cooler?	3/20/2017 2:32 PM
403	What do you admire most about the work that has been done in Roanoke in the last 10 years?	3/20/2017 2:25 PM
404	How important is it to you to get to know all of your employees at all levels and listen to their input?	3/20/2017 2:25 PM
405	What are your goals for this position in the next 1, 3, and 5 years?	3/20/2017 2:24 PM
406	How would you increase revenues without proposing tax increases? If that proves impossible, would you propose fees in lieu of real estate tax increases? How would you "sell" new fees to the council and the public?	3/20/2017 2:23 PM
407	How would you manage steady economic growth in the region?	3/20/2017 2:17 PM
408	As you have researched our city, what do see as the next 5year improvement to grow the city economy?	3/20/2017 2:16 PM
409	What are you going to for the City that no one else has done	3/20/2017 2:14 PM



410	What do you plan to do to help make the city safer?	3/20/2017 2:14 PM
411	How do you plan to improve the quality of life for property owners and residents in distressed areas of the city. Madison ave, Moorman rd, country club, Melrose.	3/20/2017 2:11 PM
412	How do you develop priorities and consequently evaluate the outcomes?	3/20/2017 2:10 PM
413	Are you honest.	3/20/2017 2:09 PM
414	How do you plan to help the citizens with community issues?	3/20/2017 2:06 PM
415	How will you move Roanoke forward w appropriate and smart technology?	3/20/2017 2:05 PM
416	Please explain to me briefly why you feel that you are a good fit for the next City of Roanoke's City Manager position?	3/20/2017 2:01 PM
417	What would you like to bring to this area to see more growth????	3/20/2017 1:55 PM
418	What are the main responsibilities city governments have towards residents?	3/20/2017 1:54 PM
419	How would he/she bring jobs to the City and keep them In the Roanoke Valley?	3/20/2017 1:52 PM
420	What are you plans around making Roanoke attractive to big corporations to make Roanoke grow as a city?	3/20/2017 1:51 PM
421	What is your vision for public transportation, especially passenger rail intermodal train station and bike trail development.	3/20/2017 1:51 PM
422	How can you improve the city's imagine while lowering taxes?	3/20/2017 1:49 PM
423	What special interests do you owe favors to ?	3/20/2017 1:49 PM
424	Where do you see the City of Roanoke in 10 years?	3/20/2017 1:47 PM
425	how will you improve our neighborhoods and raise single family home property values?	3/20/2017 1:47 PM
426	What's your vision of Roanoke in the future?	3/20/2017 1:42 PM
427	What role do healthy neighborhoods play in a city's overall health?	3/20/2017 1:42 PM
428	If you could change 1 thing about downtown what would it be?	3/20/2017 1:41 PM
429	Why do you want this job?	3/20/2017 1:40 PM
430	How could you improve change in Roanoke	3/20/2017 1:37 PM
431	How can the city government be more personably responsible, flexible and creative in their response to the city's needs while continuing to meet the requirements of the laws and regulations that govern their work?	3/20/2017 1:34 PM
432	How do you plan to help Roanoke further transition to the use of clean/sustainable energy sources?	3/20/2017 1:33 PM
433	How would you advocate for children/families involved in CPS or foster care at DSS that are sometimes caught in the cycle of poverty along with untreated mental illnesses, and how would you make the high number of child neglect/abuse cases a more talked about topic? Would that include social workers at the table?	3/20/2017 1:32 PM
434	Where do you the City in 5 years, 10 years?	3/20/2017 1:30 PM
435	How important are city employees? What will you do to provide leadership that helps grow, encourage and develop them? And how will you try to retain them?	3/20/2017 1:30 PM
436	What do you see as the most important part of our city?	3/20/2017 1:29 PM
437	Where do you see your city in five years ?	3/20/2017 1:29 PM
438	How will you partner with existing business leaders to help them strengthen and grow their business investments in Roanoke?	3/20/2017 1:28 PM
439	What defines a Roanoker?	3/20/2017 1:27 PM
440	What is your vision to move this City forward and how would you proceed?	3/20/2017 1:27 PM
441	What are you going to do to have better communication between the city and the constituents?	3/20/2017 1:22 PM
442	How they plan on helping the inner city?	3/20/2017 1:21 PM
443	How would you foster an environment of departmental & jurisdictional cooperation?	3/20/2017 1:19 PM
444	If you could change one thing about yourself, what would that be?	3/20/2017 1:19 PM
445	How much do you value citizen engagement?	3/20/2017 1:19 PM

446	Where do you want to see Roanoke be 40 years from now, even if you aren't working here?	3/20/2017 1:19 PM
447	How will you continue efforts to move the city forward to becoming a Lean organization?	3/20/2017 1:17 PM
448	Who do you serve - the citizens or the businesses?	3/20/2017 1:17 PM
449	How will you eliminate the panhandling epidemic?	3/20/2017 1:15 PM
450	How would you balance necessary growth with retaining Roanoke's small city charm?	3/20/2017 1:14 PM
451	How do you keep Roanoke growing while simultaneously working for our most vulnerable populations?	3/20/2017 1:13 PM
452	Are you always going to take resident's wishes into consideration?	3/20/2017 1:12 PM
453	What are your plans to help reduce the crime rate in the city.	3/20/2017 1:11 PM
454	What do you envision for roanoke?	3/20/2017 1:08 PM
455	How do you see the city in 20 years?	3/20/2017 1:06 PM
456	How would you make improvements in the city without increasing taxes?	3/20/2017 1:05 PM
457	How do you intended on bringing diversified and well paying jobs to the City of Roanoke?	3/20/2017 1:04 PM
458	What is your (attainable) vision for the Roanoke Valley in 5 years?	3/20/2017 1:03 PM
459	How will you, personally, engage with citizens and city employees?	3/20/2017 1:02 PM
460	What can you do to improve the Northwest area of the city as far as cleaning up the crime factor, cleaning up the abandoned properties, and bringing in white collar business such as found in abundance in Roanoke County?	3/20/2017 1:00 PM
461	How will you be able to maintain the growth of Roanoke and what can you do to help Roanoke grow even more when competeting to surrounding cities?	3/20/2017 12:56 PM
462	What is your plan to create more jobs in Roanoke?	3/20/2017 12:53 PM
463	What can you offer the city to bring positive change?	3/20/2017 12:52 PM
464	How will you deal with the image issues that Roanoke has?	3/20/2017 12:48 PM
465	When asked to describe Roanoke, how would you hope others would answer?	3/20/2017 12:47 PM
466	What are you thoughts on Roanoke in its' current situation and if elected what are some of your thoughts on making Roanoke a better place for everyone?	3/20/2017 12:47 PM
467	What challenges do you foresee in Roanoke City?	3/20/2017 12:46 PM
468	Ideas for bringing jobs	3/20/2017 12:45 PM
469	How do you feel about quad representation, is it effective, how were you involved and would you help in setting it up?	3/20/2017 12:45 PM
470	What would you to bring businesses back to Roanoke?	3/20/2017 12:45 PM
471	What is your vision for the future of Roanoke City?	3/20/2017 12:43 PM
472	What does the future Roanoke look like to you?	3/20/2017 12:43 PM
473	What will you do to affect positive change in Southeast?	3/20/2017 12:41 PM
474	What is your main goal for the city of Roanoke?	3/20/2017 12:38 PM
475	How can we continue to grow Roanoke to attract new businesses and young people? We have some good momentum. How will you help maintain it?	3/20/2017 12:19 PM
476	What is your 10 year vision of improvements for Roanoke?	3/20/2017 12:17 PM
477	Vision for Roanoke in the next 10-20 years	3/20/2017 12:10 PM
478	How do you plan to continue the revival and positive change happening in the Star City?	3/20/2017 12:06 PM
479	How would you enforce compliance with all regulatory agencies. Environmental, Department of transportation and OSHA as well as other state and local regulations?	3/20/2017 5:13 AM

### Q6 What is the biggest issue that the next City Manager will face?

Answered: 455 Skipped: 116

#	Responses	Date
1	Executive salary cuts	4/27/2017 9:25 AM
2	Stability of local economy and sustainability of projected growth	4/25/2017 10:04 AM
3	Balancing PR for the City and managing leaders in the organization	4/24/2017 12:16 PM
4	The City Manager should be focused on bringing jibs to the region. Only with increased revenue can we tackle the other big challenges our community faces: public safety; stronger schools; fighting poverty; and making our community vibrant.	4/23/2017 3:00 PM
5	Keeping up the positive momentum that Chris Morrill had going.	4/20/2017 1:36 PM
6	Financial - money available to make necessary changes	4/19/2017 10:15 PM
7	Attracting and keeping companies with jobs that will keep and attract young people.Enhancing our parks, urban trails and bike routes which also attract young people.	4/18/2017 7:25 AM
8	Exit of tax base	4/15/2017 11:38 PM
9	Economic and social disparity among our neighborhoods.	4/15/2017 3:38 PM
10	maintaining the ship on it's current path which appears to be in a good direction	4/14/2017 4:03 PM
11	People	4/14/2017 3:58 PM
12	Decreasing revenues	4/14/2017 2:14 PM
13	provincial attitudes and race relations.	4/13/2017 7:28 PM
14	Drug and drug connected crime in the city.	4/13/2017 11:51 AM
15	The class divide. Being able to connect the city to create a common vision that benefits the whole city.	4/12/2017 1:46 PM
16	Ensuring that the lower income citizens see the rising tide of the investments made in other areas last decade. Working with the school boards to ensure public education has the appropriate amount of funds.	4/11/2017 12:28 PM
17	resistance to change	4/11/2017 12:00 PM
18	A growing city with increased populations and failing infrastructure (roads/bridges/etc).	4/11/2017 6:04 AM
19	Better management of bad weather for county roads	4/10/2017 11:15 PM
20	Helping to attract high paying jobs to the area.	4/10/2017 9:11 PM
21	Roanoke's rapid changing evolution	4/10/2017 5:22 PM
22	Jobs need to be created. Get ( even force) people off public assistance and make them work or at least volunteer work. Too many standing at street intersections with their hands out. They are getting aggressive and make our city look bad and unsafe.	4/10/2017 11:46 AM
23	revenue	4/10/2017 11:46 AM
24	I'm not sure	4/10/2017 10:10 AM
25	People unwilling or afraid of change	4/10/2017 9:13 AM
26	Unemployment and underemployment leading to crime, drug abuse, etc.	4/5/2017 7:58 PM
27	Population growth. With Roanoke growing so fast because of the medical programs at Carilion how do you increase essential services like police fire emt to handle the growth prior to it becoming more than our current system can handle?	4/5/2017 6:53 AM
28	We need to become more entrepreneurial. We've become a city of handouts. It's great to give back and serve and support our community, but we need to boost our economy financially as well.	4/4/2017 9:06 PM
29	The budget	4/3/2017 12:51 PM

30	Give Roanoke a better PRICE image and update our parks n Rec situation.	4/2/2017 2:19 AM
31	Roanoke is growing more polarized between the outlying areas and the city. What are some opportunities for civic engagement and projects that would bridge this divide?	4/1/2017 5:26 PM
32	Political issues such as illegal immigrants, gun issues, and gender issues.	4/1/2017 9:50 AM
33	The budget and how to move the entire city forward and not just specific sectors.	3/30/2017 4:01 PM
34	Addressing the neanderthals of the City Councilors.	3/30/2017 12:00 PM
35	Fostering positive and lasting human relationships in an society increasingly isolated by personal technology.	3/30/2017 11:38 AM
36	Connecting with the inner city	3/29/2017 4:41 PM
37	Diversity	3/29/2017 2:12 PM
38	Inclusion! Ensuring all neighborhoods and communities are involved on decision making that will effect the city.	3/29/2017 1:59 PM
39	Crime in NW.	3/29/2017 10:58 AM
40	Maintenance and repair of local infrastructure.	3/29/2017 10:34 AM
41	Managing the budget, cutting frivolous expenses and improving what we have instead of trying to build things Roanoke doesn't need.	3/29/2017 9:48 AM
42	Making sure growth is positive, and preserving the city's character while improving life for all citizens.	3/29/2017 9:33 AM
43	Budget cuts. It is important to find a way to supplement the retail tax.	3/29/2017 8:54 AM
44	The age old resistance to change which has plagued our city for decades	3/29/2017 8:48 AM
45	Building consensus about the City's strategies and priorities.	3/29/2017 8:38 AM
46	County and City frictions	3/29/2017 8:11 AM
47	Heroin epedimic for the city.	3/29/2017 7:10 AM
48	Balancing smart growth (e.g., village centers, green spaces, appropriate density, curbing sprawl) vs. Economic growth.	3/29/2017 7:03 AM
49	Maintaining the positive momentum we currently enjoy while being fiscally responsible.	3/29/2017 3:29 AM
50	Expansion	3/29/2017 1:27 AM
51	Violence	3/29/2017 1:19 AM
52	Maintaining positive impact and continuing the trend of attracting and keeping young people in the area.	3/28/2017 11:17 PM
53	Gaining trust with locals	3/28/2017 11:03 PM
54	Apartments in the city	3/28/2017 10:43 PM
55	Changing policies and economy	3/28/2017 10:39 PM
56	Changing the trend towards gentrification and homogenization of the city.	3/28/2017 10:32 PM
57	Continuing the momentum already started	3/28/2017 10:30 PM
58	Homeless	3/28/2017 10:22 PM
59	Bringing jobs to this area...or more business.	3/28/2017 10:19 PM
60	Education	3/28/2017 10:10 PM
61	Probably balancing the budget.	3/28/2017 9:28 PM
62	Resistance to change	3/28/2017 9:14 PM
63	Flooding downtown.	3/28/2017 8:53 PM
64	Introducing more successful business into the region	3/28/2017 8:50 PM
65	Growth tempered with realism.	3/28/2017 8:43 PM
66	Budget issues, keeping current employees working, with no lay offs but keeping the current lifestyle.	3/28/2017 8:40 PM
67	How to continue keeping our city safe and drug free.	3/28/2017 8:02 PM
68	Bringing jobs to Roanoke	3/28/2017 8:00 PM

69	Making clean neighborhoods	3/28/2017 7:28 PM
70	Continued economic growth in our area.	3/28/2017 6:52 PM
71	Changing from a railroad town to a medical or brewery town.	3/28/2017 6:46 PM
72	Opposition	3/28/2017 6:22 PM
73	The city Budget. And violence.	3/28/2017 5:41 PM
74	A lot of poor citizens	3/28/2017 5:39 PM
75	The budget	3/28/2017 5:08 PM
76	A need to insource middle wage jobs.	3/28/2017 4:56 PM
77	Local revenues dropping/budget cuts and the potential impact of federal budget cuts	3/28/2017 4:55 PM
78	Poverty, education, health care, and to continue the economic development momentum	3/28/2017 4:36 PM
79	Unifying old Roanoke with new Roanoke to find a common ground for improvement	3/28/2017 3:32 PM
80	Updating the schools to include education for life skills and careers.	3/28/2017 3:26 PM
81	School, violence, financial	3/28/2017 3:14 PM
82	The budget.	3/28/2017 2:58 PM
83	Revitalizing downtown	3/28/2017 2:47 PM
84	Working with everyone and listening to their ideas no matter how important they ideas might be.	3/28/2017 2:27 PM
85	Living conditions for aged	3/28/2017 1:27 PM
86	Don't know	3/28/2017 1:22 PM
87	Maintaining the developmental momentum	3/28/2017 1:06 PM
88	Budget shortages.	3/28/2017 12:25 PM
89	Homelessness	3/28/2017 11:42 AM
90	Continue collaborative efforts to move Roanoke from Train City to Brain City	3/28/2017 5:35 AM
91	Health disparities, health care coverage for all	3/27/2017 11:42 PM
92	Tackling the poverty in our city.	3/27/2017 3:27 PM
93	Economic inequality that is a positive feedback loop.	3/27/2017 2:27 PM
94	Take care of its citizens first.	3/27/2017 12:11 PM
95	Negativity and the "but we have always done it this way" attitude.	3/27/2017 12:02 PM
96	Continued economic growth with limited support from federal or state sources.	3/27/2017 11:41 AM
97	Navigating destructive policy from the current Administration with clarity and strength, know-how, to protect City Citizens and maintain positive upward momentum, as well as protecting programs that help care for those in need.	3/27/2017 9:40 AM
98	Honestly, filling some pretty big shoes.	3/26/2017 8:44 PM
99	Transforming our school district so that it attracts the human capital necessary for continued growth in the business community.	3/26/2017 5:27 PM
100	Possible federal funding cuts could dramatically impact our city and cause budget shortfalls.	3/26/2017 4:31 PM
101	Stretching the budget	3/26/2017 3:33 PM
102	Economic and continue growth within the Roanoke Valley. Working with the leaders and citizens to accomplish a common goal, which is creating new jobs and much more.	3/26/2017 2:01 AM
103	Continued support and growth	3/25/2017 9:49 PM
104	Flooding	3/25/2017 7:28 PM
105	Stopping unnecessary new buildings, only to be left empty and unused, making Roanoke further falling apart	3/25/2017 1:25 PM
106	Continue the downtown revitalization	3/25/2017 11:09 AM
107	Homeless people	3/25/2017 9:04 AM

108	Maintaining city properties and providing for restoration when needed.	3/25/2017 8:50 AM
109	To try and get the city back to a thriving city.	3/25/2017 6:28 AM
110	Bringing big business back to the area, not doing \$10 side deals and turning away large corporations that want to come here such as Costco, large airport etc	3/24/2017 9:58 PM
111	Melding a city with low skill workers with the new influx of high tech jobs	3/24/2017 8:35 PM
112	Cooperation from from others.	3/24/2017 4:56 PM
113	Retain and attract 20 and 30 somethings. This would include marketing to them and working to convince businesses to open that would employ these young people	3/24/2017 4:08 PM
114	Filling big shoes and continuing good work.	3/24/2017 3:17 PM
115	Gentrification.	3/24/2017 3:14 PM
116	Adapting to the hurdles of managing a City that can be seemingly resistant to change.	3/24/2017 9:43 AM
117	Ensuring Roanoke continues to grow both with business--particularly the innovation corridor--and culturally.	3/24/2017 7:33 AM
118	Dealing with agitated citizens who are wanting better results with improvements to core areas	3/24/2017 7:16 AM
119	Why are poor people getting all our dollars? The hood is too nice sire.	3/23/2017 11:15 PM
120	Infrastructure maintenance in the foreseeable future.	3/23/2017 10:50 PM
121	What are your ideas for making Roanoke a more enjoyable tourist destination and how can the area attract more upscale, large commercial business, including airport expansion?	3/23/2017 10:43 PM
122	Helping the city grow and progress because it seems like the past leadership and a majority of the citizens of Roanoke oppose change.	3/23/2017 10:38 PM
123	Continued collaboration between all of the cities/counties/towns in the Roanoke Valley region.	3/23/2017 10:32 PM
124	Reducing the city budget, finding ways to spend less money.	3/23/2017 10:12 PM
125	What's the most recent book you read?	3/23/2017 10:02 PM
126	Keeping 20-somethings here and happy about that.	3/23/2017 8:54 PM
127	Crime	3/23/2017 8:13 PM
128	Rehabilitation of neighborhoods.	3/23/2017 7:56 PM
129	Infrastructure	3/23/2017 7:19 PM
130	Helping Roanoke grow without negating its heritage.	3/23/2017 7:15 PM
131	Growing economy with expansion of the city and its jobs and increasing population.	3/23/2017 6:56 PM
132	Bringing together various interest groups for the betterment of our community.	3/23/2017 6:05 PM
133	Crime/homelessness	3/23/2017 6:00 PM
134	Education and Employment	3/23/2017 5:23 PM
135	City growing with new companies (Elder, Balast Point, Deschutes) & Amtrak arriving. How to make our city continue to grow.	3/23/2017 5:20 PM
136	Transitioning us into a medical community, while embracing the other industries in the area.	3/23/2017 4:26 PM
137	maintaining the level of success his predecessor established.	3/23/2017 3:18 PM
138	Keeping up the momentum for their predecessor.	3/23/2017 3:13 PM
139	Showing that actions speak louder than words.	3/23/2017 3:06 PM
140	Keeping economic momentum going forward, especially as it regards to redevelopment downtown. Also, effects of potential cuts to federal funding.	3/23/2017 2:44 PM
141	Inequality in income, schools, and hiring	3/23/2017 2:26 PM
142	Transportation for 2 and 3 shift workers.	3/23/2017 2:08 PM
143	Residential demographics	3/23/2017 1:05 PM
144	Funds.	3/23/2017 1:01 PM

145	The budget and the discontent of city residents that the city presently gives in to those with their own financial interests In mind.	3/23/2017 12:46 PM
146	Budget,crime and drug problems	3/23/2017 12:37 PM
147	The continued revitalization of downtown Roanoke and it's surrounding communities. I have seen great progress in the last 10 years however there is a lot more that can be done to make Roanoke a destination for young professionals.	3/23/2017 12:32 PM
148	Convincing city employees and citizens there are amazing, smart and effective City Managers in the world besides Chris Morrell.	3/23/2017 12:32 PM
149	Economic growth!!!!	3/23/2017 12:11 PM
150	Probably city council crap and in fighting.	3/23/2017 9:56 AM
151	Balancing the momentum that Roanoke has built through Economic Development with the ever growing homeless/poverty/gentrification issue. Making sure that the wheel of progress doesn't trample the poorer residents in its path.	3/23/2017 8:49 AM
152	Republicans	3/23/2017 8:38 AM
153	I'm not sure what the biggest issue will be, but I think the budget is an important issue.	3/23/2017 8:21 AM
154	city codes & laws that are not being enforced and the inability of our judicial system to uphold them in the courts.	3/23/2017 7:54 AM
155	Roads and infrastructure	3/23/2017 5:40 AM
156	Real estate prices as Roanoke realizes its potential and success.	3/23/2017 3:34 AM
157	Keeping businesses in downtown Roanoke and fix the damn flooding.	3/23/2017 12:42 AM
158	Over development of historic neighborhoods	3/23/2017 12:25 AM
159	Less fed and state dollars	3/23/2017 12:18 AM
160	Crazy people in the city	3/22/2017 11:46 PM
161	Attracting and convincing college grads, younger folks, and young families to stay in the area. What sort of amenities and lifestyle can roanoke provide for the generation who values personal time as much as a good career.	3/22/2017 11:10 PM
162	Following in Chris Morrill's footsteps - Xhris was ideal in my opinion.	3/22/2017 11:08 PM
163	Economic expansion	3/22/2017 9:40 PM
164	budget	3/22/2017 9:28 PM
165	Roanoke needs to update our technology, we need to bring higher speed internet, etc to Roanoke quicker than we have been. This helps the businesses conduct transactions quicker.	3/22/2017 9:28 PM
166	Adjustment	3/22/2017 9:19 PM
167	Minimizing gang culture and violence which is steadily growing in the extended Roanoke community. When every surrounding jurisdiction states there are gangs and Roanoke does not, well it sure is hard to fight a problem you won't admit exists.	3/22/2017 9:19 PM
168	City Council.	3/22/2017 9:15 PM
169	A cause of waste materials in Roanoke	3/22/2017 9:08 PM
170	Job creation and retention	3/22/2017 8:48 PM
171	According to Data Usa, the highest median paying jobs in Roanoke are in the mining, quarrying, oil, and gas extraction fields. With solar and other renewable energies already surpassing coal and other fossil fuels in both job growth (economically), and efficiency and cleanliness (environmentally), the city manager's biggest issue to face will be adapting Roanoke City's financial priorities to account for the shift in economical focus from a mainly coal and other fossil fuel based economy to something more sustainable in an increasingly environmentally focused society.	3/22/2017 8:34 PM
172	Williamson Rd revitalitation	3/22/2017 7:55 PM
173	Urban redevelopment and opportunities for work.	3/22/2017 7:15 PM
174	Keeping the downtown alive with residential housing, stores and work. Infrastructure... Sidewalks, bike paths and trails.	3/22/2017 6:44 PM
175	How to repair the damage done by previous city managers to improve our junky city.	3/22/2017 5:56 PM
176	Community social justice issues	3/22/2017 5:22 PM

177	Trust	3/22/2017 4:33 PM
178	How to keep the momentum going	3/22/2017 4:33 PM
179	Budget cuts.	3/22/2017 4:30 PM
180	Separation with diverse groups	3/22/2017 4:05 PM
181	Tight financial picture.	3/22/2017 3:52 PM
182	Inertia and small vision	3/22/2017 3:43 PM
183	Working collaboratively with other leaders to build a 21st century economy for the entire region.	3/22/2017 3:40 PM
184	Growing Roanoke... need more new businesses. Keep services the same even if budget shortfall.	3/22/2017 3:03 PM
185	Public transportation. Urban development. Corporate attraction.	3/22/2017 2:53 PM
186	Building community trust in City the government's methods of creating and initiating a comprehensive citywide plan for the future of our City.	3/22/2017 2:48 PM
187	Shrinking tax revenue at a time when we are poised for growth because of great quality of life, economic opportunities, and responsible government.	3/22/2017 2:04 PM
188	Not bowing down to Carillon.	3/22/2017 2:02 PM
189	Growing the city without pushing out citizens	3/22/2017 1:42 PM
190	"The Carillon"	3/22/2017 1:38 PM
191	Bringing more businesses to Roanoke , creating more jobs .	3/22/2017 1:31 PM
192	Developing a plan to not only increase the tax revenue generated but also determine how it will be allocated in an effort to balance the budget and provide for stable economic growth.	3/22/2017 1:13 PM
193	Crime	3/22/2017 12:52 PM
194	Creating a progressive and sustainable path for the city that doesn't cater to the flavor of the month or personal interest on the part of the citizen or representative.	3/22/2017 12:41 PM
195	Maintaining funding for quality schools and economic development.	3/22/2017 12:23 PM
196	Promoting neighborhood relationships and safety to unite our citizens to work together to solve our problems.	3/22/2017 12:16 PM
197	Road maintenance job growth and water system replacement	3/22/2017 12:12 PM
198	Growing Roanoke into a city that people want to live and visit as opposed to people leaving the state. Make Roanoke a destination.	3/22/2017 12:10 PM
199	School system needing NEW leadership	3/22/2017 12:02 PM
200	big shoes to fill	3/22/2017 11:28 AM
201	They will probably face many issues	3/22/2017 11:05 AM
202	Putting to use vacant buildings and lots versus destroying green areas, habitats, etc - for example the wooded area next to Shenandoah Life	3/22/2017 10:19 AM
203	Bridge renovations and flood water	3/22/2017 9:31 AM
204	Politics	3/22/2017 9:18 AM
205	Bringing in the right businesses to fill the gaps left by Norfolk Southern and the like.	3/22/2017 9:12 AM
206	Thinking more out of the box and getting city council to follow suit	3/22/2017 9:11 AM
207	Being a City Manager for all of Roanoke not just parts of Roanoke. Last City Manager reperedented the issues of Downtown Roanoke Inc., Carillon, NE and SW	3/22/2017 8:53 AM
208	Budget cuts, from the local to federal level.	3/22/2017 8:35 AM
209	Job creation and an aging demograpic	3/22/2017 8:33 AM
210	I wish for more neighborhood integration and inclusion. Our city lines are quite divided by race and class. We need to find ways to come together.	3/22/2017 8:12 AM
211	Continue attracting jobs, affordable housing, continue creating a culture that attracts young people, beautifying all parts of the city	3/22/2017 8:09 AM



212	I think leading change (not necessarily creating the change). The city is growing and yet there are lots of areas where progress represents challenge. How will the City Manager help lead and weather the challenges of progress, and also be that champion and visionary for articulating what is important to the city and what is unique about the city - its neighborhoods, its schools, its parks, its greenspace, its investment in pragmatic programs that help people, particularly those in need of support and assistance.	3/22/2017 7:56 AM
213	How to work with the City Council members.	3/22/2017 7:39 AM
214	Budget issues internally and the traditionalism externally.	3/22/2017 7:31 AM
215	The older generation's stubbornness to allow the city to move forward for the betterment of the youth and the future. Not to be intimidated by the parts already in place that will put up a fight to keep this city stuck in its old ways that most older folks try to grasp on to just for their comfort.	3/22/2017 7:27 AM
216	How to guide and encourage the growth that makes the city more desirable.	3/22/2017 6:54 AM
217	Continuing the collaboration that has been built by Chris with other partners in the region. Chris was great of making informed and timely decisions.	3/22/2017 6:47 AM
218	Improvements vs budget..!	3/22/2017 1:19 AM
219	Prioritizing budget items such as paying for more police officers and reducing business tax incentives. We need businesses to generate tax money not get a pass on paying taxes!	3/21/2017 11:07 PM
220	Leveling out spending without taxing citizens to death.	3/21/2017 11:00 PM
221	Aging infrastructure and how its replacement will affect business and traffic patterns.	3/21/2017 10:49 PM
222	Jobs	3/21/2017 10:40 PM
223	Leading Roanoke into the future without sacrificing the City's historic charm.	3/21/2017 10:30 PM
224	Living up to the high standard that Chris Morrill set	3/21/2017 9:48 PM
225	Continued economic development, followed closely by working on new ways to help provide social services that will face federal cuts.	3/21/2017 9:45 PM
226	being compared to the previous city manager	3/21/2017 9:39 PM
227	Cleaning up the City, including infrastructure upgrades (especially cracked sidewalks, streetscape improvements) and tackle the horrible litter problem.	3/21/2017 9:38 PM
228	People who don't want to see Roanoke grow.	3/21/2017 9:32 PM
229	Budget issues	3/21/2017 9:25 PM
230	Wasteful spending. Less money for parks and more on traffic movement.	3/21/2017 9:13 PM
231	Growing pains.	3/21/2017 9:06 PM
232	BUDGET SHORTAGE	3/21/2017 8:53 PM
233	The budget	3/21/2017 8:50 PM
234	Being able to live up to the City Manger we have now. I think it will be difficult to follow the City Manger we have now.	3/21/2017 8:44 PM
235	Citizen anger at: waste and possible fraud; actions taken by City that citizens don't like and City doesn't care; traffic congestion, and poor condition of the roads (worsening).	3/21/2017 8:36 PM
236	Continuing economic development.	3/21/2017 8:34 PM
237	Back Seat Drivers in neighborhoods that don't want any kind of business to be there. They don't represent the neighborhood but are the loudest to complain about everything making the city council think they are a representation of what people want.	3/21/2017 8:28 PM
238	Continuing the momentum	3/21/2017 8:19 PM
239	Whether we want to be the next Charlotte NC or continue the Roanoke traditions.	3/21/2017 8:18 PM
240	Brain drain.	3/21/2017 8:10 PM
241	Being able to bring and develop a positive inter action with neighborhoods in working for newer more positive change, Have hopen communications skills will all people and be more open to bring cirtics into the fold	3/21/2017 7:40 PM
242	Creating a city where families have many things to do, good jobs, and want to stay	3/21/2017 7:36 PM
243	Budgets	3/21/2017 7:23 PM

244	Crime	3/21/2017 7:19 PM
245	The biggest issue is making Roanoke an attractive place to live to all types of people. A place that draws in new business and new and fun/creative ideas.	3/21/2017 6:58 PM
246	Gaining the respect of the citizens and following in the footsteps of Morrill.	3/21/2017 6:56 PM
247	the well loved legacy of his/her predecessor....	3/21/2017 6:54 PM
248	Continuing to growth for the city	3/21/2017 6:50 PM
249	How to continue to encourage growth of entrepreneurs with small business tax and insurance unaffordable to maintain	3/21/2017 6:50 PM
250	Hunger	3/21/2017 6:35 PM
251	Managing downtown development.	3/21/2017 6:31 PM
252	unknown to elements	3/21/2017 6:28 PM
253	Budget	3/21/2017 6:08 PM
254	Attracting businesses to the area.	3/21/2017 5:56 PM
255	Maintaining or improving services and infrastructure with declining tax revenues and unstable state and federal funding	3/21/2017 5:53 PM
256	Not enough money.	3/21/2017 5:46 PM
257	Following the advice of the city council	3/21/2017 5:30 PM
258	Continuing to strengthen the economy.	3/21/2017 5:22 PM
259	Parking, increase in events/traffic	3/21/2017 5:20 PM
260	Budget shortfall.	3/21/2017 5:12 PM
261	Making the city of Roanoke exciting for all ages	3/21/2017 5:10 PM
262	Red tape and "the way it's always been done". Change in government requires a balance of patience and persistence.	3/21/2017 4:56 PM
263	Keeping the momentum	3/21/2017 4:56 PM
264	Balancing the budget and not over spending	3/21/2017 4:49 PM
265	acceptance and comparison to Chris	3/21/2017 4:42 PM
266	The budget shortfall and the fact that Chris Morrill will be greatly missed.	3/21/2017 4:37 PM
267	money	3/21/2017 4:34 PM
268	Crime	3/21/2017 4:30 PM
269	Keeping forward momentum for ALL citizens.	3/21/2017 4:30 PM
270	Attracting quality businesses to the area.	3/21/2017 4:28 PM
271	Managing rapid growth while ensuring that community health is included in every decision	3/21/2017 4:26 PM
272	Bringing the four quadrants of the city together.	3/21/2017 4:25 PM
273	Growth. Sustainable growth, city center out.	3/21/2017 4:11 PM
274	The person's running the city should be the elected officials because they are accountable to the citizens. Roanoke has been run by the good Ole boy gang way too long. Grow the next crop of mover and shakers. Welcome new voices. Empower neighborhood groups to be more effective. Support the neighborhood voice...more than an afterthought. Salary raise for retired vs increase city council pay.	3/21/2017 4:10 PM
275	Crime	3/21/2017 3:57 PM
276	A group of people that are elected as our council that only think about themselves AND NOT THE CITIZENS & especially the City Employees.	3/21/2017 3:47 PM
277	Budget	3/21/2017 3:36 PM
278	One of the biggest- stubbornness when it comes to change.	3/21/2017 3:17 PM
279	Bringing more businesses and jobs to the Roanoke Valley.	3/21/2017 3:15 PM
280	Crime in NW Roanoke.	3/21/2017 3:14 PM

281	Continuing Roanoke's positive momentum while addressing systemic and deep-seeded inequities.	3/21/2017 3:08 PM
282	Budget Management - Helping the little guys stay afloat.	3/21/2017 3:08 PM
283	He will have some big shoes to fill!	3/21/2017 2:42 PM
284	Keeping a positive growth curve of the city growing and making it grow cleaner, smarter and to incorporate young professionals and families	3/21/2017 2:25 PM
285	Maintaining growth & keeping the city vibrant	3/21/2017 2:12 PM
286	Doing what's best as opposed to what people like.	3/21/2017 1:56 PM
287	Maintaining quality of life while creating growth	3/21/2017 1:40 PM
288	The continued growth of the city in caring for all of its citizens despite the example set by the federal government.	3/21/2017 1:38 PM
289	Keeping Roanoke on its trek for positive change, economic growth and business diversity while also making sure low income, working people have places to live and work. Not further segregating the city by pushing existing residents out. Investing in human services to go along with increase downtown residency.	3/21/2017 1:31 PM
290	Infrastructure, infrastructure, infrastructure	3/21/2017 1:28 PM
291	Truly listening to the community about their concerns about the city and neighborhoods.	3/21/2017 1:15 PM
292	Finding ways to attract younger professionals. (Right out of college, etc.)	3/21/2017 1:11 PM
293	Jobs	3/21/2017 1:05 PM
294	Attracting and retaining young professionals to work and live (especially living downtown). Basically, keeping a demographic mix that is suited for growth	3/21/2017 12:54 PM
295	Immigration	3/21/2017 12:52 PM
296	Roanoke's shifting role...keeping our green spaces, outdoor activities, neighborhoods, downtown thriving as we adjust to new industry, medical/research growth. In other words, keeping Roanoke "Roanoke"...a mountain town on the Blue Ridge Parkway, relatively unspoiled with plenty of outdoor activities, a great Greenway, a wonderful downtown, great neighborhoods, great restaurant....a place that is Not Overdeveloped.	3/21/2017 12:51 PM
297	People who voted for Trump	3/21/2017 12:43 PM
298	Continue to encourage young people to move to Roanoke.	3/21/2017 12:38 PM
299	Maintaining a strong financial position for the City.	3/21/2017 12:27 PM
300	Safety	3/21/2017 12:01 PM
301	Keeping Roanoke relevant and keep it growing at a pace that will keep up with the rest of the state.	3/21/2017 4:00 AM
302	Making sure all neighborhoods and kids have support to become properly educated for 21st Century jobs.	3/21/2017 3:54 AM
303	Continuing to attract businesses to the area, particularly those that enhance roanokes strategy related to outdoors and attracting younger people.	3/21/2017 3:43 AM
304	racial divide, drugs, unemployment and underemployment	3/21/2017 3:35 AM
305	Creating ideas to lower crime rate	3/21/2017 3:32 AM
306	BUDGET	3/21/2017 3:28 AM
307	Bringing in white-collar jobs for the residents.	3/21/2017 3:26 AM
308	Continuing transition to a city that is a regional healthcare hub	3/21/2017 3:19 AM
309	Utilizing his/her leadership practices and demonstrating a belief in Roanoke as a southern city on the move, managing in a way that moves us forward!	3/21/2017 3:08 AM
310	budget	3/21/2017 2:48 AM
311	Impact of new president on local budgets	3/21/2017 2:46 AM
312	The City has experienced some budgetary issues and has issues with retaining quality employees. These are internal areas that should be addressed along with looking at community issues of racial inequities within neighborhoods.	3/21/2017 2:43 AM
313	Stable jobs for those in the area and advancing the city for the future.	3/21/2017 2:40 AM
314	Transparency	3/21/2017 2:24 AM

315	Job creation.	3/21/2017 2:19 AM
316	The rapidly growing drug epidemic and crimes related to said drugs	3/21/2017 2:18 AM
317	An aging/aged set of upper level leadership who are poised to retire and/or are entrenched in a particular world view and skill set that may or may not be aligned with the appropriate needs of a changing/growing Roanoke	3/21/2017 2:14 AM
318	Developers	3/21/2017 2:03 AM
319	Increasing sustainable revenue	3/21/2017 1:50 AM
320	Structural Financial Issues: Reduced revenues from property taxes and the growing cost of services and aging infrastructure.	3/21/2017 1:40 AM
321	Short fall in the coming years.	3/21/2017 1:36 AM
322	Spending the Block Grant money correctly	3/21/2017 1:29 AM
323	Eliminating some City services. Restructuring the City staff to accommodate budget shortfalls.	3/21/2017 1:25 AM
324	Filling Chris Morrills shoes	3/21/2017 1:16 AM
325	Economic Development	3/21/2017 1:13 AM
326	Increasingly wide wealth gap is unsustainable and bad for cities. That is beyond her power to prevent entirely, but she can nudge it one way or the other depending on how she implements policy. Which way will she nudge?	3/21/2017 1:11 AM
327	Declining tax base. We need more people working and owning property. More local business owners, declining real estate taxes and values.	3/21/2017 1:02 AM
328	Cleaning up Roanoke city and making it a healthy place to work, and live in	3/21/2017 1:00 AM
329	Over development of the available green spaces in the valley	3/21/2017 12:58 AM
330	Depends	3/21/2017 12:52 AM
331	Increase drugs and crime within city limits.	3/21/2017 12:49 AM
332	Reduced revenues and the growing costs of services and infrastructure	3/21/2017 12:48 AM
333	Budget crisis	3/21/2017 12:38 AM
334	Keeping the momentum going with all the success of the City.	3/21/2017 12:36 AM
335	Encouraging growth	3/21/2017 12:35 AM
336	Keeping everyone happy	3/21/2017 12:27 AM
337	Community acceptance	3/21/2017 12:21 AM
338	Resistance to change.	3/21/2017 12:12 AM
339	Filling the shoes of the one that just left.	3/21/2017 12:11 AM
340	Execution of budget	3/20/2017 11:47 PM
341	Considering the benefits to the City and citizens above personal connections and benefits.	3/20/2017 11:46 PM
342	I believe the aging of older millinials will be a huge task. Millinials are 35 and younger. We cannot simply focus on just attracting 25 year olds to the city, focusing on children, and on our elderly. Our city must begin to actively court, retain, and focus on our 30-45 year old moderate income population who may or may it have children but certainly have student loans and a desire for work/life balance that might not include a greenway or mountain pass.	3/20/2017 11:45 PM
343	1. Poverty. also 2. Not enough well-paying jobs for educated, experienced workers	3/20/2017 11:45 PM
344	Finding away to fix the budgat.	3/20/2017 11:32 PM
345	promoting a culture of diversity/inclusion	3/20/2017 11:32 PM
346	The parks	3/20/2017 11:31 PM
347	Stagnant federal funding of health care, education and biomedical research.	3/20/2017 11:29 PM
348	Maintaining progress while figuring out how to spread the growth more broadly	3/20/2017 11:23 PM
349	The media blowing things out of proportion	3/20/2017 11:21 PM
350	A stagnant City Council more concerned with their own tenure than resolving the needs of the city they serve.	3/20/2017 11:17 PM

351	Changing economy: for example the loss of Norfolk Southern as the medical community has grown.	3/20/2017 11:16 PM
352	Out of balance budget and opposition to raise taxes to offset the difference because some areas of the city are still struggling while others are a fluent.	3/20/2017 10:22 PM
353	Working to preserve some human city services with reduced funding from the federal and state governments.	3/20/2017 10:11 PM
354	Social equity	3/20/2017 10:07 PM
355	We've got a great momentum going here in Roanoke and s/he will have some big shoes to fill!	3/20/2017 9:49 PM
356	not sure.	3/20/2017 9:49 PM
357	upgrading whole city, especially poor areas and trying to be broad based support.	3/20/2017 7:54 PM
358	Learning the job and its unfortunate politics very quickly with ease and grace.	3/20/2017 6:20 PM
359	Control homeless and panhandling	3/20/2017 5:45 PM
360	Cleaning up Roanoke.	3/20/2017 5:15 PM
361	Overseeing the city departments and budget.	3/20/2017 4:34 PM
362	People helping and promoting for personal gain and not the most qualified	3/20/2017 4:24 PM
363	Defining what Roanoke's niche id's moving forward.	3/20/2017 4:16 PM
364	Haveing the ability to effectivley arrange, and address the most important priorities.	3/20/2017 4:10 PM
365	Infrastructure	3/20/2017 4:06 PM
366	Public safety.	3/20/2017 4:02 PM
367	How can we make Roanoke City SAFER for our current citizens and actually attract other people to want to move to Roanoke City verses Roanoke County, Vinton, or Salem?	3/20/2017 3:56 PM
368	Uninspired people stuck in their ways.	3/20/2017 3:47 PM
369	Infrastructure. Illegal immigration.	3/20/2017 3:21 PM
370	Sustaining the downtown living growth and ensuring that the market doesn't become over saturated and places start getting rundown because they are sitting empty. I also think sustaining growth while maintaining minimal rush hour traffic is important to businesses.	3/20/2017 3:16 PM
371	Economy	3/20/2017 3:14 PM
372	Community revitalization and improvements.	3/20/2017 3:04 PM
373	Homelessness, drug problem	3/20/2017 2:58 PM
374	How to allow Roanoke to capitalize on the new technology coming to the region.	3/20/2017 2:56 PM
375	Bringing young people and innovative business here. Continuing to build and support our outdoors culture.	3/20/2017 2:53 PM
376	Helping	3/20/2017 2:49 PM
377	Continued renewal of downtown and job opportunities.	3/20/2017 2:48 PM
378	Northwest City shootings and drug activity.	3/20/2017 2:42 PM
379	Making Park Roanoke Great Again	3/20/2017 2:32 PM
380	Managing growth and education.	3/20/2017 2:25 PM
381	Keeping the momentum going for positive changes that Chris and his staff started	3/20/2017 2:25 PM
382	Continuing growth and expansion of our business and social atmospheres.	3/20/2017 2:24 PM
383	Stagnant revenue growth.	3/20/2017 2:23 PM
384	Infrastructure, regionalism, homelessness creating strain on public services.	3/20/2017 2:17 PM
385	As passenger rail service comes to roanoke, how to control or prevent roanoke from becoming a bedroom community losing its tax base	3/20/2017 2:16 PM
386	Road improvements 10th Street is still a mess and everywhere the roads r full of BAD POTHOLES!	3/20/2017 2:14 PM
387	Safety of citizens as crimes are on the rise.	3/20/2017 2:14 PM

388	A city that upper middle class people will visit but not reside in. I will come downtown or Grandin village to eat or drink but I will sleep and pay property tax in a surrounding county.	3/20/2017 2:11 PM
389	Neighborhood vs business development	3/20/2017 2:10 PM
390	The budget.	3/20/2017 2:09 PM
391	Finances	3/20/2017 2:06 PM
392	Interfacing with different cultural/class realities facing diverse neighborhoods of Roanoke	3/20/2017 2:05 PM
393	Solutions on how to reduce the city's annual budget deficit and keeping vital programs going in Roanoke without having to cut funding to them. I would expect the prospective candidate to be very knowledgeable of the city's programs and services, and also be proficient with the new and ever-changing policies coming from Richmond.	3/20/2017 2:01 PM
394	\$\$\$	3/20/2017 1:55 PM
395	Helping to maintain Roanoke's upward economic trend while seeking out everyday improvements.	3/20/2017 1:54 PM
396	Budget, City job retention	3/20/2017 1:52 PM
397	Helping Roanoke grow as a major city.	3/20/2017 1:51 PM
398	Convincing the embedded, non-progressive types to move the city forward!	3/20/2017 1:51 PM
399	The stigma associated with the city.	3/20/2017 1:49 PM
400	Managing a budget without asking for tax increases.	3/20/2017 1:49 PM
401	Implementing large and creative ideas with a small budget	3/20/2017 9:47 PM
402	improving our declining neighborhoods.	3/20/2017 9:47 PM
403	Balanced budget relative to federal and state cuts	3/20/2017 9:42 PM
404	Not sure?	3/20/2017 9:41 PM
405	Money and crime	3/20/2017 9:40 PM
406	Bringing more blue collar jobs to the area since N&S left	3/20/2017 9:37 PM
407	Keep the city's growth strategy focused in developing in accordance with its identity, to utilize its strengths while thinking outside the box.	3/20/2017 9:34 PM
408	When facing issues of poverty, crime, substance abuse, and mental health... issues that are all prevalent for people struggling the most in our community, child protective services works with many of those families every day. I hope to see more involvement with social workers, as they have education and lots of experience that offers a different perspective on solving problems and what some of the big needs are in the city.	3/20/2017 9:32 PM
409	Aging city employees, rising young leaders, ability to change the culture to accept young leaders. Competitive city employee salaries. Retaining strong employees.	3/20/2017 9:30 PM
410	Flooding!!!!!! OMG - Please spend money to fix Williamson Rd!!! Why is this not a priority? Make the new city manager buy a home off Williamson Rd.	3/20/2017 9:30 PM
411	Diverse interests of citizens	3/20/2017 9:29 PM
412	Growth. Traffic.	3/20/2017 9:29 PM
413	Funding for schools	3/20/2017 9:28 PM
414	Its a new era for Roanoke. We are no longer the dusty railroad town but a top notch medical city. Its uncharted waters for Roanoke and we need a leader to lead us in the right direction.	3/20/2017 9:27 PM
415	Drugs, homeless housing, improvement in academics the City Schools	3/20/2017 9:27 PM
416	Balancing the budget	3/20/2017 9:22 PM
417	Helping the youth in the inner city.	3/20/2017 9:21 PM
418	Roanoke's politics (internal & external)	3/20/2017 9:19 PM
419	Education funding	3/20/2017 9:19 PM
420	Continuing Roanoke's surge.	3/20/2017 9:19 PM
421	Mixing new growth with old tradition. Whether it be life-long residents with newcomers or new urbanism and a decayed urban core.	3/20/2017 9:19 PM

422	Budget woes	3/20/2017 9:17 PM
423	Budgeting with reduced resources and balancing the conflicting needs of the quadrants of the city.	3/20/2017 9:17 PM
424	Crime	3/20/2017 9:15 PM
425	Keeping positive trends moving forward	3/20/2017 9:13 PM
426	Lack of funding	3/20/2017 9:12 PM
427	Dealing with the local government	3/20/2017 9:11 PM
428	Keeping young people engaged	3/20/2017 9:08 PM
429	changing demographics, growing pains	3/20/2017 9:06 PM
430	Infrastructure improvements, younger population staying in Roanoke- need to ensure they stay	3/20/2017 9:05 PM
431	JOBS	3/20/2017 9:04 PM
432	Growing rate of poverty and violence in some local areas.	3/20/2017 9:03 PM
433	Revenues are shrinking, how can we create more financial resources for city government operations?	3/20/2017 9:02 PM
434	Bringing in tourism, new industry, and cleaning up the Williamson Road and NW City areas. Not everyone is fortunate enough to live in SW City and downtown where most of improvement dollars are spent.	3/20/2017 9:00 PM
435	Continuing to build the relationship with VTC Med School and discovering what else Roanoke has to offer. Without Norfolk Southern, Advance Auto is basically out the door, what else would Roanoke have? What is going to keep millennials, high school students, etc. here in Roanoke to grow Roanoke?	3/20/2017 8:56 PM
436	Budget and Economy	3/20/2017 8:53 PM
437	City Growth	3/20/2017 8:52 PM
438	Finances, it's great to have a list of cool things but if the money is needed elsewhere...	3/20/2017 8:48 PM
439	The desire to expand and grow Roanoke while preserving highly-regarded green space	3/20/2017 8:47 PM
440	tourism, getting more things coming to Roanoke	3/20/2017 8:47 PM
441	Accountability of all Roanoke City government.	3/20/2017 8:46 PM
442	All the big employers that have left the area	3/20/2017 8:45 PM
443	Listening to all the citizens in all the areas	3/20/2017 8:45 PM
444	The increase of drugs and unemployment.	3/20/2017 8:45 PM
445	The heroin/drug epidemic. Too many citizens are overdosing.	3/20/2017 8:43 PM
446	Finances	3/20/2017 8:43 PM
447	Addressing the threat of overdevelopment in Southwest and other stabilized areas of Roanoke.	3/20/2017 8:41 PM
448	the "old boy" network/City Council	3/20/2017 8:38 PM
449	Making Roanoke competitive with other cities, in terms of mass transit (we don't have bus service on Sun.; very few bus shelters; bus drivers don't utilize the "leaning" bus feature...); most neighborhoods don't have side walks); we must attract top retailers.	3/20/2017 8:29 PM
450	People who don't want advancement in the city	3/20/2017 8:20 PM
451	To keep moving Roanoke forward as a "brain" city.	3/20/2017 8:19 PM
452	Money.	3/20/2017 8:17 PM
453	Growth and economic development	3/20/2017 8:10 PM
454	Continuing the growth and economic renewal in the city.	3/20/2017 8:06 PM
455	Upgrading the current drainage and sewage systems.	3/20/2017 1:13 PM

### Q7 Do you have any other comments for the Personnel Committee to consider when evaluating candidates?

Answered: 322 Skipped: 249

#	Responses	Date
1	Let's face it, the city of Roanoke can't afford another large salary, any more "fees" and citizens will be moving to other counties, I know I will.	4/27/2017 9:25 AM
2	The candidate needs to be a friend of both the arts and the outdoors to help Roanoke continue to thrive.	4/25/2017 10:04 AM
3	Look beyond the "happy" face and seek strong leadership skills.	4/24/2017 12:16 PM
4	I recommend considering local candidates with a background in government and a connection to Roanoke's recent growth, such as Court Rosen and Chris Perkins.	4/23/2017 3:00 PM
5	Look for candidates that may not fit the typical city manager "mold". Look for "outside the box" thinkers. Someone with a strategic vision. Someone with experience bringing in jobs to a community.	4/19/2017 10:15 PM
6	Integrity and good social skills. Prioritize kindhearted authenticity.	4/15/2017 11:38 PM
7	Assess the character of each candidate. Roanoke needs a city manager with strong core values and principles.	4/15/2017 3:38 PM
8	performance should be of utmost importance over anything else. the desire to have someone that looks good on a postcard is only a feel good move but does not benefit the people or their tax dollars	4/14/2017 4:03 PM
9	Select a candidate that you feel can inspire and motivate the employees.	4/14/2017 2:14 PM
10	diversity of candidates.	4/13/2017 7:28 PM
11	We need more sidewalks in the suburbs around Northwest.	4/13/2017 11:51 AM
12	We love the "green" approach Roanoke has to expansion and we'd love someone that cares about the long term effects on the valley.	4/11/2017 6:04 AM
13	Im going to be the govoner one day	4/10/2017 11:15 PM
14	Make sure they are a team player and not someone who bulldozes everyone to get their way.	4/10/2017 9:11 PM
15	I think all 8 qualities should be 8s	4/10/2017 5:22 PM
16	It needs to be a person who has lived and worked here in the valley for at least 10 years who has a plan how to make our city more productive.	4/10/2017 11:46 AM
17	I want someone who will make decisions that will benefit the people and families of Roanoke first, then the small businesses, then the corporations.	4/10/2017 10:10 AM
18	Don't be afraid of hiring someone young with less experience but with new ideas to revitalize our town.	4/10/2017 9:13 AM
19	I'd like a manager who values our museums and cultural assets, who values our parks, mountains and greenways, and who can think creatively when it comes to solving the city's problems. I'd like to see a personality that is willing to work with council and compromise if necessary to get problems solve. No extremist on either end who won't work with people he/she disagrees with.	4/5/2017 7:58 PM
20	There's a lot to be said for a great listener who first and foremost focuses on understanding the people and processes before attempting to promote change. When Chris first came to Roanoke, he thought stop light cameras were the answer since they worked so well in Savannah. They really didn't make a lot of sense in Roanoke. His time would have been better spent with a research study to better understand our community.	4/4/2017 9:06 PM
21	no	4/3/2017 12:51 PM
22	Instead of building new industry on open land, go tear down some of the blighted OLD industrial parks and build new ones there. It will help beautify and modernize the City of Roanoke just as our two new high schools have!	4/2/2017 2:19 AM
23	Zero tolerance for bigotry. Cannot be a sexist, racist or any other -ist. Please. If it's even a question, don't consider that candidate.	4/1/2017 5:26 PM



24	We do not need a heavy handed leader, but one who can follow Dr. Deming principles of good management. There seems to be a growing discontent among city workers. (I do not and never have worked for the city). Am also concerned about the city budget being trimmed too much. This will be a challenge for next leader.	4/1/2017 9:50 AM
25	N/A	3/30/2017 4:01 PM
26	Would the region be better served by integrating the City into the County of Roanoke through a Virginia legislative change?	3/30/2017 12:00 PM
27	Consider someone who can bring this segregated City together and include all	3/29/2017 2:12 PM
28	Ensure that 18-35 year olds are part of the selection process.	3/29/2017 1:59 PM
29	Parking remains a problem in downtown.	3/29/2017 10:34 AM
30	Please be smart with the residents money, yes it's nice to spend millions of dollars on elmwood park and other needless things. But someone needs to be realistic and look at the profit overall and if the little city of Roanoke Va needs to waste money on things most citizens will not use. And don't try to raise real estate taxes again, that's where we should evaluate other expenses and projects and maybe put them on hold.	3/29/2017 9:48 AM
31	It would be nice to see more women in leadership positions such as this one.	3/29/2017 9:33 AM
32	I would love to see another manager as collaborative and supportive as Chris Morrill. I would love to see someone with a similar personality. Chris will be missed.	3/29/2017 8:54 AM
33	Find another Chris Morrill	3/29/2017 8:48 AM
34	Chris Perkins!	3/29/2017 7:10 AM
35	Find someone to continue n the same track we have been on. I like how ROA has improved over the last 10+ years.	3/29/2017 7:03 AM
36	I don't think any of our current local pols are equipped for this position. Certainly no one on city council.	3/29/2017 3:29 AM
37	Please make sure they have the well being of the prior in their mind, not just for themselves.	3/29/2017 1:19 AM
38	Please remember our city is much more creative and vibrant than just a medical school. Help find a leader that builds up our communities that are less fortunate. That is one major problem I see in Asheville, they lost their middle class.	3/29/2017 12:42 AM
39	An intelligent, creative, personable, human, decision-making type who supports many of the current initiatives Chris Morrill supports is essential to the continued growth of the city. Some of those important initiatives include support for education (Roanoke City public schools and libraries, Star City Reads), increased public access to and improvement of the city's green spaces, support of the arts community and local businesses. Focus cannot be taken from these areas or it will undermine much of the positive change that has ocured during Morrill's tutelage.	3/28/2017 11:17 PM
40	Stop all new apartments in city	3/28/2017 10:43 PM
41	No	3/28/2017 10:39 PM
42	I encourage hiring a city manager that is more of a leader and less of a PR person.	3/28/2017 10:32 PM
43	Please look for someone who has a history of collaboration and checks his/her ego at the door. Strong leadership with cooperation skills.	3/28/2017 10:30 PM
44	How involved are you going to be in commity	3/28/2017 10:22 PM
45	Yes, hire someone with vision, someone who can help organize this city and make it urban all over not just in one spot. Focus on expanding the heartbeat towards if not all of Williamson rd area to circle in with the mall area. Bring in outlet stores up and down Williamson made that area our own Smithfield NC and for god sakes capitalize on that let that area be the catalyst linking downtown with Williamson Rd circling towards the mall towards the airport extend that area make it the heartbeat of Roanoke. Remove all those low income houses up and down 581 bring businesses and make the area as a whole and urban area bring business bring revenue bring jobs create an area where people can walk up and down the streets gaslamp us extend it And forgot sakes stop all the segregation going on in this godforsaken city make Rennick great again make it the envy of the great state of Virginia Hells wrong with you people	3/28/2017 10:19 PM
46	Needs to be someone young.	3/28/2017 8:53 PM
47	Avoid "good old boys" who don't want to change a thing	3/28/2017 8:50 PM
48	Do the best you can to insure we are more than a resume builder and stepping stone for the next city manager.	3/28/2017 8:43 PM
49	Keep the selection process simple, pay attention to each candidate. Don't overreact like we did with Darlene.	3/28/2017 8:40 PM
50	none	3/28/2017 8:02 PM

51	I believe it will be hard to find a City Manager of the same caliber as Chris Morrill. He and his family quickly became a part of our community and was able to relate to a wide range of people in our valley. He invested himself into our community and made changes that will have a lasting effect. Roanoke is heading in the right direction, and I hope we can find another person that will be as invested in the betterment of our community and will continue on the path Mr. Morrill has laid out for our wonderful city! His vision has moved Roanoke forward in so many ways, and we need someone who can build upon what Morrill has already done.	3/28/2017 6:52 PM
52	Someone that loves the area and not looking for a 1-3 year stepping stone to go elsewhere. Should have a vested interest to see the city grow and be all she can be. No personal agendas or wanting to prove something st risk of hurting the area	3/28/2017 6:46 PM
53	My tablet keeps erasing parts of question #3. I'll attempt to give the rest of my opinion here. Intetegrity: 1, Creativity: 4, Accountability: 1, Adaptability: 3, Ability to Create Change: 1	3/28/2017 6:22 PM
54	Remember that Roanoke is home to many types of people. It is important that you keep in mind that safety for all citizens is important. You need someone is is not afraid to step up and do what it takes to get the job done.	3/28/2017 5:41 PM
55	Do they give off the vibe that they are approachable and have that open door feel. Not a dictator type.	3/28/2017 5:08 PM
56	CLEAN OUR CITY AND CREATE JOBS FOR PEOPLE WHO WANT TO EAT	3/28/2017 4:56 PM
57	One important quality that Chris Morrill has, that would be beneficial for a new city manager, is positivity. Our city may be facing some upcoming challenges, but the ability to stay positive and maintain an encouraging leadership style could help Roanoke stay on a good path. Employees are more engaged when they're working for good people! We're also going to need somebody who is innovative, intuitive and a good listener.	3/28/2017 4:55 PM
58	We have been very fortunate with our outgoing City Manager. Please use the lessons that you have learned from that hiring process to keep the City moving in a positive direction	3/28/2017 4:36 PM
59	Just be open minded and understand that leadership and prosperity can be found in the most unlikely of places	3/28/2017 3:32 PM
60	How about looking for someone local, someone who has lived here and knows Roanoke. Possibly B T Fitzpatrick, III.	3/28/2017 3:26 PM
61	The cities alleys are a disaster.	3/28/2017 2:58 PM
62	No	3/28/2017 2:47 PM
63	Need someone who knows our problems. Different opinions	3/28/2017 1:27 PM
64	Prefer a hip person that will be familiar with new technology and wants to merge into alternative energy sources	3/28/2017 1:22 PM
65	I'm a city employee. Please give us a survey!	3/28/2017 1:06 PM
66	Another important issue worth considering is how Roanoke will move to utilize, or even develop, forward-looking technologies to improve life and economic resources in the city.	3/28/2017 12:25 PM
67	Stay the course with City employee focus on personal and leadership development programs	3/28/2017 5:35 AM
68	Commitment to community development particularly in southeast and northwest quadrants of city	3/27/2017 11:42 PM
69	Please select someone who embraces the way immigrants contribute to our community. We also need someone who can think creatively about how we can lift our citizens out of poverty and into jobs that pay well.	3/27/2017 3:27 PM
70	Transportation can be a huge part of a solution set for Roanoke. What is your stance and vision for municipal transit?	3/27/2017 2:27 PM
71	Have the want to, to clean up Roanoke and clean up properties left in disarray	3/27/2017 12:11 PM
72	External AND internal candidates should be equally considered for the position. It's the ability to both influence and lead a very diverse community.	3/27/2017 11:41 AM
73	Let's focus on supporting healthy eating and exercising habits, turn down the alcohol consumption and cigeratte smoking, increase gardens, decrease skunks, focus on beauty of nature, improve downtown shopping, market area, and retail, keep increasing healthy lifestyles including exercise, and make healthy lifestyles totally vogue for everyone! Let's stay on top of efforts to reclaim Northwest and Southeast. No pipelines!! Let's do truly clean, renewable energy!!!!!!	3/27/2017 9:40 AM
74	Thank you for undertaking important work, which very few will notice and which ever fewer will mention, on behalf of the citizens of Roanoke. We appreciate YOU!	3/26/2017 5:27 PM
75	Mr. Morrill did an excellent job of moving Roanoke toward growth, progress, financial success, and good quality of life for residents. I sincerely hope we can find someone experienced with a proven track record and ability to accomplish similar objectives.	3/26/2017 4:31 PM
76	Take your time and make sure we get the best of the best. Chris worked hard over the past seven years for this city to let get go down hill. We are the Real Roanoke!	3/26/2017 2:01 AM

77	Do the right thing, attempt to find a manager that will support and grow this city by leaps and bounds.	3/25/2017 9:49 PM
78	nope	3/25/2017 7:28 PM
79	Consider renewal rather than growth	3/25/2017 1:25 PM
80	How will s/he support programs that help people in lower income neighborhoods?	3/25/2017 11:09 AM
81	consider the safety of all citizens	3/25/2017 9:04 AM
82	No!	3/25/2017 8:50 AM
83	Roanoke needs someone that can bring good paying jobs to the area to help the entire economy here	3/24/2017 9:58 PM
84	For God sake don't make a them and us deal!	3/24/2017 4:56 PM
85	Nope!	3/24/2017 3:17 PM
86	It's important to make certain the new Manager has enough vision to create a plan which will give our visitors the WOW factor when they visit our City for the first time. Every section of Roanoke has become overrun with street panhandlers holding signs. This doesn't give a good impression of our City at all and needs to be handled immediately.	3/24/2017 7:16 AM
87	Frugal	3/23/2017 11:15 PM
88	Youth would serve the City well.	3/23/2017 10:50 PM
89	This city needs creative, vibrant, forward and fun planning for the future.	3/23/2017 10:43 PM
90	Be bold. Roanoke is on a positive trajectory and we need to continue to increase our momentum.	3/23/2017 10:32 PM
91	Is this a stepping stone position for you?	3/23/2017 8:13 PM
92	The ranking in the third question is difficult. I think being creative or at least fostering creative ideas that are brought to the table by folks is important. Also enticing businesses that people will actually use is important too.	3/23/2017 7:56 PM
93	none	3/23/2017 7:19 PM
94	Please make sure they are experienced and ready to bring more high paying jobs to the area.	3/23/2017 6:56 PM
95	No	3/23/2017 5:23 PM
96	Loved Chris Morrel. Hope you can find another that can fill those shoes.	3/23/2017 5:20 PM
97	Chris Morrell was such an amazing City Manager and definitely left big shoes to fill. I hope that the next manager will have many of the same traits he had.	3/23/2017 4:26 PM
98	Don't screw this up.	3/23/2017 3:18 PM
99	Please consider someone that is involved in their community and active with the residents who live in them. Neighborhoods make up the majority of the City of Roanoke. It is important that whomever is chosen to lead out city understand the importance of neighborhoods.	3/23/2017 3:06 PM
100	Can we even hope to have someone as good as Chris for the job	3/23/2017 2:26 PM
101	Not at this time.	3/23/2017 2:08 PM
102	Be careful not to hire someone with a personality disorder!	3/23/2017 1:05 PM
103	Hire someone with a history in Roanoke.	3/23/2017 1:01 PM
104	DON'T HIRE Brian Townsend. He is too much part of the Good Ole Boy network in the city government to make any effective changes for the city. The same people with their same group of people benefiting from City decisions needs to have some one else leading the group to break up the entrenchment of this group.	3/23/2017 12:46 PM
105	Make the City a great place for the employees to work. Make the city a safe place for all residence and visitors. Take care of the budget.	3/23/2017 12:37 PM
106	Chris was the wise choice for Roanoke seven years ago. Based on where we are now, who is the wise choice to take us to new heights for the next five or so years.	3/23/2017 12:32 PM
107	Please ask your candidates what they would propose to do to help the various communities throughout the city to become more vibrant.	3/23/2017 12:11 PM

108	Creativity is important, but we don't have to reinvent the wheel either. How do they seek to use already established/current programs (Rescue Mission, Straight Street, 100 Roanoke, etc.) to fix issues in the community? What are the visions applicants have for Roanoke and do they fit within the Roanoke milieu of a little city/big town (how can we keep Roanoke "Roanoke" while still growing/keeping up with the times and not become a copycat of Portland or Asheville)? With the influx of economic growth and jobs coming to the county/city, how can we utilize the unemployed within our own city to meet the needs of coming businesses? Experience in local government is important, but what other business or activist experience does (do) the candidate(s) have? Does (do) the candidate(s) have any plans to expand public and private transportation (expanding the airport, buses, amtrack [hyperloop!])? And lastly, do they love mountains?	3/23/2017 8:49 AM
109	Please don't mess this up	3/23/2017 8:38 AM
110	Someone that knows the city and its people. Someone that values the uniqueness of Roanoke and local businesses, arts, music. Someone that brings diverse groups of people together.	3/23/2017 8:04 AM
111	Roanoke is an older city and the infrastructure is outdated for the demands of modern times. Our roads are in horrible shape. We need sidewalks so people feel safe walking. The sidewalks that we do have are in desperate need of repair. The residential areas seem to get overlooked in favor of the business hubs. We can't attract business if there aren't nice neighborhoods people want to move in to.	3/23/2017 5:40 AM
112	Please please please do something about the flooding downtown. Bring in innovator that isn't afraid to work with the residents and business owners.	3/23/2017 12:42 AM
113	I would like to see a city manager protect parks and green space. One who promotes growth, but only if it is positive for the community, not just tax dollars for the city.	3/23/2017 12:25 AM
114	N/A	3/22/2017 11:46 PM
115	Roanoke needs to stay with the times and start becoming more focused on the next generation. Focus on what the people 20-40 want, instead appealing to older Roanoke who don't embrace good changes to our economy. If you want to see roanoke grow and become a forefront, choose someone who gets things accomplished. Think "Leslie Knope" and not "Ron Swanson".	3/22/2017 11:10 PM
116	Find someone who is Cityworks XPo-like who is a proponent of progressive government and is good at matching people to problems to get them solved inclusively and intelligently. Keep the great hires in City government departments who are open to ground-up change in additions to top-down change.	3/22/2017 11:08 PM
117	good luck!	3/22/2017 9:28 PM
118	Not at this time	3/22/2017 9:28 PM
119	A strong individual who will keep Roanoke's roots strong and welcome, embrace change and help the community grow. Continue with revitalization efforts. Improve the schools.	3/22/2017 9:19 PM
120	DO NOT HIRE ANYONE FROM ROANOKE! We need new fresh blood with new ideas and experience in cities that we wish we could be.	3/22/2017 9:15 PM
121	Nope.	3/22/2017 8:34 PM
122	The current city manager has been proactive in regards to citizen services, the next city manager needs to continue to be a bridge between neighborhoods and business.	3/22/2017 7:15 PM
123	Mix it up with a variety of people with opposing views and vision.	3/22/2017 6:44 PM
124	Someone young and cutting edge who understands the needs and wants would be nice if you want people in my age range to stay in town.	3/22/2017 5:56 PM
125	Will this person be as effective and influential being the "face" of our community?	3/22/2017 5:22 PM
126	Keep asking for input	3/22/2017 4:33 PM
127	We need positivity in our city	3/22/2017 4:05 PM
128	Will you be amenable to adding many more sidewalks within our city limits?	3/22/2017 3:52 PM
129	Roanoke needs to be a diverse community - but it represents the old Jim Crowe laws still. There needs to be a plan in place to make all quadrants more livable and desirable.	3/22/2017 3:43 PM
130	Good luck! We are losing an excellent city manager... try to get someone that is also a good person like the last one.	3/22/2017 3:03 PM
131	Be open-minded to fresh faces and encourage the public to be, as well. We need someone with bright ideas and perhaps and outsiders perspective.	3/22/2017 2:53 PM

132	Give full consideration to the possibility the best candidates may existing within Roanoke City government or the Roanoke Valley Region. Someone already aware of our history may be more capable of taking us into the future.	3/22/2017 2:48 PM
133	I hope the next City Manager has the ability to work with others in the same quiet, competent way that Chris Morrill has been able to do. His tenure has been marked by great success and very little drama!	3/22/2017 2:04 PM
134	We need someone who looks out for everyone, not just the popular people with money.	3/22/2017 2:02 PM
135	No	3/22/2017 1:31 PM
136	Please keep first responders in mind, our city's first responders are short staffed and have been picking up the slack for numerous vacancies.	3/22/2017 1:13 PM
137	More funding for Valley Metro	3/22/2017 12:52 PM
138	Make sure they value all parts of the city, not just the wealthy bits	3/22/2017 12:41 PM
139	Both my children were born and raised here but they live in Tennessee because of their jobs. The region needs better jobs to keep our younger folks here.	3/22/2017 12:23 PM
140	Prevent the rise of our cost of living by balancing growth with economic stability for all ages.	3/22/2017 12:16 PM
141	I just hope whoever you hire does a very good job and takes pride in her work	3/22/2017 11:05 AM
142	Be sure to get someone who is willing to listen.	3/22/2017 10:19 AM
143	Think outside the box.	3/22/2017 9:31 AM
144	Please select a candidate who is forward thinking and open to change. Be mindful of all citizens and their needs and not just certain demographics.	3/22/2017 9:18 AM
145	Please, don't try to make Roanoke another Charlotte, NC or any other city. Let Roanoke shine because of its own merits and unique qualities. Roanoke no longer needs an identity crisis.	3/22/2017 9:12 AM
146	Look at local talent first, people who have lived here.	3/22/2017 9:11 AM
147	I am hoping that we will have a person that continues to be forward thinking, innovative, and creative. We are moving in a great direction and the momentum should be capitalized upon.	3/22/2017 8:12 AM
148	please find someone who knows what young families need in a city, we are a growing population that is underserved (more young child friendly events, playgrounds (many of the new playgrounds were designed without little kids in mind (Peter Pan is too dangerous), splash pads and outdoor spaces within the city, High end Indoor play places etc. Chris did so much for Roanoke and could work well with anyone- I hope you can find someone like him:)	3/22/2017 8:09 AM
149	Yes, I think Mr. Morrill did a great job communicating vision, being a thought leader, pushing the city in pragmatic, but progressive change. He brought a national and international perspective and kept abreast of the best practices in city development and translated that knowledge into his work here. The new city manager will need to also be a visionary, pragmatic thought-leader. So a key task is leading change, continuing pragmatic approach, but also communicating and advocating for pragmatic progress. I would strongly urge against hiring an internal city government candidate, not because they might not have some capabilities but because that leadership, and wider perspective and new energy requires an outside candidate in this instance. I worry that the thought might be that we just need to maintain status quo which might lead to an internal candidate being more likely. Because I do not think maintaining status quo is the case here, I think leading change and helping guide the city through its next period of growth will require a different skill-set. I do not think an internal candidate would be in our best interests. You all did a great job last time so I have every faith you will do so again. Look for someone who can communicate vision, is energetic and engaged, brings a wider perspective, demonstrates pragmatic leadership, and can lead change and adjust policies and approaches to meet the challenges of progress while adhering to core values/vision of what is important to Roanoke (inclusiveness, valuing parks and green space, strong neighborhoods, sensible economic growth, engaging residents, openness, libraries and schools, etc.).	3/22/2017 7:56 AM
150	Why is the City Manager's position have such an unnecessary high salary?	3/22/2017 7:39 AM
151	Good luck!	3/22/2017 7:31 AM
152	If you do not aim to entertain/provide/or even try to bring in new revenue for the city just give the job back to the previous one. We missed our chance when we let that one leave to Charlotte. It now has new vibran	3/22/2017 7:27 AM
153	This is the worst survey I have ever seen. Most questions are irreverent. Certainly does not speak to qualifications. Maybe the next city manager will figure out a better way to conduct a survey.	3/22/2017 7:01 AM

154	The candidate needs to be knowledgeable and efficient in running a city. Encouraging in managing workers. Realistic. But also someone who might bring a perspective- seeing things in our city that we don't- both negative and positive. Someone who can prevent a loud negative minority from dominating an issue and unfairly influencing a decision. There has been an almost automatic energy opposing new development- development that often is in the best interest of the city as a whole. The negatives are exaggerated and the facts are often inaccurate.	3/22/2017 6:54 AM
155	Good luck, Roanoke has a great story and a lot of momentum. Don't just settle to on a candidate. Do your homework. Visit where they are from and what they have done to see first hand what they have accomplished.	3/22/2017 6:47 AM
156	There should be no prejudices in employment.	3/22/2017 1:19 AM
157	Think more about public safety, schools, the environment, and neighborhood jobs for our youth. Think less about business incentives, raises, cuts to social and safety programs. And PLEASE remember that Roanoke is multiracial, multicultural, and multiethnic!	3/21/2017 11:07 PM
158	Do what is right by all the citizens of Roanoke which includes NW which keeps getting ignored.	3/21/2017 10:57 PM
159	I would prefer to see someone in this position who is connected in some way to this area. This could include, family history, business ownership, attending one of our local colleges. I would like them to have some vested interest in seeing that the best decisions are made for all of the people in the valley.	3/21/2017 10:49 PM
160	Choose someone who will engage the residents in topics and projects that will affect their community.	3/21/2017 10:30 PM
161	Someone who has no political bias. Someone who understands that Roanoke is for ALL people regardless of race, education, sexual orientation, religion, gender,etc. Someone who treats every worker for the city as someone who is important. Someone who is forward thinking.	3/21/2017 10:06 PM
162	Don't settle! Wait for the right person - your citizens will thank you	3/21/2017 9:48 PM
163	Please look for someone progressive like Chris, who sees the value in creating a livable city (think greenways, Elmwood Park redesign), who understands that "you can't cut your way to prosperity."Find us someone who can bring growth and positivity, and work collaboratively with other local governments. Or, just see if we can clone Chris? Maybe he has a secret twin?	3/21/2017 9:45 PM
164	Consider candidates who are innovative, forward thinking, and youthful. Also, someone who will tackle serious staffing issues within the City (non-innovative and difficult employees; lack of succession planning; lack of advancement opportunities).	3/21/2017 9:38 PM
165	I'd do it if you can't find anyone else.	3/21/2017 9:32 PM
166	We need someone who can foster a business-friendly environment so job opportunities increase, and move people toward increased self-sufficiency rather than dependent on taxpayers.	3/21/2017 9:13 PM
167	Experience with balancing growth and livability.	3/21/2017 9:06 PM
168	PLEASE GO AROUND TO THE NEIGHBORHOOD ASSOCIATIONS AND GET THERE INPUT ALL MIGHT NOT HAVE COMPUTERS	3/21/2017 8:53 PM
169	What will the candidates do to involve citizens in decisions made and keep them informed of same. Please find someone who actually cares about what citizens want, and is willing to get involved and willing to talk to us. No change for the sake of change!	3/21/2017 8:36 PM
170	Please search for an individual like Mr. Morrill who understands the importance of building relationships.	3/21/2017 8:34 PM
171	Please look for someone with verifiable experience that will strictly focus on bringing jobs. Good jobs will change the entire city in a great way.	3/21/2017 8:28 PM
172	No	3/21/2017 8:18 PM
173	Yes, We need the Strongest Possible Manager who will see our inefficiencies in operations within the city, like the code and Police who simply ignore violations and pass them over. We need to develop personnel training that makes EVERY CITY EMPLOYEE the Eyes of the City for the neighbors and neighborhood they are working for. Why should any city employee wear blinders when they are out doing "Their" job and ignore all the eye sores and violations that they should note and report, taking the burden off the citizen and not making us the bad guys with neighbors and violators. You should incorporate an incentive program for employees to want to engage in the process, giving them a grading system that awards them with extra time off, a paid vacation trip (could get sponsor ships for prizes) Just som many positive ways we could work on to improve our neighborhoods with thinking outside the box.....Thank you....E. Duane Howard	3/21/2017 7:40 PM
174	I think Chris Morrill should be a part of the selection committee. He owes us that.	3/21/2017 7:23 PM
175	We need someone who understands that the Valley will live or die depending on how well we get along. Enough of Roanoke vs Salem vs Vinton.,,,	3/21/2017 7:19 PM

176	I would look for the right qualities in the person. They can learn the role but must have the right attitude.	3/21/2017 7:02 PM
177	Think about the future. We should think about how we can grow into a rapidly changing world. We should be a beacon and become a fun and hip small City people want to flock to.	3/21/2017 6:58 PM
178	people skills and relatability will be essential for this candidate to have any fighting chance of sucess	3/21/2017 6:54 PM
179	Find someone focused on growing the business base and collaborating with quality partners like VT and Carilion.	3/21/2017 6:50 PM
180	City Manager should work Heavily on bringung the city and polive together. Be transparent and visible.	3/21/2017 6:50 PM
181	Plus find someone that is honest and has good intentions.	3/21/2017 6:39 PM
182	None	3/21/2017 6:31 PM
183	I am really interested in having someone shoe has long range vision for the development of our city with an idea of preserving and enhancing our natural resources and history. Experience is not as important to me as drive, determination, and an ability to coordinate with and work with others in the community. I love Roanoke, I love living here, and it is critical to me that as we grow and develop that we also preserve our natural Greenland's, greenways and geographical resources. I do not want to see beautiful areas of land completely demolished to put up a building.	3/21/2017 6:15 PM
184	Diversity of the city should be celebrated by considering candidates who have different backgrounds, experiences and who may better reflect our city than past city managers.	3/21/2017 5:53 PM
185	Get one just like Chris Morrill.	3/21/2017 5:46 PM
186	Can you find a Chris Morrill clone? That'd be great!	3/21/2017 5:22 PM
187	Please bring more to our city. Jobs, people, excitement, education.	3/21/2017 5:10 PM
188	Thank you involving the citizens through this survey. That shows what you're already doing that is right! Find us a humanitarian with business acumen :)	3/21/2017 4:56 PM
189	Make you choose so very wisely. Think about non traditional candidates as well	3/21/2017 4:56 PM
190	No	3/21/2017 4:49 PM
191	Sometimes the best candidates are local candidates that care about the community but they might not have the experience your looking for?	3/21/2017 4:42 PM
192	Roanoke is on a great track with our eye towards education and the outdoors. The new city manager should recognize these achievements and have an achievable vision for the future of Roanoke that capitalizes on the current momentum.	3/21/2017 4:37 PM
193	Yes I have a broad background having a Master in business, MBA and in Education M.Ed	3/21/2017 4:34 PM
194	No	3/21/2017 4:30 PM
195	I hope the incoming City Manager is approachable. We are a small city and that is a very important quality for someone in this role to have.	3/21/2017 4:30 PM
196	.....	3/21/2017 4:28 PM
197	Ask about experience in providing affordable housing, better jobs and public transportation.	3/21/2017 4:25 PM
198	Reduce the city manager's salary. A young visionary facilitator who can implement citizen produced plans.	3/21/2017 4:10 PM
199	Please look for someone who is innovative and forward thinking!	3/21/2017 3:57 PM
200	I would like to think we will not spend 100's of thousand's of \$\$\$\$ for a head hunter to find candidates AND Maybe we can LOOK WITHIN OUR OWN CITY TO FIND SOMEONE THAT CAN DO THE JOB! PLEASE DO NOT WASTE TAX PAYERS MONEY!	3/21/2017 3:47 PM
201	No	3/21/2017 7:17 AM
202	Why did you apply for a job in the Roanoke Valley?	3/21/2017 7:15 AM
203	We need an ambitious, transparent, creative leader to address our city's many challenges. Good luck!	3/21/2017 7:08 AM
204	Roanoke needs to continue to move in a forward minded, all encompassing, compassionate to its people and earth kind of way. Not going backward. Revitalization is critical. Innovation is critical. Business support is critical. Leisure and tourist growth is critical.	3/21/2017 6:25 AM
205	Don't even think of bringing Darlene back!	3/21/2017 6:12 AM
206	Please find someone who has the ability to step on toes without messing up the shine on the shoes.	3/21/2017 5:56 AM

207	Creativity is the key to saving money when configuring a budget and encouraging good stewardship. Sometimes the most experienced person is the least creative.	3/21/2017 5:38 AM
208	Please bring someone to Roanoke who really sees the value of our town, wants to see it grow organically and with a focus on its best assets, and can do so without pushing aside the very real concerns for people who live in the city.	3/21/2017 5:31 AM
209	Become an LGBT welcoming and supporting city	3/21/2017 5:28 AM
210	Hire someone who sees and promotes the beauty and potential of Roanoke.	3/21/2017 5:15 AM
211	I feel that Roanoke is definitely trending in the right direction with and has become a "cool" mountain town. I want to see that the new City Manager keeps this image and expands on it!	3/21/2017 5:11 AM
212	Chris was a publicly visible and approachable man. The city manager should be seen, out and about, and be transparent and open to "strangers", a quality I admired in our previous manager.	3/21/2017 4:54 AM
213	Find someone that has a genuine concern for the city and its people and not just a "Political Agenda"!	3/21/2017 4:52 AM
214	Is the Candidate friendly and eager to meet Roanokers? Is the Candidate able to work in a bipartisan, diverse environment? Would the candidate encourage involvement on all sides of an issue?	3/21/2017 4:51 AM
215	No	3/21/2017 4:43 AM
216	Make sure they can handle intellectual conversations. They are outgoing. They like change. They strive to protect the old buildings with new ideas.	3/21/2017 4:38 AM
217	Conduct a thorough background check on all position finalists.	3/21/2017 4:27 AM
218	What would you preserve in Roanoke?	3/21/2017 4:01 AM
219	Please look for someone who is willing to push the envelope. Roanoke needs progress and too many people are stuck in the past. They don't want to move forward and we need to grow.	3/21/2017 4:00 AM
220	We need our neighborhoods to be economically and racially integrated for a rising tide to lift all boats.	3/21/2017 3:54 AM
221	it would be good to have some diversity in leadership	3/21/2017 3:35 AM
222	Their ideas to make Roanoke a better place and make Roanoke a more active place (i.e building a better skate park and having outdoor activities for all of Roanoke)	3/21/2017 3:32 AM
223	Look for energy, someone who values our geography and outdoor recreation, experience with fiscal responsibility and a major interest in creativity and the arts	3/21/2017 3:08 AM
224	The City needs someone who can make tough decisions while maintaining a positive relationship with citizens and the region. I'd look for a candidate who has a track record of being able to do both while also adapting to changing environment.	3/21/2017 2:43 AM
225	Look to the future your children and grandchildren not for your generation.	3/21/2017 2:40 AM
226	What would you work on/change first? If they are a 100% career politician, that never seems to bode well.	3/21/2017 2:24 AM
227	What is the candidate's project management experience.	3/21/2017 2:19 AM
228	Someone who has experience in widely handling money while still keeping the residents of the city as a whole in mind, not just the small percentage of wealthy residents who donate/invest money in Roanoke City	3/21/2017 2:18 AM
229	We have had 7 years of a very strong externally focused City Manager and he has helped forge a promising future for Roanoke, we are a city on the verge of "becoming." However, the internal leadership of the city is not prepared to support the possibilities we are currently poised to create. For this reason, I believe the next City Manager should demonstrate both an eye to economic development and growth, but also the decisiveness and leadership skills necessary to ensure that the internal City personnel are ready to anticipate and meet the needs of this promise	3/21/2017 2:14 AM
230	Find someone who knows Roanoke	3/21/2017 1:50 AM
231	Business skills are a requirement for a City Manager. As well as Complex Problem Solving, Critical Thinking and Systems Analysis and Evaluation skills. It is important to engage a younger generation of residents.	3/21/2017 1:40 AM
232	Make sure we use Chris as template because he did a great job leading our city. Consider someone who is also a community person.	3/21/2017 1:36 AM
233	Male or Female . Doesn't matter just pick a good one	3/21/2017 1:29 AM



234	I think that government functions shouldn't be privatized or funded through burdensome debt. Choose a manager that can get the job done based on what s/he has available, not by increasing debt or selling off parts of the government to management companies. Those sorts of choices make our government inflexible to our needs in the years that follow. Too much of that and the only options that council has left to make budgets balance are changes to tax rates.	3/21/2017 1:25 AM
235	outdoor destination experience, record of economic development success.	3/21/2017 1:13 AM
236	Diversity. Don't just say "well only white males applied for the position" and throw up your hands. Actively seek a diverse slate of candidates. But then select the best person for the job, no matter who that is.	3/21/2017 1:11 AM
237	Radical change is not needed, we've trimmed the budget and revitalized downtown. We need to stay focused on neighborhood improvements, especially NW and SE. Gun violence is a serious issue and Commonwealth Attorney Caldwell has a very lackadaisical attitude about, the city really needs to address the matter.	3/21/2017 1:02 AM
238	What's your vision for the city of Roanoke	3/21/2017 1:00 AM
239	Please spent the time with candidates previous cities/ administrations to understand what was accomplished or not.	3/21/2017 12:48 AM
240	Open minded and ready to make change.	3/21/2017 12:38 AM
241	The guy who just vacated the job did good, get someone like him.	3/21/2017 12:11 AM
242	Consider the candidate as a whole. His/her personal values and contributions are indicative of their commitment to their role as City Manager.	3/20/2017 11:46 PM
243	We need to build on out strengths including promotion of our natural resources/ green spaces and creating a culture of diversity and inclusion	3/20/2017 11:32 PM
244	I have no idea	3/20/2017 11:31 PM
245	We need someone who can see how far Roanoke has come and appreciate the momentum we've got going for us!	3/20/2017 11:29 PM
246	How can we make Roanoke a leader i2n energy independance?	3/20/2017 11:26 PM
247	Chris's kind of open door policy of considering ideas from anyone and being willing to listen to anyone was crucial to his success. I'd love to see that continue. Further, I hope we can find someone with a similar level of humility. Lastly, good luck!	3/20/2017 11:23 PM
248	Think outside the box. Choose a candidate that has a clear vision for the city and the wherewithal to execute that vision.	3/20/2017 11:17 PM
249	We need someone with a vision for growth. They need high energy, a passion for the public and sensibility to run a city successful. The candidate needs to understand a balance budget, working with other localities, citizens and department heads is a balancing act but necessary to meet the end goal.	3/20/2017 10:22 PM
250	Chris was a compromiser, which was needed following the former city manager. However, the city is now in need of an agile, decisive leader. A good balance of the last two would be ideal.	3/20/2017 10:07 PM
251	Roanoke is starting to draw great people and families because of it's relative size, it's location, and it's culture. We need to expand and grow with a careful eye on protecting, sometimes preserving, and enhancing the things that make our city wonderful in the first place.	3/20/2017 9:49 PM
252	Someone should put Roanoke"s homeless people and rise in crime first.	3/20/2017 5:15 PM
253	How will this candidate make sensible choices for our City and the citizens. How this candidate will express their own opinions based on the good of all.	3/20/2017 4:34 PM
254	Be fair and honest....do the right thing always	3/20/2017 4:24 PM
255	Budget for stormwater, parking downtown, white collar jobs, IT infrastructure, what do we want the future if Roanoke to look like and how do we get there?	3/20/2017 4:16 PM
256	He or she must be unbiased, and very open minded to the needs of the city.	3/20/2017 4:10 PM
257	We need a level headed, "middle of the road" leader who understands this is a city, not a business and their decisions affect real people.	3/20/2017 4:06 PM
258	Please select someone young and aggressive.	3/20/2017 4:02 PM
259	Make sure that this person has good experience and a diverse background in this job!!	3/20/2017 3:56 PM
260	Staying focused as an active public servant, providing direction and guidance with a fair and equitable hand. Staying true to the mission and humble, and be consistent in avoiding glorification for such title.	3/20/2017 3:04 PM
261	N/A	3/20/2017 2:56 PM

262	Creative and innovative. Protect and increase our green spaces and blueways.	3/20/2017 2:53 PM
263	Trump	3/20/2017 2:49 PM
264	Are you willing to be personally involved in solving the city's problems. Will you personally go into the neighborhoods with problems and work with neighborhood leaders to resolve the problems?	3/20/2017 2:42 PM
265	Candidate must be super trendy	3/20/2017 2:32 PM
266	Roanoke is a small and unique city. We should consider someone that has the same vision already set for our city and has the integrity to make decisions based on that vision.	3/20/2017 2:25 PM
267	I love the citizen engagement and I hope the next City Manager feels strongly about continuing that	3/20/2017 2:25 PM
268	As a Roanoke native, I've seen this city come so far. We cannot afford to regress. We must have highly motivated, creative, and intelligent people moving us forward as a community.	3/20/2017 2:24 PM
269	Please bring in someone from outside the area. A fresh perspective is always good.	3/20/2017 2:23 PM
270	Desperate need for visionary leadership	3/20/2017 2:17 PM
271	Why do they want to be the New City Manager beside the money and title	3/20/2017 2:14 PM
272	Strong proven leadership over a lengthy career span should be number one consideration in making the choice.	3/20/2017 2:14 PM
273	The revitalization needs to continue but residential communities need attention too.	3/20/2017 2:11 PM
274	Leadership style in diverse population of employees and citizens Thinking outside of the box and negotiating change Working within budget constraints	3/20/2017 2:10 PM
275	We need to start thinking about local food sources, resiliency and maintaining green spaces. We can't eat concrete and asphalt, and we can't depend on outside forces (fed govt or imports) to look after our community	3/20/2017 2:05 PM
276	Look for genuine concern from the potential candidates. This can be accomplished by asking questions related to programs and services that the city provides and what goals that each candidate has to help with the city's budget. Also, please ask questions about any current changes coming from Richmond that the Personnel Committee can ask the candidates to see if they are keeping abreast of new policies coming from there.	3/20/2017 2:01 PM
277	Collaboration	3/20/2017 1:55 PM
278	Women make up a staggeringly small percentage of city managers around the country. Be on the lookout for well-qualified women.	3/20/2017 1:54 PM
279	Roanoke City comes across in the press as hungry, needy, aggressive and unhappy. How can a candidate address and change embedded perceptions?	3/20/2017 1:51 PM
280	Do NOT do traditional. Find someone who actually cares about the citizens and wants to make the city a great place to live.	3/20/2017 1:49 PM
281	Please look for someone who sees Roanoke for the place it can grow to be, not just the place that it is now.	3/20/2017 1:47 PM
282	Yes, stop wasting money downtown and stop encouraging endless rental property and focus on single family homes that pay decent taxes.	3/20/2017 1:47 PM
283	Find someone with vision	3/20/2017 1:42 PM
284	Someone who holds city employees accountable for the jobs they are performing. Additionally someone who has an appreciation for historic preservation. Someone who understands the role strong neighborhoods play in a city's vitality. Someone who just doesnt talk the talk but more importantly walks the walk.	3/20/2017 1:42 PM
285	No	3/20/2017 1:41 PM
286	Do your homework.	3/20/2017 1:40 PM
287	Being from the area and recognizing local issues that need to be taken care of	3/20/2017 1:37 PM
288	In order to progress to a thriving community, it is crucial to have someone that values all people, education, and mental health. Someone that will work with social workers to make a difference for families struggling most in our city. Someone that believes if you lift from the bottom, you see improvements everywhere.	3/20/2017 1:32 PM
289	We need someone to continue Chris' vision, build on it, we don't need a lot of change. We need to engage our business community more and focus on our economy.	3/20/2017 1:30 PM
290	Think way outside the box. Perhaps give someone a run that normally wouldn't be the person you initially thought you would hire. Let's get wild with the decision and create a powerful culture.	3/20/2017 1:30 PM

291	Consider me Sheryl Greene	3/20/2017 1:29 PM
292	We are surrounded by the Blue Ridge Mountains and located to some major cities. There is no reason Asheville should beat us in anything....Find someone that will help achieve the goal of making this a top tourist attraction on the EAST COAST.	3/20/2017 1:27 PM
293	Find a good communicator...who will represent all City residents	3/20/2017 1:27 PM
294	Yes. The new city manager should always have an open door policy with anyone.	3/20/2017 1:22 PM
295	Find someone who can make the most of a leadership position; someone who can inspire and motivate others to strive for better.	3/20/2017 1:19 PM
296	No	3/20/2017 1:19 PM
297	The city needs a leader with the drive to move the organization to become "best in class" in every department.	3/20/2017 1:17 PM
298	I'd like a city manager who has the ability to say no to Carilion and any other entity who believes their interests are more important than those of the rest of the city/citizens.	3/20/2017 1:17 PM
299	More of the same, please. I love what's been happening with the city in recent years.	3/20/2017 1:14 PM
300	Get Chris Morrill's recommendations	3/20/2017 1:13 PM
301	Applicant should be from the area	3/20/2017 1:12 PM
302	What are their long term goals for roanoke and where do they see themselves in the picture	3/20/2017 1:08 PM
303	Please find someone as great as Chris was and someone that truly loves this town.	3/20/2017 1:06 PM
304	Strength of character, not afraid to stand up for the citizens of the city	3/20/2017 1:05 PM
305	Make sure this person understands the diversity of Roanoke. Not just ethnicities, but the differences between the different areas of Roanoke. He/she should know that what is important in South Roanoke is vastly different than North, Southeast, etc. the city center may be downtown, but many areas of Roanoke are neglected and ignored.	3/20/2017 1:04 PM
306	Basically if you can find another version of Chris Morrill so we can continue our trajectory of awesome.	3/20/2017 1:03 PM
307	Consider hiring a person of color	3/20/2017 1:02 PM
308	Please hire someone who sees past the next few years and has a focus on attracting jobs and industry to other areas of the city. Hire a candidate with a proven track record of being progressive, with focus on making what we have great and developing new opportunities.	3/20/2017 1:00 PM
309	How will they work with other surrounding localities? So much of what Roanoke City does effects those who live in Botetourt, Roanoke Co, etc. We need to work as one community vs. working as an individual.	3/20/2017 12:56 PM
310	Thank You	3/20/2017 12:53 PM
311	We need someone who is going to promote positive growth within this city.	3/20/2017 12:52 PM
312	Please be as open with this as possible. Perhaps a few public forums to Q&A the top 5 or 3. Council should not be making this decision alone. We	3/20/2017 12:48 PM
313	Starting looking away from strong manager weak council to strong local council with supportive manager.	3/20/2017 12:45 PM
314	what can the candidate do to improve Roanoke for all, not just middle to upper class.	3/20/2017 12:45 PM
315	His abilities as a community organizer. Bring this city back together. It too divided. A city manager should be able to handle all aspects of city. From commerce to crime.	3/20/2017 12:43 PM
316	Look within your departments. There is likely someone there that would be the right fit for the job.	3/20/2017 12:43 PM
317	Feel best qualified candidates would hold an MPA degree, be interested in sustainable planning, and be familiar with the concept of placemaking.	3/20/2017 12:41 PM
318	no	3/20/2017 12:38 PM
319	Our immigrant community is one of our strengths. I hope the next city mgr. works to protect all of our residents in the face of increasing threats from President Trump. No easy task.	3/20/2017 12:19 PM
320	Consider the younger population who have been brought here for work who now are looking for a reason to stay here.	3/20/2017 12:17 PM
321	Must continue to develop the positive aspects of Roanoke: Arts, Outdoors and Schools	3/20/2017 12:10 PM
322	The candidate should have listening skills and encourage ideas from subordinates and empower them to make inquiries and present them in an open forum with discussion.	3/20/2017 5:13 AM