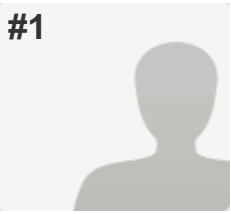


#1



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

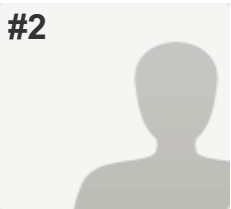
Well rounded in all aspects of building and sustaining a healthy community, ability to see big picture, village wide, regionally and nationally, NOT interested in politics, green infrastructure, practices and sustainability certificates, people skills that are REAL not pasted on smiles, commitment to the our community not their resume  
Ability to network with other communities, park and recreation, community services departments

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**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich resident

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#2



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

Someone who is honest.

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**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich resident

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#3



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

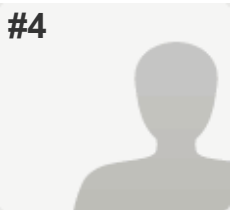
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leadership, sense of humor, engaging, and has at least a Masters degree; MBA. MPA, etc.

**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich resident

#4



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

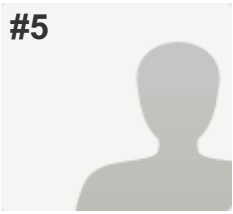
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Something trustworthy, compassionate and someone who actually has the best interest of Lake Zurich. Someone who cares about the town. Someone to make the town better and bring more people and businesses downtown

**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich resident , I work in Lake Zurich

#5



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

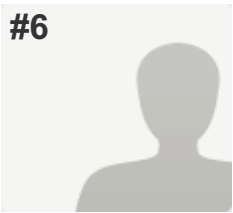
I would love to have someone who has a vision of helping our town grow. We have so many great opportunities that seem to be stagnate, and would love to see someone who has the drive to get our town up to where it should be.

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident,

I am a Lake Zurich business owner

#6



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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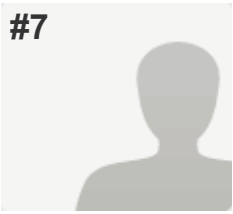
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

#7



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

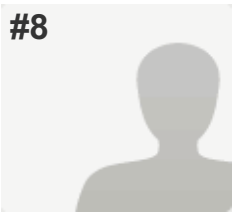
We would like to see a forward looking, financially reflective, trustworthy, energetic and fully devoted village manager. We can't duplicate Jason but need someone similar.

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**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich resident

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#8



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

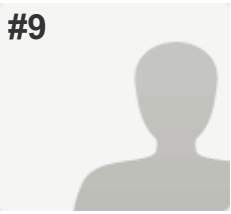
*Respondent skipped this question*

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**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich resident

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#9



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

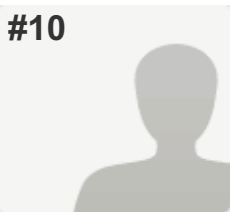
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I would like someone who is honest, hard working, frugal, and responsible.

**Q2: Which of the following best describes you? (Check all that apply)**  I am a Lake Zurich resident

#10



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

A village manager should be fully involved in the community. They should live in the village. They should have a stake in their decisions. They should have an interest in the community beyond 'it's just a job', they should be a participant in village events and activities.

**Q2: Which of the following best describes you? (Check all that apply)**  I am a Lake Zurich resident

#11



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

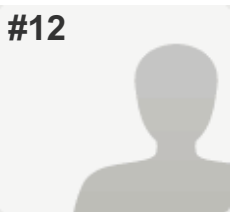
*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

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#12



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

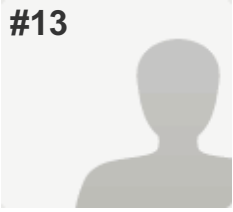
We want to see downtown LZ grow, we'd like to have someone in this role that can be supportive, helpful, and streamline the processes around small business build outs. In other words, help with all aspects of starting and maintaining a business, from plumbing to fire rules & inspections. You have to do all you can to make it easier for businesses, to attract new business to help grow downtown. This person has to know the fine line between what's best for the Village, LZ residents and business owners, and can manage that fine line to help everyone be successful.

## Village Manager Recruitment

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich business owner

#13



**COMPLETE**

### PAGE 1: Citizen Engagement on Manager Recruitment

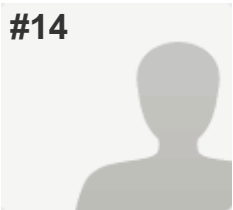
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

#14



**COMPLETE**

### PAGE 1: Citizen Engagement on Manager Recruitment

**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

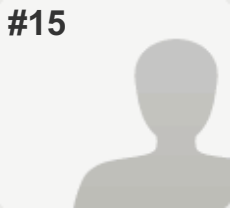
Personable. Not guided by political correctness, which is just convenience in censorship. Not afraid to stand by America traditional values. Not a fan of regulations. Not a beauraucrat.

Village Manager Recruitment

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

#15



**COMPLETE**

PAGE 1: Citizen Engagement on Manager Recruitment

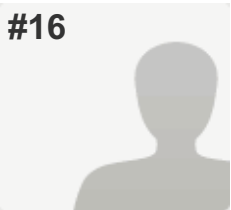
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

#16



**COMPLETE**

PAGE 1: Citizen Engagement on Manager Recruitment



## Village Manager Recruitment

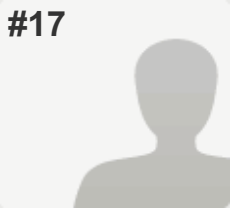
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

#17



**COMPLETE**

### PAGE 1: Citizen Engagement on Manager Recruitment

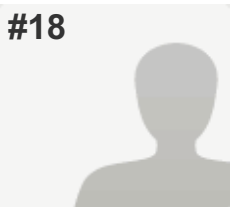
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

#18



**COMPLETE**

# Village Manager Recruitment

## PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

*Respondent skipped this question*

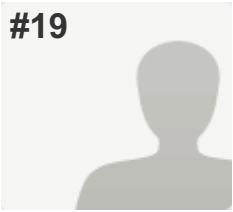
**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident

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#19

COMPLETE



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## PAGE 1: Citizen Engagement on Manager Recruitment

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A highly ethical individual. Ethics and integrity are critical in local government management. Somebody who can unite the Village staff and Board into a unified team that share a common vision and goal. A visionary who can unite the community to share in that vision of where Lake Zurich is headed.

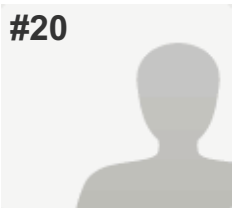
**Q2: Which of the following best describes you? (Check all that apply)**

I am a Village employee

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#20

COMPLETE



PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

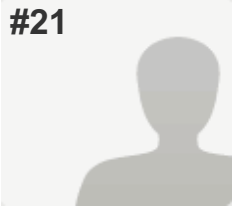
I think a Village Manager should walk (yes, I said walk) all of Lake Zurich so they are intimately familiar with every neighborhood. It would have to be done over the summer and then they would have a real understanding of issues affecting us.

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident,  
Other (please specify)  
23 year resident and a 17 yr. former business owner

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#21



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

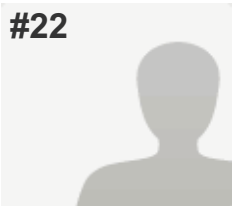
I would like to see the new manager start doing something with our awful downtown area. There is nothing to draw the public to downtown. Many other suburbs downtowns have a lot more to offer. Even Wauconda's downtown has a few specialty stores and restaurants for the residents. LZ residents money goes out of the village into other area's. I love my home in LZ but embarrassed with our downtown.

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident, I work in Lake Zurich

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#22



COMPLETE

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PAGE 1: Citizen Engagement on Manager Recruitment

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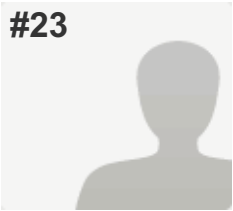
Honesty, integrity, respectful of others. Someone who doesn't micromanage, and who has strong leadership abilities.

**Q2: Which of the following best describes you? (Check all that apply)**  I am a Village employee

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#23

COMPLETE



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PAGE 1: Citizen Engagement on Manager Recruitment

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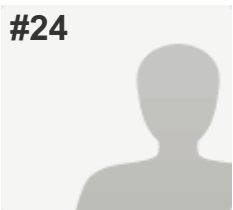
Leader, visionary, ethical, intelligent, logical

**Q2: Which of the following best describes you? (Check all that apply)**  I am a Village employee

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#24

COMPLETE



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PAGE 1: Citizen Engagement on Manager Recruitment

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## Village Manager Recruitment

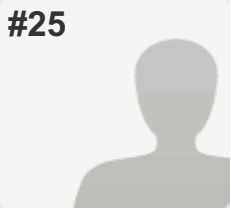
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Village employee

#25



**COMPLETE**

PAGE 1: Citizen Engagement on Manager Recruitment

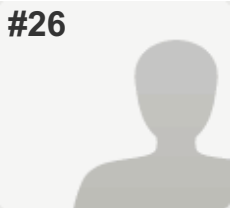
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Someone who is open and honest, motivated to address the needs/issues of the Village and VLZ staff. One that takes the time to have a relationship with staff and does not micro-manage.

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Village employee

#26



**COMPLETE**

PAGE 1: Citizen Engagement on Manager Recruitment

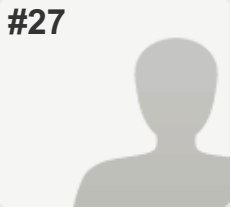
## Village Manager Recruitment

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open-mind, team player, good listener

**Q2: Which of the following best describes you? (Check all that apply)** I am a Village employee

#27



COMPLETE

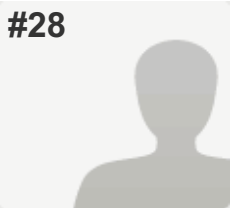
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open-mind, team player, good listener, values employees

**Q2: Which of the following best describes you? (Check all that apply)** I am a Village employee

#28



COMPLETE

PAGE 1: Citizen Engagement on Manager Recruitment

## Village Manager Recruitment

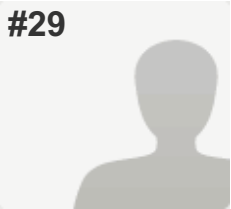
**Q1: Lake Zurich is in the process of recruiting a new Village Manager to oversee the day-to-day operations of local government operations. We are seeking your input into the qualities and characteristics of this person. The Village Manager is appointed by the Board of Trustees and oversees a complete range of municipal services, including police, fire and rescue, public works and utilities, building and zoning, parks and recreation, plus other administrative services. Please tell us, in your own words, what type of traits and characteristics you would like to see in Lake Zurich's new Village Manager. Responses will be compiled for future Village Board review.**

Honesty, Integrity, Fairness

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident, I work in Lake Zurich,  
I am a Village employee

#29



COMPLETE

### PAGE 1: Citizen Engagement on Manager Recruitment

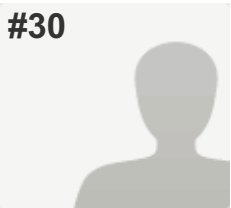
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*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Village employee

#30



COMPLETE

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## Village Manager Recruitment

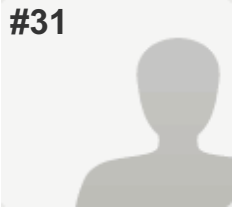
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Goal oriented and someone that wants to continue to make Lake Zurich a place to be.

**Q2: Which of the following best describes you? (Check all that apply)** I am a Village employee

#31

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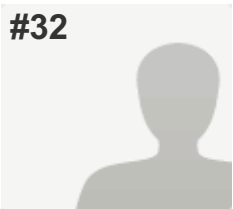
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Good leadership skills, able to effectively communicate with people, positive attitude, good organizational skills, dedicated

**Q2: Which of the following best describes you? (Check all that apply)** I am a Lake Zurich business owner,  
I am a Village employee

#32

COMPLETE



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## Village Manager Recruitment

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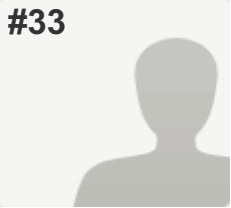
*Respondent skipped this question*

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident,

I am a Village employee

#33



**COMPLETE**

### PAGE 1: Citizen Engagement on Manager Recruitment

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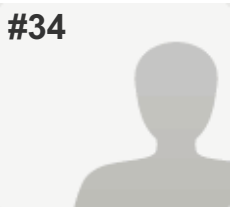
I would like to see a Village Manager who actually lives in the village. We clearly have a problem with village managers only caring about the "bottom line" and not actually caring about the actual village. If you live here and have to pay the bills for this village, use the schools and businesses then the decision made may be different. We are now a town filled with slot machines and bars. We used to be a town I could raise my child in and be proud to call my home. Not any more

**Q2: Which of the following best describes you? (Check all that apply)**

I am a Lake Zurich resident,

I am a Village employee

#34



**COMPLETE**

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Lead with integrity and transparency. Have the character to inspire and motivate employees.

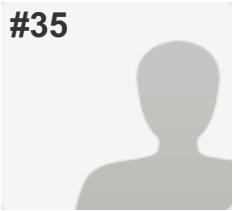
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**Q2: Which of the following best describes you? (Check all that apply)**  I am a Village employee

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#35

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Our next Village Manager must be transparent, honest, loyal, and have leadership ability. He/she must have a genuine love for suburban life in a nice community.

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**Q2: Which of the following best describes you? (Check all that apply)**  I am a Village employee

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