

# MEMO

**Date:** June 3, 2021

**From:** Heather Gantz, Executive Search Manager

**Re:** City of Bothell City Manager Community Survey Analysis Summary

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The purpose of this memo is to provide a summary of the Community Survey responses.

## Question #1

### What is your connection to the City of Bothell? (check all that apply)

574 respondents answered this question. 74.2% (426) of respondents identified as residents.

Connection	Count	Percent
Resident	426	74.2%
Non-Profit Employee or Volunteer	88	15.3%
City Employee	94	16.4%
Business Owner	53	9.2%
Large Corporation Employee	28	4.9%
Advocacy Group Employee or Volunteer	27	4.7%
City Board/Commission Member	27	4.7%
Attend School in Bothell	17	3.0%
Other	44	7.7%

## Question #2

**What traits, qualities, and characteristics does the City Manager need to be successful in this role? Select your top ten (10) choices.**

520 respondents answered this question. 51.5% (268) identified Accountability as a top ten trait, quality, or characteristic that the City Manager needs to be successful in this role.

Ranking	Traits, Qualities, Characteristics	Count	Percent
1	Accountability	268	51.5%
2	Integrity	216	41.5%
3	Community-Focused	214	41.2%
4	Problem Solver	190	36.5%
5	Values Diversity, Equity, and Inclusion	187	36.0%
6	Honesty	186	35.8%
7	Transparency	185	35.6%
8	Collaborative	173	33.3%
9	Leadership	170	32.7%
10	Communication	164	31.5%

## Question #3

**What experience, background, and knowledge should the next City Manager have to be successful in this role? Select your top five (5) choices.**

494 respondents answered this question. 59.9% (296) identified Budget and Financial Management as a top five choice in experience, background, or knowledge that the next City Manager should have to be successful in the role.

Ranking	Traits, Qualities, Characteristics	Count	Percent
1	Budget and Financial Management	296	59.9%
2	Developing/Implementing a Strategy Plan/Vision	194	39.3%
3	Community Development/Planning	193	39.1%
4	Community Engagement	176	35.6%
5	Broad Range of City Services	145	29.4%

## Question #4

The City Manager implements the policy direction of the City Council and sets the tone for the entire organization through his/her leadership. What are the most important of the following? Finish the following sentence by selecting your top five (5) choices. I want a City Manager who...

483 respondents answered this question. 63.4% (306) identified Transparency as a top five leadership trait for the next City Manager, followed by Continuous Improvement Mindset, Drive Economic Development, Creating an Equitable and Inclusive Environment, and Holding City Staff Accountable to High Standards.

Ranking	Issues	Count	Percent
1	Provides transparency and is willing to share information regarding decisions facing the City	306	63.4%
2	Has a continuous improvement mindset and will strive to reduce waste and make City government more efficient	217	44.9%
3	Can drive economic development and recruit new business/opportunities to Bothell	200	41.4%
4	Creates an equitable and inclusive environment/strives to overcome organizational bias	193	40.0%
5	Holds City staff accountable to high standards	190	39.3%

## Question #5

What do you believe are the three (3) most pressing issues facing the City of Bothell?

481 respondents answered this question. 47.4% (228) identified Budget/Financial Sustainability as a most pressing issue facing the City of Bothell, followed by Affordable Housing, and then Economic Development/Business Development.

Ranking	Issues	Count	Percent
1	Budget/Financial Sustainability	228	47.4%
2	Affordable housing	194	40.3%
3	Economic Development/Business Development	149	31.0%

## Question #6

### What advice do you have for the next City Manager?

297 respondents answered this open-ended question.

- 19.9% (59) advised to “increase business and development opportunities.”
- 11.1% (33) advised to “listen to input and feedback.”
- 8.8% (26) advised to “build relationships with the City Council, Boards, and Commissions.”
- 8.4% (25) advised to “enhance parks and public spaces.”
- 8.1% (24) advised to “be a strong leader.”
- 7.1% (21) advised to “make changes and improvements.”
- 5.7% (17) advised to “focus on diversity and inclusion.”

## Question #7

### Where would you like to see the City of Bothell in ten (10) years?

350 respondents answered this open-ended question.

- 17.4% (61) fell within the Enhanced Transportation and Walkability category.
- 16.0% (59) fell within the Affordable Housing and Livability category.
- 15.7% (55) fell within the Public Safety and Policing category.
- 15.1% (53) fell within the Business & Economic Development category.
- 14.6% (51) fell within the Strong Community category.
- 14.6% (51) fell within the Enhance Parks and Open Spaces category.

## Question #8

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

234 respondents answered this open-ended question.

- 31.2% (73) fell within the Quality Candidate category.
- 15.4% (36) fell within the Ability to Build Relationships category.
- 13.3% (31) fell with the Vested Community Interest and Commitment to Public Service category.
- 12.8% (30) fell within the Make Bothell a Great Place to Work and Live category.
- 11.5% (27) fell within the Diversity and Political Neutrality category.
- 7.7% (18) fell within the Engage and Citizenry category.
- 4.3% (10) fell within the Fiscal Responsibility, Sustainability category.

## Question #9

### What is the best way to provide you information on the City Manager recruitment process and other City issues?

468 respondents answered this question. 54.9% (257) identified the City Website as the preferred method of communication.

Ranking	Method	Count	Percent
1	City's website	257	54.9%
2	City eNews (email)	207	44.2%
3	City's Facebook	156	33.3%
4	Community social media pages	141	30.1%
5	Bothell-Kenmore Reporter or other local paper	128	27.4%
6	City Council meetings	98	20.9%
7	City's Twitter	55	11.8%
8	Neighbors or other community members	50	10.7%
9	City's Nextdoor	49	10.5%
10	Other (please specify; a written response is required)	36	7.7%
11	Television	14	3.0%
12	Calls with elected officials	12	2.6%

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# Appendix:

## “Other” Write-in Answers & Open-Ended Responses

*Answers have not been modified or edited*

### Question #1

**What is your connection to the City of Bothell (check all that apply)?**

44 respondents wrote in answers to this question.

#### Question 1: Individual Answers

my children attend school in Bothell

I grew up in Bothell and still go there often.

I co-produce Bothell's Tree Lighting Festival along with the tree's owner, Nancy Pipinich. 2019 attendance estimated at 5,000

I teach in Bothell and live on a street that divides Bothell from unincorporated Snohomish County.

I am planning to move to Bothell

Teacher in Bothell

Work in Bothell

Former resident

I live in Kenmore

I work at UW-Bothell

Looking to buy a home and move to Bothell

Employee of the Northshore School District

I grew up in Bothell and live adjacent to Bothell

I live in Kenmore and frequent Bothell businesses.

Former employee

Northshore School District

I will be annexed into Bothell

I am a 40 plus year resident active in land-use issues in Bothell

Former Park & Rec Board member

live in sno. co. ll unincorporated area that wishes to annex to Bothell. Fire dist. defeated us when we voted. Hell

**Question 1: Individual Answers**

I'm unemployed but would like to work within the city of Bothell in my chosen profession.

I work for a small business in Bothell

Work at Cascadia College

Provide service in Bothell

I am a Bothell Kenmore Chamber Member

I am 50-year resident and have served on the Landmarks Board, City Council, President of the Bothell Museum, plus many city and community committees and action groups.

Trying to open a business in Bothell

I have been served on several City Boards/Commissions/Committees/Task Forces and Council.

I am right across the Bothell/Kenmore line. We have garbage service thru Waste Management 3 houses on this cul-de-sac: first is in Bothell, other two are Kenmore (84th Ave NE)

I have a Bothell address, but I live in unincorporated Snohomish County

I live in the area and care about the future of Bothell.

work at UWB

Used to live in Bothell 16 years.

Former longtime resident, now live in Bothell MUGA

I represent businesses that work in Bothell

born and raised in Bothell

I shop in Bothell.

Fire Commissioner, FD#10

I work for an affiliate of the city of Bothell.

Have friends that live in Bothell.

I have children in public schools in Bothell.

Former city employee

I was Bothell's Assistant City Manager for over 15 years

My children attend schools in Bothell.

## Question #2

**What traits, qualities, and characteristics does the City Manager need to be successful in this role? Select your top ten (10) choices.**

51 respondents wrote in answers to this question.

### Question 2: Individual Answers

Environmentally minded; doesn't make short-term gains at the expense of the future (think preserving wild spaces and trees)

Actively Anti-Racist

Positive relationship builder.

Belief that people are more important than finances.

Fiscally responsible

Environmentalist

Willing to partner with citizens

Believes in personal responsibility

understands and allows healthy conflict to learn core values of those impacted by decisions

business savvy, intelligent, sense of humor,

**MUST LIVE IN BOTHELL**

Capable of discussing race and racism

Politically neutral

handles the very cliquy City Council

Supports the arts

Environmentally Conscious

Understands municipal budgeting and finance

Can clean house

Fiscally responsible, responsible economics

Financial literacy

Willing to address and mitigate the city's role regarding climate change

Experience and competence really belong on this list.

Sustainable values regarding climate change etc.

values environmental sustainability and climate action

## Question 2: Individual Answers

Award winning and willing to be fired by dingbats while on a family vacation like the great fiscally responsible city manager we had for many years.

financially conscious and business minded

Unlike the past manager, the new manager should be transparent, be accountable to the community and keep the Bothell citizens well-being first priority.

Obviously, all of the above, but most important is the knowledge that the position requires implementation of policy that the duly elected COUNCIL adopts. In other words, he/she does what the council says!!

Does not act in self-interest, such as the whole Wayne golf course fiasco

Supports police

Financially responsible

There should be someone with an equity lens and can work from an anti-racist framework to work towards social justice

Stop ruining open spaces, forests by building unnecessary townhomes, apartments, business parks

Please post ongoing events in the area.

Fiscally Responsible

Tell residents the truth about why the city has so much debt and bought contaminated land and pay a fortune for an empty city hall. Can we get rid of that? Lower taxes less policing

Don't try to make everyone happy, sometimes tough decisions have to be made to better our community

Doesn't just go along with what City Council wants but will voice the needs if the community even if it's not popular with Council.

non reactionary

apolitical not subject to core group in Bothell w/ excessive influence

Inspire, motivate staff to understand their role is to act in the best interest of the community as a whole

Someone who isn't going to follow the current agenda of the mainstream media and be bullied by special interest groups to meet their agendas and narratives.

Is willing to be unbiased to act on the direction of the city council

Work with Council and City Employees smartly and able to move forward in a creative way

Does not acquiesce to the "woke" crowd.

Ethical

Lives in Seattle of Bothell and makes decisions that benefit the residents of Bothell only - not businesses (especially if owner is not a local resident) or development companies.

Has a strong vision to revitalize the downtown development to be people centric?

All of the above!

Trusts staff to do their jobs, as the previous CM did.

**Question 2: Individual Answers**  
Focus more on upkeep of city, as opposed to growth

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## Question #3

**What experience, background, and knowledge should the next City Manager have to be successful in this role? Select your top five (5) choices.**

23 respondents wrote in answers to this question.

### Question 3: Individual Answers

Knowledgeable in Climate Change and incorporates sustainability into all work

Environment

Environmental / climate change awareness

conflict resolution skill

In tune with how current technologies can improve and help city government make more efficient and informed decisions.

Understanding systemic racism and inequity

Fiscal stewardship with taxpayer money

A desire and intent to develop and work with existing local businesses, organizations, city staff, and consultants. The people, organizations, and businesses that are already part of our community and have invested in its well-being and success.

Understand that arts play a vital role in the city

Background in Environmental issues and how cities can adapt resiliency practices

Is a Daring Leader instead of an Armored Leader

Interest in climate action

Award Winning fiscal management and willingness to be fired while on family vacation by doofuses as happened to our greatest city manager

Supports City and Community Sponsored Events

Technology knowledge/background

Should be able to produce a balance budget and successfully abide by it.

A person who has worked with diverse racial communities, or has lived experience and can work from an equity lens

Common sense

Environmental leadership

make police smaller and train them and promote social services

Comes from outside of government & success executing in the private sector.

Expanding residential services such as parks, pools, and recreation facilities

Ability to increase infrastructure (roads, speed enforcement, traffic mitigating measures) in step with the speed of development of the city.

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## Question #4

**The City Manager implements the policy direction of the City Council and sets the tone for the entire organization through his/her leadership. What are the most important of the following? Finish the following sentence by selecting your top five (5) choices. I want a City Manager who...**

36 respondents wrote in answers to this question.

### Question 4: Individual Answers

Ensures that the city employees treat "less financially important" people with the same consideration as developers

Is committed to doing what is best for the people of Bothell, regardless of how much it will cost to do so.

is fiscally responsible (not necessarily conservative)

Realizes Bothell is a mess and has a vision to fix it. I fully regret moving here 6 years ago.

creates positive community relations, environmental focus

builds partnerships with business

Will listen to Bothell Citizens as to what they would like to see in the future of Bothell

Will is not in favor of defunding police in any aspect

MUST LIVE IN BOTHELL

Stop the clear-cutting of the few remaining forests here

Republican

Will not allow unbridled development and increased density before existing neighborhoods and infrastructure are improved and supported.

Who embraces existing Bothell businesses and organizations, and works with them to develop? Ignoring what/who is already here won't work in our small tight-knit community.

Can be the forward thinker so staff are able to do their jobs

invests in the needs of the broad community, and does not simply listen to the voices of the few, the influential, or the wealthy

Can fix budget challenges is important. I don't think the City Manager needs to be a "Fiscal conservative" to do so, however.

Willing to get fired while on family vacation by the worst city council majority we have ever elected.

Willing to provide a safe community at all costs even if it might not be popular to some but necessary.

Values conserving natural areas with 40% green cover (trees, wetlands, forests, etc.)

Understands the urban growth boundary and missing middle housing

Is forward thinking and seeks to create solutions that solve multiple problems

#### Question 4: Individual Answers

Is excited about developing Bothell so that it maintains and shows its personality, rather than just slap-up tons of apartments and housing. I'm thinking Farmers Market, cool shops, walkable and interesting/beautiful downtown. Great and innovative restaurants, as well!

Stops building and stops clearing trees. BAN Fireworks!!

Believes that a city should be planned/oriented for people, first and foremost

is responsive.

Recognition of all, regardless of race.

Doesn't have conflicts of interest (\$\$\$); Promotes the health potential of children

BIPOC? so racist. Should be who fits the job the best no matter what color. I'm offended.

Is committed to supporting public safety (police and fire)

Has a background in Council-Manager government, not general public administration?

Continues to develop goals for City Council so there's consistency, time management is in place (not constantly having staff move from one thing to another), and fiscal responsiveness (again, goals create fiscal responsibility. No goals create reactionary behavior and costs time and money).

Understands principals of smart growth and how to strategically plan for and implement growth that benefits both Bothell and the region.

Is committed to ensuring that traffic safety infrastructure is valued as much as the rapid speed of development.

How are we to be "anti-racist" if we are asking people to choose a CM by race? Isn't asking if I want a BIPOC CM injecting race into the qualifications? Are we asking people to decide if the color of one's skin makes them more or less qualified? If we want to truly be "ant-racist" and stand against racism (AND WE SHOULD!) let's be more thoughtful about the implications of questions like this. The second YOU ask people if they prefer one race over another YOU are feeding that fire.

Someone who wants to see Bothell be on par with the region when it comes to use of technology and IS technical capabilities. We need staff with XML, web service, database administrator training, more specialized/ non-entry level skills.

Doesn't only care about growth and businesses, like past city managers.

## Question #5

### What do you believe are the three (3) most pressing issues facing the City of Bothell?

62 respondents wrote in answers to this question.

#### Question 4: Individual Answers

Stop building multi housing units that lead to parking crisis.

Development, cutting down all the trees, limit it!

infrastructure before adding housing that relies on alternative modes - need sidewalks and crosswalks

Way too much high-density housing growth without support structures such as roads, shopping, schools.

create policy for at least 30% tree canopy (50% is best)

Parking

How about lack of economic development

Downtown core: vibrancy, parking solutions, welcoming to business and visitors

Lack of sidewalks!

growth management

Bothell is under increasing growth, the new manager needs to manage this growth well

Park space, Shelton View Forest

Instead of bike route access/safety I would expand that to say pedestrian access/safety more broadly (esp. sidewalk access to downtown Bothell)

More dog parks. I don't have a dog, but I really enjoyed the energy that pop up dog park brought, and I'll be furious if it isn't there this summer

Crime

Noise pollution. More residents and cars, but speed limits not respected on most city roads

Density. Stop with the condos!

We've grown so much in the last five years and haven't had much work on infrastructure.

I hate that downtown Bothell turned into Redmond

A second downtown to replace the lost country village

Mental Health Services

Retaining open space and large green spaces. Zoning to keep some larger lots and tree canopy

Saving Shelton View Forest

Recalling the bums that used politics of personal destruction to gain a council majority so they could prevent the view from their condo on the slough from becoming a view of condos on the slough.

#### Question 4: Individual Answers

rebounding from Covid-19 impacts

Not sure

Require roads, sidewalks, available school space, PARKING are approved before permits are approved for large housing and commercial developments.

Developing on forested land!!

human services

Feeling of a united community

human services support

we need lower taxes

Dog parks

Public safety as defined by living wage jobs, equity in education and affordable housing

Lot D development. I was really looking forward to retail and groceries coming to downtown.

The danger of Bothell losing its charm and appeal due to tons of apartments and townhouses being added and not enough enhancements to make people want to visit. Let's make A modern, current city while maintaining its small-town charm. Let's have more walkable businesses and restaurants. Let's get rid of that ridiculous parallel parking on Main Street that is scraping everyone's car and make it permanently closed to cars.

Prevent overcrowding, prevent more development and cease building new residential spaces

Overbuilding of high-density housing

Parking in city core

Parking

Too many dwellings without the infrastructure to support the increased population density

DEBT and TAXES and too much policy too much development no green space... left they are cutting our trees...

Controlling development so that multifamily housing does not negatively impact the community feeling and the single-family neighborhoods.

Culture Change: Bothell is no longer a "small" city, but many staff are stuck in the past.

sidewalk replacement were lifted by tree roots- our neighborhood has damaged areas.

Forces trying to follow disgusting and degrading City of Seattle

Transformation of city gov't ops from "small town" mentality to a major urban regional player mentality

Economic development outside the downtown and canyon park area.

The "covidification" of everything. It's time to stop the regulations.

We need to get our community programming back (e.g., Friday Night Summer concerts, parade, rec programs. It makes a difference in the community feel of Bothell.

#### Question 4: Individual Answers

Creating an internally consistent development for downtown rather than the mess that's in planning now

Pedestrian safety & wheelchair access

Massive overdevelopment and road infrastructure and parking are missing

Getting rioters & bad actors under control and PROTECTING YOUR LAW-ABIDING CITIZENS

zoning reform! this impacts climate, affordability, equity, and so much more. fix our zoning.

Comprehensive planning and implementation that balances all of the above.

The city needs to stop wasting time and money on police reform. We have an amazing department who has a good relationship with the majority of the citizens save for a few loud voices.

All of the above!

more businesses in the community to generate income for the city and provide reasons for people to come here, and more parking spaces downtown for everyone - residents, visitors to the community for the aforementioned new businesses, employees of the businesses, etc.

technology advancement

School Size and Resources.

Too much growth that makes Bothell undesirable, shoving apartments and businesses into every sq ft possible downtown makes the area inaccessible.

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## Question #6

### What advice do you have for the next City Manager?

297 respondents wrote in answers to this open-ended question.

Question 6: Summary by Category		
Category	Count	Percent
Increase Business and Development Opportunities	59	19.90%
Listen to Input and Feedback	33	11.10%
Build Relationships with City Council, Boards, Commissions	26	8.80%
Enhance Parks and Public Spaces	25	8.40%
Strong Leadership	24	8.10%
Make Changes and Improvements	21	7.10%
Balanced Budget, Stable Revenue	17	5.70%
Focus on Diversity and Inclusion	17	5.70%
Make Bothell a Unique, Thriving Destination	13	4.40%
Make Bothell Affordable, Clean, Safe	12	4.00%
Have Open Communication and Transparency	11	3.70%
Build Community	10	3.40%
Be Politically Neutral	8	2.70%
Be Collaborative and Build Partnerships	8	2.70%
Fix Infrastructure	8	2.70%
Create Unity	3	1.10%
Be Progressive and Innovative	3	4.40%
Be Flexible and Open-minded	2	0.70%

#### Question 6: Individual Answers

Get out of city hall and visit Mail Street once in a while to see what real issues are faced by small business.

You're in charge, and we expect you to lead our community. Don't let development interests alter the character of Bothell. Make more trees stay. Make more trails, make more parks. This will make people want to live here.

Balance growth with community and inclusiveness. Balance expansion with your stewardship of the environment.

Be willing to make the big, probably unpopular, changes that will be the most beneficial for the future even if it is hard for the present to accept.

Be a good listener, not a know it all. Reach out to all of Bothell and the surrounding area. Know this city and it's needs. Think about future citizens and imagine their needs.

Ensure that you take all of Bothell's citizens into account when making decisions, instead of just those who have historically held the most power. Help uplift ALL of Bothell's community instead of just the privileged community members.

Have fun!

### Question 6: Individual Answers

Do not follow Seattle's example. Do not make snap decisions because you are afraid of the media.

Please do not let development destroy our city! It should not all be about money.

Be approachable, have integrity, build a strong team around you with strengths you don't have, care about both the citizens and staff, hold your directors accountable and use 360 evals, collaborate with end users for new programs/software.

You cannot please or appease everyone or allow people to use emotionally charged feedback and testimony to pull you in all different directions. Take in all views and feedback and calmly, rationally reach sensible solutions that are right for Bothell.

Turn Bothell into a place that meets needs of current residents, so we don't all have to go to Kirkland, Woodinville and Lynnwood for Trader Joes, Target, Costco, etc. And stop high density building until you figure out how to get school capacity to match it.

make policy for Bothell to live by what we teach our children and not by what administrators and business owners want and do. No bullying, growth at all costs. Make sustainability and livability the goal.

Don't try to change the world. Take care of Bothell

build partnerships between businesses, community, and city hall.

Cooperation and encouragement with local retail businesses and events.

Don't treat Bothell citizens and business owners like they are the enemy

be prepared....

Bothell is in the midst of transition from conservative small town to a more diverse, metropolis. Despite some community concern, there is no going back. Focus on building a strong, diverse community, rather than maintaining the "feel" of Bothell. Bothell values our river, our trail, and local businesses. Our infrastructure should support those things.

Identify something unique Bothell can offer the region and pursue a vision to make it happen

It's OK to not build that extra apt complex. There are dilapidated properties that could be utilized instead of cutting down every last tree

- Embraces the City's history.
- Looks for opportunities to partner with citizens to enhance the Bothell experience.
- Values citizen/community input.
- Believes in efficient use of City resources.
- Encourages policies that welcomes people to work and play in Bothell.
- Critically reviews and amends the City's permitting process. \*
- Plays well with others.  
"listens" and "nurtures"

Save open spaces for public use. Add to the parks, including Shelton View Forest. We have so much new construction and are losing open space.

Survey the community on what they feel needs improvement to promote community and safety.

Understand the difference between treating people 'equally' and the racism / dehumanization behind what is today called 'equity'.

Get to know the community and the staff before making any major changes. Understand the culture and go from there.

### Question 6: Individual Answers

Small steps matter. Instead of his/hers use they/their in documentation, social media, other communications. If a project or decision will have an impact on a certain group of the community make sure to include them in the process from the beginning. The people who work in Bothell should also be able to afford to live in Bothell.

Be bold and know that changes are necessary, albeit difficult to sell and implement. Do not get stuck in the frozen mindset of government.

Listen to small business needs, backbone of Bothell

Make families and community a focus again. We have moved away from this and are now too focused on businesses. We need more places in Bothell for families, kids, and teens to recreate. Not more shopping.

The loudest isn't always right

Be positive, open, transparent, and approachable. Be able to balance the budget without cutting services as much as possible.

Don't build another ugly building!

Be yourself

Listen! You have a great staff and the community of Bothell cares about the city!

Please make the downtown look nice. The concrete blocks on the Bothell way and ne 183 scream lack of basic management.

Start as you mean to go.

Don't take this job for the money or power. Take it because you love this type of work.

be honest, open minded, accepts criticism

Bothell is likely on the cusp of a major cultural change; growth is bringing many new demands and new thinking to the city along with resistance to change. Bothell cannot sit still, it must manage and make this change work for the city, not try to prevent it.

Good luck

Do what's right and don't let the bullies get to you.

Bothell is a good place to live. The demographics of the population appear to be changing rapidly, which is a good thing! Anyone coming in will need to hold an awareness of these changes and develop strategies with a multi-cultural focus in mind.

Woke, groupthink, is dragging all persons down to a low common denominator. Be bold. Honor God. Love people. Have a spirit. Have morals. We support you! Whoever you are.

Good luck & DON'T f\*\*k it up!

Listen to your constituents, but also ask the right questions. Actively seek out minority opinions, not just the most vocal ones. Be visionary, yet practical. Communicate - a lot. Compromise where you can, in order to keep moving the town forward. Develop a plan and stick it, but be flexible when the realities of life set in. Good luck!

Be strong!

I'm tired of city officials who only care about economic growth and land development. Bothell does not need any more high-rise buildings or hotels or high-class neighborhoods. We need community support and services for taxpayers. More parks space. More transportation. More investing in schools. Stop prioritizing the wealthiest in our community.

### Question 6: Individual Answers

I'd like for our next city manager to be well-rounded with experience with fiscal responsibilities, skilled in attracting new businesses, and appreciate the importance of community relations.

Reach out to Bothell ARC and BoPoP

Don't play politics. Manage the city

Every square inch of Bothell is seemingly being developed for housing above \$600,000 with little regard for traffic / rest / park spaces and generally how it changes the areas feel. Traffic is saturated, stores are congested, and I don't see any thought of a slower more sustained growth that emphasizes quality of living over packing more identical neighborhoods next to each other as the fastest rate possible.

Listen to and communicate clearly with the community as much as possible

listen to young people and their ideas

Be professional and not follow political trends if it harms city population

Find a long-term way to balance the budget. Find some way to dump the old golf course, since it's drain on resources and money. Be aware that the CC is about to change, and probably fairly dramatically, so be prepared to change directions.

Be flexible and open minded.

Ignore the churches

Nonpartisan, accountable, and transparent leadership

Please make Bothell Main Street the community hub with incentives for attractive new businesses like a Starbucks or local coffee shop. Make a permanent dog park!

Rent Control

Do a good job

N/a

Look around the community yourself. Talk to residents in their daily activities not the folks in council meetings

Reach out to the residents please. They pay for this city through their taxes, so they deserve to be heard, and they deserve to live in a place they love

While you won't be able to make everyone happy with your decisions and direction, if you always make sure what you are doing is for the good and betterment of the people of Bothell, then that is what matters.

Finish the downtown development. It's an eyesore.

Bothell's history and small-town feel is what makes it unique. That is being destroyed by the current development and building, with more in the future. Without curbing some of this development, or at least providing the infrastructure to support the density, Bothell will be ruined. If we wanted this, we would live in Kirkland.

Focus on the basics, the budget, minimize bureaucracy, increase accessibility through digitization of government services, be visible to the residents, community.

Please make Bothell a sanctuary city for life!!!

Understand the financial structure of city residents, viability of Bothell city /county-based businesses and impact on financial impacts to public services. Getting ahead of current business challenges, Residential issues, multicultural

### Question 6: Individual Answers

support needed and awareness of additional upcoming community, cultural, social, business, and religious based organizations and forecasted challenges.

Keep Bothell a nice place to live and don't try to over develop every square inch.

The need for transparency in all decisions. Educate the public by giving all sides of the argument (unbiased information). Like math teachers always say, "show me your work". Give all variable to the equation to the public and let them decide.

Focus on affordable housing, parking solutions for downtown apartments and businesses, make it easier (more affordable) for a business to lease a space instead of hitting them with huge traffic impact fees, and focus on community such as with a community space where we can gather. Use local or WA based businesses and consultants - we have almost everything we need right here.

Listen to your Executive Leadership Team. They are very strong and dedicated.

Bothell is a wonderful community! It has transformed so much in the last seven years that I have lived here. I hope that we can take some time to reflect on where we've been and where we are going. This should include updating infrastructure to be able to handle our growing population. With all the work that the city has done to revitalize the downtown and bring in businesses, we're only going to have more problems if we don't address it now. Good luck!

Stop the overcrowding problem of too many people here.

Please plan to stay longer than the last one. Please don't overcommit yourself and do what you say you will

My advice to the new City Manager is to meet with as many people as possible and get to know Council, Commissions, and the Community. Learn about Bothell and then jump in to make improvements.

Communicate to the community what you are doing.

Attend the Chamber of Commerce, build relationships with business owners, ask questions, learn the Bothell story, champion the potential of our city at every gathering, give us vision and hope for the future to complete what has begun.

Understand the short- and long-term budget and capital plans and make decisions that align with the strategy. Perform fiscal analysis before making decisions.

Surround yourself with great advisors and let them advise you!

Stop letting every developer build huge apartment and condo buildings. Every piece of land downtown is being built with that. We need a better mix downtown.

Listen and learn from your Business owners, Private Citizens, and your Staff

Mutual respect--even when you are not able to agree.

There are many people who want to be involved in fighting climate change and reducing their waste but are not sure how to do so.

Be patient and learn the history and needs of the residents and city staff.

Listen first.

Worth to protect open green spaces

This city is divided, seek to be transparent and unify. There is no "right" or "left" way to run the city. We need someone who will work with both ends of the spectrum

Save Sheltonview Forest

### Question 6: Individual Answers

Work with Council to establish better communication at Council meetings between the public and Council-- especially if meetings continue to be held remotely on Zoom.

Try to understand the range of perspectives and respect a person's right to their own opinion.

Please work for the people of Bothell beyond Downtown/Main Street.

Be open minded, listen and show strength

Live in Bothell, get to know the constituents, respect the elected city council, build bridges, not walls.

Get to know your community - residents as much as business owners. Live in the city. While it is good to stand up to Council if they are following a path that could be detrimental but don't let your personal feelings overshadow.

You will need to bring solutions to city council but not make the decisions for them... that's a tough balance. Please respect the inputs of people who may not look like you.

Good Luck, Mental Toughness, Extra Effort (MTXE)

I've lived here for over 30 years. I've experienced the decline in a community feeling of caring for one another, our city, our green spaces, our gathering spaces, and the loss of a robust Parks & Rec Dept. that offered activities for people of all socio-economic standards. Please focus on making Bothell unique and a place where people want to live, meet people, build friendships, and become part of the community. Not just for people who want a house here because of the excellent location. Please focus on community development and not just business development.

Show that you care about all boards in the city. Take interest in everything we have to offer.

Work to make Bothell a long-term success, not just short-term development.

Maintain the things going well (parks and rec) and focus on areas of opportunity instead of fixing things that aren't broken.

N/A

Be a champion for the residents of Bothell. Connect with the many people and organizations that care about the City's future. Listen to them, don't exclude, or belittle them. Learn what is most important to them and work to understand the issues.

Engage with the community

Don't try to please everyone and every agenda. Have a good short term, mid-term, and long-term strategic plan that is best for the city and work the issues in each of those plans without adding to the list each time some new issue comes up.

Be Holistic, and widespread in your approach. Understand racial and climate justice needs. Find ways to bring affordable housing to Bothell.

Wishing the new manager much luck!

Partnerships and collaboration

Don't take a family vacation after a council election.

People and organizations love Bothell. Please be opened to working with the different Non-profits and community organizations to support events that will both bring community and commerce to our wonderful city.

big town with a small-town heart

### Question 6: Individual Answers

Take a hike... on some of the five (5) miles of trails in Shelton View Forest, inside City limits, yet connecting City, County, State, Federal and private parcel green spaces. If preserved for carbon sequestration, recreation, habitat, and noise sink... it's a regionally attractive place to breath deep or have a workout!

You are a team captain of a large team. This means you strive to be a role model, a cheerleader, and a wise leader.

be honest and transparent

Communicate to the residents of Bothell in a clear manner, how local law enforcement is to conduct themselves when engaging an individual/the public.

The community is your center of support and partnership. I believe a City Manager should promote programs and back initiatives that involve the community. Also, if there is not a Healthy Cities initiative, we should start one.

Listen to the community their concerns, fears, and insights.

Please hire a person that has fiscal responsibility (proven) and a willingness to engage other community members in large decisions that affect the whole of Bothell.

Know your place and listen to the community (e.g.: Wayne Golf Course property and Yakima Fruit Market)!!!

Please beautify City of Bothell. It needs lot of improvement. The main downtown Bothell surrounded by ugly bushes and vegetation. Please clean and make it attractive.

Save the trees! Stop unchecked housing growth for a city that lacks necessary infrastructure to support an influx of home buyers! And stop allowing expensive housing! Million-dollar townhouses are not "affordable" and longtime residents are being pushed out of Bothell.

Bring more IT talent to make US Silicon Valley, more racial equity.

Honest

Listen to all perspectives and do what's right even if not popular. Bothell has a healthy, positive work culture that brings out the best in staff - build on that rather than try to change it because it could be lost.

Recently we have seen a housing boom in Bothell without much attention to build infrastructure that includes road/transit and parks. This city is getting overcrowded. I hope tax income that is coming from new housing is used to improve that specially more parks and recreational activity areas.

Understand poverty and know that, despite the exterior image of wealth, Bothell has poor low-income individuals and families who need services and housing

The next 10-15 years are a critical time for Bothell to be a contemporary city...we can make a city that residents love and can afford, and visitors enjoy with inclusivity, walkability, and good urban planning. A growing city faces different challenges from a declining one, which offers a forward-facing city manager great opportunity!

Keep the pulse of the local citizens.

Figure out how to sustain Bothell's growth without cutting down any more trees!!

Be collaborative. Encourage City staff. Communicate City needs and opportunities to the public. Understand and respect the history of Bothell. Acknowledge that we have problems and challenges like any similar city and work to maximize our opportunities within the region.

Try not to please everybody. Stop building so damn many apartments without parking. Leave our neighborhoods alone. Stop building so damn many apartments, period. I want the city my family moved to in 1974.

Have an open mind check out other successful small town across United States make a note of it for planning discussion.

### Question 6: Individual Answers

Get to know Bothell, its history, neighborhoods, businesses, and organizations.

To be willing to work with the citizens of Bothell and what changes they think need to take place

No

Our city has always had that small town feeling. I miss that. It has turned into a miniature Seattle. Stop trying to make a metropolis out of our home

Error on the side of keeping taxes paid by residents on the low - average end of the scale and seek new business that generates sales tax revenue and good jobs!

You are spending our hard-earned money. Please manage it wisely.

Be honest, transparent, and professional.

Let's develop the area around downtown Bothell so it's pleasant for families to hang out which will draw more businesses. It would be great to have a downtown with an Edmonds-esque feel. No more big, tall buildings...more charm.

Do the job well with the people and environment in mind

Don't let the loud social justice warriors steal the show and overshadow the real needs of actual residents. I'm tired of false claims of racism. Let's quit singling out our differences and unify on our similarities. We all want the same thing for our kids and grandkids. Unify not divide. Dump the critical race theory misinformation and concentrate on looking at everyone as humans with inalienable rights.

To be open-minded

Please stop letting UW do whatever they want with their G&E projects. There are decades old agreements that clearly spell out what they can/won't do and the city just signs whatever permit they request and it's not right for the residents who live in the near million-dollar homes affected by this. Many of whom have lived here from the beginning. More thought needs to go into development of the downtown area. We want to see more culture and people-oriented growth and support of local businesses. Hire developers from the area, who know the area and what works, not lowest bidders from Texas who put up prison like structures that totally clash with the Bothell culture. Also choose candidates for the positions under your direct preview wisely. Without naming names, one can't even show up to work in the business she owns on a regular basis where she's the only employee. That's not someone I want in charge of anything in my city. I seriously question the current city managers competency on that one. Are the free lattes for life really worth it? The people of Bothell have and should have high expectations and are growing very tired of the seemingly many unqualified people doing half-assed jobs occupying our city hall positions. Bothell people are majority educated and earn high dollar incomes. Work with us not against us. Respect the position you have. That is my advice...Thank you for requesting input.

1. To be a leader instead of a follower of a few with a boisterous voice.
2. Don't cave to stupid social movement just to appease a small percent of community without any legitimate/justifiable cause.
3. DO what is right for the Citizens, Employees and Visitors of this great community.
4. Unlike the elected group of Seattle (I will not call them leaders, because they are not) HAVE A BACKBONE!!

Lead by example.

Make Bothell a great place to live, and hire people better than you to make you look good

We want a good advocate for staff. Someone who understand the challenges we face every day.

Maintain the charm of Bothell while growing the community in safety, diversity and thriving business.

Well, that ship has sailed since we allowed Country Village to be bulldozed and turned into luxury condos but let's see if we can retain a tiny bit of the character that drew me here in the first place, please.

### Question 6: Individual Answers

Be objective, fair, and honest. Do not give into woke pressure and devote resources to problems that do not exist.

My counsel: Don't be distracted by sound good, feel good popular fad issues like climate change and defund law enforcement etc. Public safety and security need to be prioritized because without that being addressed the fad stuff is moot. Also, drugging is degrading everything civilized. People abusing themselves via chemicals is a societal curse that needs to be addressed, severely discouraged, and restrained. I noticed nowhere in this survey was this obvious topic brought up. Instead, climate change and diversity are focused on. Let's focus on the real immediate issues that actually are the purview of good governance. Deliberately hiring someone because of their race, ethnicity, color, sex, etc., and not because of qualifications and character is discriminatory in the extreme. I would not trust authorities doing blatant discrimination based on some sort of ideology instead of being neutral and strictly constitutional. Good luck.

Support and empower staff -- collaborate with the community -- find creative, efficient, ways to solve problems -- actively engage with community partners.

Be a "people" person to staff and community

Please lead our city to do its part to insure a livable planet for the future generations.

Don't make a ton of changes right off the bat. Develop relationships with the community, staff, and Council, get buy-in and support, be transparent, and make changes gradually.

We have worked very hard over the last several years to establish a competent and effective leadership team. Please listen carefully to the needs of the community, work to understand each departments challenges and opportunities, and help us balance them with our fiscal responsibility in mind. Our staff is very passionate and dedicated to serving our wonderful community.

Work for the citizens of Bothell to keep costs low and freedoms high.

Trust your executive leadership team.

Be open, be strong, and seek support of the community. We are here to help develop our home.

Listen to the community, particularly those who are most marginalized and listen and respond to their needs. If we cannot support those furthest from opportunity, we cannot continue to thrive as a community.

Doing the right thing is not always easy.

Slow down the growth of the city. It will send good people away if continues like this.

Not everyone is going to like or agree with you. Be respectful to others' opinions and be able to defend your reasoning in a calm and respectful manner

Be approachable and seek out the City employees.

Seattle is ruled by activists and the city has suffered from poor leadership. Bothell is a fantastic place and should not follow Seattle's path of activist government.

Work with individuals. Be honest in responses to people. Do not put off decision making hoping problem will go away.

The Bothell downtown has famous chain food restaurant, like papa john's pizza, pizza hut, Olive Garden? This will bring the traffic and other small business!! So disappointed the downtown is all about housing but no real shopping experience! Please help if you are the next city manager!

Tell the truth, there is less to remember. Take responsibility for failures. Manage the staff to do their best, seek out grants, and STOP rubber stamping illegal work on housing developments.

Listen and respect the opinions of the city employees. Communicate with them frequently.

### Question 6: Individual Answers

Please co-create a solution with community members, so we can all feel safe and celebrated. Right now, we feel unheard and disrespected by the city leaders. Compared to Mill Creek who welcomed people of color with open arms. Also, please leverage the community's talents. There are many of us and we have expertise ranging from social justice, public safety, city development, finance, accounting, business, economics, etc. We want the people in Bothell and the surrounding areas (including unincorporated) to thrive and not just survive. There are too many people of color who are leaving because they cannot afford to live here or open up a business here. Budget is important, but there are other ways to make a city prosperous than to continually sell land to outside developers who have no stake in the community whatsoever.

Bothell is a great place to live. We want to encourage people to spend their time and money here, not just sleep and commute. Our downtown, in particular, can thrive economically if it maintains the plan of being people-oriented, with (small) businesses and community gathering spaces.

Have the courage and conviction to enforce the vision for Bothell and don't let developers marginalize that vision

Engage with community advocacy groups. Seek transparency - we've been burned before. Don't lead with "No;" the community will back you up if you take risks. Think long-term: we're willing to invest time, energy, and money in Bothell for a better tomorrow here.

Buckle up and buckle down. You have a lot of work ahead of you, but also a lot of opportunity and a great staff.

Bring your creativity and an open mind to this job. Solicit opinions and find solutions to meet the changing needs of our community.

Mentor junior staff.

Work with what Bothell has, don't building anything else  
Don't develop any more property!!!  
Let it rest  
Ban fireworks

Please recognize that many Bothell residents are very distressed over the overwhelming amount of residential development here, especially in the north end.

Care more about the wellbeing of the city and its residents than your own position, reputation, and ease.

To be willing to engage the community and develop solutions that benefit the community and not just business interests.

Watch out for the small vocal groups who wield a lot of power in this city.

work to solve issues collaboratively

Have the courage to lead, do what's best for the community as a whole and never give in to a mob.

Be sensible practical and reliable. Don't get caught up in all the politically correct work stuff - focus on the job! Treat everyone with respect and remember your please and thank you's.

Post covid community engagement and opportunities for diverse activities will matter to bring a broad range of perspectives together for a connection in our community.

Be a courageous listener, be innovative and nurture partnerships between city government and other organizations who have the goal of meeting the needs and desires of the Bothell community, i.e., who have similar goals as City of Bothell government.

Fix the parking downtown

Make Bothell a model city for the state or even for the entire country!

### Question 6: Individual Answers

Stand strong against some of the closed-minded council members that no longer believe in our country. Pretty sad when they fight what our country stands for.

The constant building of houses and super tax load upon the citizens has to slow down. I've lived in Bothell since 1976 and its explosion of population has been a disaster. Spending billions of dollars on the SWITCH Buses without any riders. Who collected the data that was ever needed? I hope the people who felt it necessary, are at least riding it. Every time I see a SWITCH Bus pass no one is on it besides the driver. My advice is to collect data to prove something is needed before implementing it and using our hard-earned tax dollars. Represent us not use us. For example, 35th Ave. SE we the people attended many meetings for a few years. We voiced our concerns, but you already knew exactly what you were going to do before the very 1st meeting. You had us list our names so you could further contact us. Just to say that you'd taken our input. In the end it wasted my valuable time to even attend the meetings. YOUR JOB IS TO REPRESENT OUR COMMUNITY AND THAT MEANS OUR INPUT SHOULD COUNT FOR SOMETHING.

Prioritize public safety, fiscal responsibility, and individual rights/freedoms.

Listen. Use your emotional intelligence. Learn from staff. Trust your employees. Lead with empathy. Many were driven out. Those who remain have been through a lot.

Listen to and respect existing leadership, and also maybe more importantly, city staff that has been in place for the long term. While a new city manager will want to make their own mark on the city, it is valuable to remember that they are walking into an environment with an established culture that is very positive, efficient, and functional. The need to respect existing culture, while also working to improve the city where it is needed and look towards the future as the city continues to grow should be well balanced.

Get out into the community at the beginning - walk around different areas of Bothell and talk with citizens; bike around, drive around.

Build!

Understand where we came from, help make where we're going happen

Listen to the community but don't get stuck in the past or current ways of being. Bring in innovative ideas for all people to thrive. ALL people.

Be true to yourself and trust your gut.

go for it!

Learn about the City and its issues. Listen to staff and citizens.

Everyone has an agenda...you just have to decide if that agenda is what is best for the City of Bothell and its residents.

Listen to the people of color, I hope that we have new city council that they are aware what really is going on in Bothell

Think about how the downtown core can best be utilized to encourage small businesses to plant and thrive. Revisit parking requirements and reduce the number of parking spaces need.

Please serve those who funds the City- Property owners, don't leave us behind or ignore us. Thank you.

Be humble. Listen to the citizens. Don't make the huge mistake of a past manager when he pushed through the building of the huge and unsightly city hall building without listening to what the people wanted.

The Bothell I moved to was about people and community. Lately all I see are more cars and expensive housing. The people who live in Bothell aren't going to be able to afford to live here. Keep our community the great place we love.

### Question 6: Individual Answers

Be creative. Be transparent. Be efficient. Be someone we can be proud of.

Stay strong.

Empower staff and be responsive to constituencies.

Be your own leader, of course, but review and consider what the previous CM/Leader did, in general, to see the values, policies and standards that were implemented. She did a lot to connect with staff and get to know each person in City Hall. She was very clear in what her expectations were, but you also knew what you could expect from her (full support to do your job). This led to a very positive, inviting, and equitable environment overall. Also, review the mistakes made by Council's decision on an ICM in 2016 (unprofessional/outdated thinking). Also consider the pitfalls the CM prior to 2016 made in many regards.

The City of Bothell is a great place to work and has been for many years, but it has been at its best between 2017 and 2020, so know the bar is set at a respectably elevated level. We have high standards in who we hire and what we expect from them but at the same time we support, advocate, and train our staff in needed areas. Many of the manager's and Directors are experts in their field of work and this is why, even after the CM left, our strong ELT and great management teams are continuing to steer things effectively and positively. Foster what is here, now, and build from it. Something great can always become even better.

We expect change, it's inevitable, but know that on our side of things, the systems, processes, and policies in place are fairly efficient. You will have great staff to build your team with, to obtain advice from procedurally and technically, and most importantly to assure non-managers are not forgotten in this transition.

Have an open mind and use your time meeting people to listen to their needs and solve the problems of the city for the better good of all of us.

1. Invest your time so it is balanced in thirds: Council, Community, and Staff.
2. Develop a strategic plan for the organization
3. Switch to programmatic and participatory budgeting so \$\$ reflect priorities in the strategic plan

Be involved and visible in the community and at community activities.

Think progressively. Look to future growth and how that coincides with both the needs of the environment and the people who live here.

When inevitable need for change occurs, it should be done in a timely manner, however not a knee jerk reaction before the consequences are well thought out.

Look to the future, not the past. Bothell needs to evolve and have the amenities of other small cities. A permanent dog park, a skate park, a freestanding Starbucks, better maintenance/tidiness of streets and sidewalks, sightlines - enforce the maintenance and clearance of sidewalk encroachments. Keep Main Street closed as a pedestrian mall and encourage more shopper friendly businesses. Get a Trader Joe's or Metropolitan Market a drug store etc. on the old town part of town.

Always remember that you work for the council, not the other way around.

Do not be afraid to speak honestly about the challenges of being a rapidly changing city in a region experiencing enormous suburban-to-urban transformation. The next few years can be extraordinarily exciting in our community. Bothell will become a 'next gen' city on your watch, you must be willing to (and know how to) coach the Council and lead the community through that metamorphosis and into that future.

There are many of us not in favor of liberal and far left policies. Please don't pretend that we don't exist.

Keep open lines of communication between City government, residents, and the business community.

understand that Bothell is not just the downtown core and reach out to the entire community through thoughtful and effective communications in the same manner and efforts that the police chief is exhibiting right now.

### Question 6: Individual Answers

listen to staff

Be strong on behalf of our community, promote unity and lead by example.

Be aggressive and innovative in handling parking issues

I hope the next city manager is someone from our community. I like the saying "build nothing for them, without them". We also need to address the fact that Bothell pays more for its police department than 75% of other cities per capita and address agile changes to the way that public safety is addressed. We can save money and approach community safety better than just throwing more and more money at it when we are obviously in a financial crisis. Finally, the city manager shouldn't get paid the same as Washington's governor. irresponsible spending is what got us into this situation in the first place. Promote Erin Leonheart and let's get to work making Bothell a great place to live, work and go to school!

Pls prioritize the balance between building and roads. Make developers responsible for ensuring lighting, sidewalks, and roads. Don't approve additional congestion.

Bring an open mind and a listening heart and ideas to get raise more monies for parks and open space.

You need to be a leader that listens to all (Public, Council & Staff)

I'm sure that you didn't get to where you are without having the technical expertise in running a city government. So, I trust your ability there. But Bothell is growing and becoming more diverse city. Please be open and transparent, reachable, and empathetic.

The City employs an excellent staff. Believe in them.

Create an environment where City staff connects with the community instinctively (not just a form processor).

Be creative with the challenge of the fact that Bothell is growing, but a common value shared in Bothell is the small-town feel. How do we grow and maintain that small town feel?

Stop raising taxes/non-stop ballot initiatives that deliver little of what they promise. Sidewalks aren't any safer, we keep paying more for less. Focus on the basics (roads, utilities, jobs etc.) stop with the social justice distractions.

Good luck. It's tough working in a split city.

Please don't mess up Bothell

The preservation of our large trees in order to protect the environment and wildlife. Maintaining the open spaces will help to maintain our homes values.

Please don't bring Seattle's politics into our neighborhood. We love Bothell. Too many people coming to change Bothell.

Who has a big picture and vision for the city and work with council and lead staffs to the next level?

Keep Bothell on the right track with a strong support for public safety, clean and safe parks and public spaces, and encouragement of private business growth, especially in the downtown area.

Think about the next 30 years. Consider making diverse spaces with affordable and accessible spaces so that we can have safe and inclusive spaces for All. Build tall, not spread out. Use the space thoughtfully for both residential and commercial. Make Bothell a destination, not just a pass through. Would love a large market space with a combination of commercial, public, and residential uses.

Listen to the elders who make the effort to contribute; treat them as real people not pinochle players

Don't cave to mobs. Facts and science, not feelings.

### Question 6: Individual Answers

Hmmm, be careful as it is a tough job? Actually, focus on what makes Bothell a great place to live and don't squander it. Developers can (and should) pay more.

Focus on actual, tangible issues like traffic, business, and parks and less on political buzz words like diversity, inclusion, and equity.

Please be familiar with and have an interest in the principles of the non-profit Strong Towns. This is critical. Please be familiar with the work of Joe Minicozzi and Urban3 and have an understanding of New Urbanism and form-based codes.

Get to know the community, get engaged listen to all perspectives.

Stand firm against bad actors who wish to erode American values, promote fiscal responsibility, and wisely spend our residents' tax dollars to better our community.

Don't be afraid to "speak the truth," especially to the city council - but do it in a way they will accept without alienating them, so you talk yourself out of a job.

Listen to the people who live and work in Bothell. Be ethical and principled in your decision making. Think about the long-term health and sustainability of Bothell when setting the agenda.

In the 15 years I have lived here, I have always experienced a very responsive and citizen-friendly city government. Please keep it that way.

Bothell MUST make itself unique and interesting for the youth to continue to drive the housing prices. We have a lack of resources and investments for children, and it must be addressed.

Celebrate different cultures... Though pockets of Bothell have very diverse pockets of communities, my family and friends visiting downtown Bothell (from South King County) have the perception that it's very "White".

Maintaining Council goals so there's clear communication between Council, Staff, Boards/Commissions, and the community. Also, redistribution of finances. This communities lack of funding for parks maintenance, youth programming, and recreational facilities is very much out of stride with other King County communities. And, finally, Bothell must continue meeting the needs of DEI and applaud the work to date.

Allow time to get to know the city and the different city departments. Try not to overly relay on hearsay as other's views may not be accurate.

To provide an environment conducive to inclusivity of all its citizens.

The City Council is basically citizen volunteers whose goals may not include a vision or understanding of how to accomplish them or what the trade-offs are. the Manager has to lead them there.

Communication, Honesty, and Integrity

Whether from within or outside, meet w/ all staff (senior staff individually, others in small groups if necessary) to hear first-hand their concerns and ideas.

Please do what's best for residents, not your political future or for non-local business or development companies

Be transparent

City council members change with elections. New members may not like how you do your job even if you serve in your job capacity well. Know your job is never secure but do your best anyways. Your job is to serve the people of the city the best you can even if that means disagreeing with some of the council.

Don't listen to the few who have the loudest voices. Bothell is a great city. Police reform may be needed in many places, but Bothell is not one of them.

### Question 6: Individual Answers

I am a mom living in Maywood with three small children on a quiet suburban street that is now used as a racetrack for cars going from downtown to Canyon Park. I have been told by city of Bothell staff that there is no funding for a study to put in speed bumps or other traffic mitigating measures on my street. We have had to resort to putting out our own signs and asking people ourselves to slow down. This has increased as new housing developments have sprung up everywhere around us. I am all for new housing being built in Bothell, this is such a wonderful place to live. However, I am shocked and disappointed that keeping infrastructure updated with the pace of development is not a priority. Your longtime residents are suffering and feel far less valued than the priority of expanding and developing Bothell. My advice is: please please please create a plan to keep our streets safe, and divert traffic going 35mph to the streets designed for traffic this fast. Please don't wait until a child dies and/or there is a physical altercation between adults.

Don't allow over-development just to fund city expenses.

As our population grows, we need to put an emphasis on increasing staffing and resources in Public Safety. Staffing models from 20 years ago are null and void. If Health and Wellness of City employees is important... then this needs to be addressed. We also need to address our traffic issues. Adding green bikes and bike lanes aren't cutting it. It rains in Washington 9 months out of the year and it's not realistic that people are going to ride a bike or get around the city by foot. A better infrastructure plan is needed. More retail is also needed. The city has no businesses such as a Target, Walmart, Costco, modern shopping centers, etc. Citizens have to travel outside of the city to spend their money and get everyday items for the home and personal use. We missed the boat with our Downtown revitalization projects - a SHAG right in the heart of Bothell. Another senior living facility. Really? How about some retail to generate some tax revenue? We just came out of one of the strongest economies on record and the City of Bothell always seems to have a budget shortfall. Why? Mismanagement, poor future growth, and development planning, etc. The constant Doom and Gloom narrative is getting old!

The nature of local governments in Washington State is changing as we are asked to meet challenges that state/federal governments are ignoring or failing to meet Change is needed and the City will need to start performing new and challenging functions for the community.

Having worked with four CMs in my tenure with the city, I would advise the new city manager to really know what's happening behind the scenes. Listen to staff below management level. Hold everyone accountable.

Come in with an open mind. Be honest, approachable, and positive!

Don't let the council bully you.

Be hardworking, positive, and collaborative and lead the city to the vision and desires of the majority of our community. Listen to all community members and not just those pushing themselves to the front of the line.

Fix the budget and neighborhood roads

Be a leader, don't bow to a small, boisterous percentage of the population like other Cities that have fallen into that trap. Bothell is a great area, with great citizens and great employees. Keep Bothell Great

Get to know all the department heads throughout all city departments, visit the departments to see what we do and what value we bring to the city.

Be a student of history. It helps us make sense of the present and avoid making the same mistakes again and again. Your greatest strength is found in recognizing your limitations and relying on those who can fill the gaps. (humility)

Remember the structure of the city and the role of the City Manager. Seek to empower city council through developing solid goals and objectives and listen to the priorities they set based on citizen engagement.

Keep what is happening in Seattle from happening to Bothell. It started with prosecutors not prosecuting.

Make better use of City's Boards and Commissions and set up much more efficient and productive methods of communication with all Bothell residents!

### Question 6: Individual Answers

When coming to Bothell make yourself available and do a listening tour with your stakeholders including your residents, business leaders, and education leaders. The interim City Manager before Jennifer did this and learned so much about Bothell. City staff is important, but they are not the only stakeholders in building our City.

Be inclusive, active, and transparent

Look for efficiency opportunities via improved technology. We like to buy overpriced, underperforming software that we're stuck with for years. Utilities maintenance and infrastructure seems to have been overlooked in spite of our rapid growth. This is expensive to the City. Need to fix existing situation and realistically plan for future services.

Current city staff level is top heavy. Don't sacrifice "lower level" staff only to hire executive positions

Be present and approachable to employees and the general public.

Work with the Council to engage residents and businesses in a positive and productive way. Work with Council on resisting the urge to let social media chatter guide decision making at the City. Just because someone posted something on Facebook on a Friday at 7pm doesn't mean we should drop everything and go full throttle on Monday to address. Social media is a tool, but it is also very toxic and often leads to policies being created that have unintentional consequences which disproportionately effect the silent majority of our 48,000 residents. Current Council members engage too often on divisive issues within the community using social media platforms as their tool of choice to set up unrealistic expectations about delivery of City services. This ultimately sets staff up for failure.

Staff want to feel supported and will work harder and be more motivated for someone who can keep up the current positive environment and who has open communication.

Trust your Executive Leadership Team and staff. They are very experienced, knowledgeable, and talented.

We are adding tons of housing at various levels. School, Fire, and other services need to expand at the same rate.

Just to be an active community member, and transparent. It's EXTREMELY important we as a community know who you are considering you're the "Quarterback" of the city. We need a city manager who will listen to the people which includes our city council members. I'd also like our city manager to be on the progressive side of the political spectrum considering Bothell is a Democratic city by voting history. At the end of the day, I want our beautiful city to flourish, and the next city manager will have tall tasks to make that happen. Be bold but do so responsibly. Lastly, I'd like our city manager to be in it for the long term. Ideally 10+ years.

Support wellness, sustainability, and innovation both with our community and our staff. Be transparent, accountable, and present. Be brave and vulnerable.

Think more of the people who call Bothell home, instead of only deferring to businesses.

Engage with the community

My advice would be to embrace technology and lean practices, elicit information from all levels of staff not just senior leadership, dig into the financial aspects for accountability and be approachable to all.

Be fair and actually hold people, including other directors and managers, accountable.

Relationships at the council level and outside the City organization are vital.

## Question #7

### Where would you like to see the City of Bothell in ten (10) years?

350 respondents wrote in answers to this open-ended question.

Question 7: Summary by Category		
Category	Count	Percent
Transportation and Walkability	61	17.4%
Affordable Housing and Livability	56	16.0%
Public Safety and Policing	55	15.7%
Business and Economic Development	53	15.1%
Strong Community	51	14.6%
Enhanced Parks and Open Spaces	51	14.6%
Thriving Destination	48	13.7%
Diversity and Inclusivity	43	12.3%
Sustainability and Cleanliness	38	10.9%
Fiscally Sound	32	9.1%
Improvements	32	9.1%
Family Focus	29	8.3%
Reference to Seattle, Redmond, Kirkland	25	7.1%
Population Growth	21	6.0%
Accessibility	19	5.4%
Infrastructure	18	5.1%

#### Question 7: Individual Answers

It looks like were competing with Bellevue. God help us if we get there.

Developed with a focus on tree retention, parks/green space, and walkability/bike-ability. With direct light rail access.

Progressive leader in sustainability and open space preservation.

Accessible place for families

Reforested, lots of public transportation options, bike friendly, preservation of remaining natural spaces, building up rather than continuing to spread out, instilling a culture of kindness, empathy, and compassion in its citizens, providing affordable (or free) housing to populations most at-risk/in need,

Open spaces. Affordable place to live. No tolerance for racism and injustice.

A community who has been enriched by moving its bloated police budget back into the community and becoming a leader on the east side in police abolition. Along with ensuring that Bothell is a safe place for BIPOC community members when it currently is not.

better transportation/less traffic less crowded housing developments

Economically viable. A diverse city which is family friendly.

### Question 7: Individual Answers

Still have some forests and some trees. NOT a bunch of apartments.

Well established as a city people love to visit, safe and affordable place to live and an enjoyable/safe place to work.

Calmly, sensibly, responsibly moving forward.

More inclusive of different race and ethnic groups as well as families from all financial backgrounds. A place where low-income families can live and work, buy a home, send their children to good schools. A place where diversity is valued, and everyone's voice can be heard. Where we reduce waste, have a positive impact on climate change, and preserve the natural environment for wildlife and encourage people to enjoy the outdoors responsibly.

It would be nice to feel like there was a reason to be proud of Bothell. As it is, the only point of community pride - Country Village - was razed in favor of hundreds of ugly homes - without even requiring a big public square/recreation area/restaurant portion in that huge property. Developers want to maximize their dollars- the city needs to insist on the inclusion of the things that bring quality of life. (Not a postage stamp park with a bench, either. Basketball courts, a lawn for soccer, etc. for 100+ townhomes are not unreasonable.)

Be brave with the City Council and treat Bothell like your kids live here and you want your grandkids to live here.

A treed place. Not a place that looks like downtown Redmond (high rise apts and condos.) A city of electric cars, clean energy, no woodfire burning fireplaces. CCC/UWB need to be reduced in size - NO more useless/unneeded buildings. Outlaw gas leaf-blowers.

A welcoming place for people to live and work.

Population holding at current levels. More festivals and events. Keeping hometown look and feel.

A thriving downtown retail corridor with business you can actually shop at/not just eat and drink. An outdoor pavilion to host concerts and community building events. In the black and not in the red.

Diverse, accessible Bothell unified north and south and with the surrounding area by the trail.

Less growth of dense housing. More businesses

A leader in lifting the voices of marginalized groups of people, conscientiously pursuing equity across class, race, age, ability, gender (including trans and non-binary)

Downtown offers a public market and other businesses where people want to visit and gather, and it is designed to be walkable and well connected to public transit

No loud mufflers

More parks, green spaces, and forests within the city. Natural forests with hiking trails are a much better use of space than multimillion, modern single-family homes.

Less new construction, more parks, and open spaces for everyone.

A place as inviting as other local towns: Edmonds, Issaquah, and Kirkland to name a few...with great spaces and activities for its citizens and promoting a sense of history, which the City has in spades.

Thriving!

Less Apartment buildings and with better traffic plans in place to support the incoming residents.

Thriving and beautiful. Not a further expanse of tent cities, drugs and crime expanded from Seattle.

Diverse, welcoming, buzzing but not overgrown/overpopulated.

A profitable and fun city to live in and visit!

### Question 7: Individual Answers

As a leader in sustainable growth. Keeping the environmental toll to a minimum, creating spaces for all community to gather and engage, maintaining community culture (local merchants, not chains).

Enriched parks and recreation. More local businesses. Efficient service delivery (for example: volunteer fire supplementation, not just build/hire more).

Safe community, good schools & affordable housing

Continued business growth: small businesses and restaurants; good traffic management for vehicles, bikes, and pedestrians. A reining in of the property taxes so that middle class people can thrive and live here

A community where families can gather at an outdoor market, or market hall, teens can recreate at a community center with a skate park, parents can take their young children to a splash pad or aquatic center. Use the land we have in downtown Bothell to create community spaces, NOT more condominiums / apartment homes.

Thriving

Economically sustainable and welcoming to a diverse population

I would like to see a better balance between businesses, housing, and open spaces/parks.

A mixed business (biotech), affordable residential, and light commercial hub. But, with good transportation alternatives.

Stable, safe, affordable, good mix of residential and business

With an established and intentional community gathering area, established large community events especially during the summer months - a destination others want to visit and stay; easier for businesses to start up, grow, collaborate, and prosper

The same size

LOL Still Bothell

La Belle Époque

Main Street as pedestrian only, lots of small businesses all around, a strong senior center and community and hopefully UWB hasn't taken over.

I would love to see downtown Bothell attract more restaurants, small business, farmers market, new city gathering area, park improvements, all to maintain Bothell's charm and small-town feel.

Safe and friendly

for a fee i will tell you

Embracing its possible leadership in bio tech, the UW, and a very pleasant place to live at reasonably affordable housing cost providing the services and amenities that do not require driving out of the city all the time

Legalized drugs

If the past 10 years are any indication, I really have no hope that things will improve.

Better access to public transportation would be great. Traffic is a growing concern as development occurs.

A truly multi-cultural, free, prosperous, no crime, and loving environment. Celebrate those on a faith journey. Respect everybody. Get rid of focus on sexuality, gender, race, religion, and groupthink. Focus on freedom and love and success!

### Question 7: Individual Answers

Leading in sustainability innovation, preserve green spaces, affordable access to housing, easy transit system, and more local businesses (vegan businesses would be cool)

A prosperous small city with a solid financial footing with well managed growth. Specifically, a small city with a distinct localized 'urban' setting surrounded by a strong single family residential zone.

More pedestrian friendly. Manage traffic without just building more roads. Encourage local owned business (not just big companies with a local presence like fast food joints and big box retailers). Make downtown a destination. The city should have a mix of income levels with affordable housing across the entire economic spectrum. Make mass transit easy for people. Preserve our open spaces and make our schools safe, with high standards

Not like Seattle!

I would like to see a green, ethnically, and ideologically diverse, community-based city that prioritizes the physical and mental wellbeing of its citizens. So much of Bothell seems to be about 'drawing people in' rather than giving people reasons to stay. Craft a city that people enjoy living in, a city with green spaces and accessible housing. We are not a 'ritzy' place, and we shouldn't try to be.

A flourishing city with a wide range of businesses and opportunities for its citizens.

Rich relationship with UWB, good sidewalks and pedestrian/bike access, community control of police, affordable housing, and mixed-use architecture for downtown Bothell

Safer, stand by your police.

an alternative to Bellevue / Seattle for small tech companies to ponder with a higher more breathable quality of living.

An economically and environmentally sustainable city with efforts well under way to mitigate or remove institutional biases

Retain its sense of history and charm. Be affordable for all people. Not become overgrown.

more inclusive and doing more about climate change

Be able to have a way to generate income, besides having to raise property taxes. The NSD already soaks us blind, so please don't let the residents have to provide more. I think that Bob Stowe had a good vision, but it fell short in money. (Vulcan lease for CH???). We've turned down Costco twice, and Brightwater, which could have helped with our budget.

I'd like to see us develop our 'brand' better. There's no identity for the city to sell. Ok....ya, we're a 'beer city' to Wdvl's wine culture?

Less reliant on giant housing communities and big box stores.

Thriving and less traffic congestion.

a more affordable, diverse community

Pretty happy how it is now, manage its growth and don't mess it up

Growing slowly and sustainably. Diverse. Economically sound. Thriving Main Street. A BLUE ZONE.

Hopefully still in the same place. I'm hoping our infrastructure could survive a major earthquake. But maybe focusing on infrastructure so that Bothell doesn't move too much :)

Safe and stable

### Question 7: Individual Answers

A quiet green city with less noise and more trees. Also, streets are safe for all road users, including bicycles and pedestrians not just ever speeding cars.

I'd like to see Bothell being one of the best places to live in the Puget Sound, a place where everyone is safe and there's a lot to enjoy especially in the local parks and businesses. Where we live up to being a great place to visit for a day, or a lifetime.

Walkable

Nearby

Back to the way it was 10 years ago.

I would like to see sidewalk improvements in downtown. Fire hydrants need to be relocated, ADA ramps need to be installed, turning radius needs to be increased, the bridge from Riverside to downtown needs to be widened. I would love for the city to invest in a community center, city pool, city gym, and a more creative playground.

Maintain the hometown feel. We do not want to be like Redmond.

I would love to see Bothell be a place where life is affirmed and celebrated at all ages and stages. People love one another and their country and make decisions based on character, not immutable traits like skin color.

Vibrant, unique downtown; safe neighborhoods

Similar to Sammamish

Stay clean, safe, affordable, environmentally protected, and have a n opportunity plan for each age, sex, social, and financial sector of our community. Plan to action before a crisis hits, public and private awareness of upcoming issues that have viable approaches for our citizens.

I would like to see a diverse community that is welcoming to all new arrivals; a thriving downtown that supports small businesses; and a robust education system to support all ages.

Pretty much as it is now. With more focus on clean energy and minimal waste.

Community oriented and friendly. I'd like to have green spaces that interlink the city so you don't necessarily need a car to go downtown. Having a trail system that the community can use for walking and biking in linked green spaces without having to use streets would be ideal.

Continued growth in walkability & nurturing of local businesses.

More affordable - those of us who've lived here a long time can barely afford to stay. More family-friendly community events. No more empty lots downtown. More parking. No new taxes! Better bike lanes along Bothell-Everett Hwy. so people can bike to work in the business centers near canyon park. Incentives for businesses to move to Bothell.

In a better position to sustain its infrastructure, with a Downtown and Regional Growth Center that are successful.

I really like that Bothell has been able to maintain some of its small-town charm while growing. I really don't want to lose that. I'm so tired of seeing apartment complex after apartment complex go up. We don't need more people. In ten years, I hope that Bothell will have figured out a happy medium between being affluent and small town.

I would like to see Bothell use the arts to drive economic development and to be a catalyst in thinking about placemaking and creating a more dynamic Bothell.

Not much different from today. I don't want Bothell to become the next Redmond.

Bothell is kinda like two cities, north of i405 and south or i405. It would be cool to feel more integrated. It would also be nice to have something like country village again where it's tiny retail and community space. I do like how Main Street has shaped up, more of that is good

### Question 7: Individual Answers

Economically stable, with affordable housing and supporting mental health services.

Implementing environmental resiliency plans!

A completed downtown redevelopment.

I want to see a city in which the Black population is more than 2% of the overall population. I want to see young people not having to quadruple up in an apartment because they can't afford to pay the \$2000/mo rents individually. I want to see our city reverse decades of exclusionary zoning policies that make it illegal to build anything but really expensive single-family homes. I want to see a police department that employs full time mental health professionals and other unarmed professionals to de-escalate situations and not have people of color end up shot dead. I want to see a budget that reflects our city's true values and not have an upside-down budget allocation, with the most important services getting the least budgets and/or getting cut all together (e.g., parks department).

Make new apartments and housing have enough space for vehicles, grocery stores near apartments such as another one on downs town Bothell so people won't need to drive, they can walk, Main Street a walk only zone, but Shelton view forest, preserve green space in north Bothell, make new developments put in sidewalks

Fiscally sound.

Still with a great school system. More neighborhood parks/playgrounds especially in areas with new housing. Good transportation options including connected bike lanes and robust bus service to new light rail system to avoid traffic issues.

More stable economically - for staff, citizens, business owners, developers... this will help take the City to the next level, whatever route is decided.

I'd like to see it have a much better mix of stores, restaurants, and way more parking.

An intentionally diverse (racial, economic, etc.) community committed to see all it's members thrive.

Community Focused, still with Hometown values yet keeping up with technology

Most livable City

Affordable housing!!!

thriving local businesses that embraces diversity and environmental change

A safe and healthy place for families to live and work with smart controlled growth.

More parks and green spaces and dense development in only certain zones

Not overly developed.

Leading on social justice issues and providing more green space in East Bothell.

Establish a comprehensive Climate Plan. Become known as a City that has high standards for protection of the environment. Reduce the temperatures of the Sammamish River and North Creek and tributaries so fish can migrate up stream and into North Creek.

Working towards carbon neutrality with flourishing parks and efficient alternative means of transportation (bike lanes, buses, etc.). More affordable housing.

Redmond is a tech business city. Seattle is a tech business city. Bellevue is a tech business city. Kirkland is a tech business city. Why can't Bothell secure a \_major\_ outpost from one of the FAANG companies (or similar)? Right now, we are mostly biotech. Time to diversify!

Strong fiscally with a solid community

### Question 7: Individual Answers

A thriving city that has an identity of its own that can draw in businesses and tourists alike. While also being a diverse city that celebrates and embraces the many faces of Bothell. We will know our history while we grow and change.

Without police

Having a well-respected public safety program - police and fire. Expanded parks and a legitimate recreation program. Financial stability that includes a variety of revenue sources.

- Be a place where people of ALL identities feel welcome.
- People and nature thrive together.
- Close the budget gap.
- Community members understand that if they want to keep all the great things about Bothell (parks, neighborhoods, places where families can grow) they have to invest in their community in ways that may challenge them (paying more taxes, allowing more folks to live in their neighborhoods).

A clean progressive and inclusive city for all its citizens.

A diverse, greener city, with a robust Parks and Rec Department with a large variety of offerings for classes and activities, where all the people and businesses thrive and are proud to call Bothell there home and want to raise their family here or a destination to visit for a day or weekend.

A classy business-like city. One that does not look overly developed like most successful cities.

Economically and ethnically diverse with affordable housing choices.

Less congestion (stop building apartments on every piece of open land and remove stop lights on freeway on-ramps); less crime (need more police)

An official dog park continued efforts in improving parks and rec, more BIPOC businesses, and more effort into improving climate (e.g., no more plastic bags in Bothell).

A thriving community that prioritizes resident's health and well-being. A community that balances rapid growth with adequate services including but not limited to parks and green space, infrastructure, social services like childcare, affordable housing, alternative transportation, opportunities for small businesses, and more. Rather than building boutique resorts that no one wants, Bothell will be a place that listens to the people and institutes the changes we really need.

Fiscally viable/surplus; including the ability to reinvest in businesses and infrastructure projects without concern of cost overruns and taxation base.

Fully implemented sustainable infrastructure and diversity, equity, and inclusion

As a climate change action city!

A thriving, safe city.

A vibrant diverse community where residents can live, work and play.

I would like to see a larger revenue sources brought to the City to help with budget issues.

I envision a fiscally responsible city that does not have a council majority that fires people while they are on family vacation.

Slow down with traffic and development. Infrastructure needs to catch up to growth.

To be a place like Redmond or Bellevue where people come from all over the East Side to spend the day, night, and dollars. I think we can do this if we are more open to hosting City-sponsored and Community sponsored events.

### Question 7: Individual Answers

Fewer 2 & 3-story houses 10' apart. This trend will wreck a multi-generation community because "stairs" are deal breakers with aging (or even after giving birth). Developers tell me they must build big to re-coop costs of permitting and now, lumber. Tell them they may be in the wrong business for profit and investors. Yes, expensive houses bring tax revenue, but trade-offs are (1) pricing multiple parts of our demographic OUT of Bothell, (2) houses too big to heat/cool efficiently, (3) demand for timber, the very resource we realize is a push-back to global warming.

I would love to see an ethnically diverse city, making huge strides towards climate change, that is safe and has fabulous Parks and Rec offerings for its citizens.

I want to see Bothell Parks & Recreation not only restored but expanded. The dismantling of our recreation division may be because of our current budget crisis. However, recreation services, community events, and a physical community hub (a Community Center) is vital for a healthy & unified community. Our City government has deprioritized this for way too long.

Working toward the building of a Bothell Community Center.

I work in another local municipality, so I have the luxury of comparing and contrasting our two cities. I hope that our future City Council and City Manager will lead with transparency, more community engagement opportunities, and less negativity and in-fighting. I believe our City Council & leadership to resemble a dysfunctional and heartbreaking family for many years.

To maintain the small-town feel, keep it safe and proud for all generations who live here.

Having a more walkable, rideable footprint. Roads that are less congested. More affordable housing, not apartment living.

With increased economic development, improved health conditions, and a healthy cities initiative implement.

Current location is just fine.

The City of Bothell should be financially stable with the infrastructure to support growth, development, and meet the needs of the citizens.

Healthy, prosperous and has a large amount of walkability to services etc.

Healthy

Top city to live/work in the US

The best in Eastside

40% green areas. Trees, forests, wetlands, natural, undeveloped areas.

Clean env, more afford houses, empowering homeless care, clearing visa GC citizenship for existing visa holders.

A shining example of how a small city can successfully grow into medium-sized city and be a model for other cities in a metropolitan area.

As a top level in safety ranking in USA

A healthy and safe community that is thriving economically.

Less growth; no more excessive spending; police are reformed

Less reliance on cars, more people living close to mixed use spaces where they can get meals, groceries, and socialization opportunities. Solve traffic, environmental impact, affordable housing, community positivity, resident commitment to the area, and increasing economy all at the same time.

Growth in business, roads and infrastructure and population.

### Question 7: Individual Answers

The downtown redevelopment complete, and redevelopment of Canyon Park to have begun.

With affordable housing, and high regard for our natural environment. Fewer million-dollar mansions...

Keep it livable for single family households. Keep the traffic under control. Maintain sound infrastructure/roads. Live within our means but look for revenue enhancements wherever possible. Make it a good visitor destination.

Less apartments and more single-family homes.

Should have well thought planning need much needed better shopping experience and finding a Saul for the small town which it lacks.

Financially solvent, with better transportation options, available affordable housing that's mixed in with the available housing, continued police focus on community-based service, and leadership that respects the past while moving forward to create and follow the will of the constituencies of Bothell.

the growth is great but the infrastructure surrounding. it has not matched the development. Downtown needs more family friendly business and amenities, particularly for youth.

Willing to work with the citizens of Bothell and changes that need to be made

No

No bigger than it already is. Other use I'll gladly watch it recede in my rear-view mirror. I have lived here 40 years. I miss the town I moved to and fell in love With

On the same path we're on now. Continue to grow, fine tune, adjust where necessary, and keep Bothell a great place for families and business.

Still a friendly, safe city with limited large housing developments. Let's stay a small town.

I would like to see a more family friendly city. We lack local destination places that other cities have. Better ingress/egress from the city and neighborhoods. Sidewalks everywhere

A city with growing pains.

I hope Bothell stays the same. We love Bothell the way it is.

about the same size and working efficient

Community that is more diversified, inclusive, and equitable in every aspect...not just say it but do it.

A solid unified community with thriving businesses.

Sustainable growth, culture, our youth leading the future, strong economy, education system reformed, people oriented downtown area, UWB contained

Much more walkable; affordable for a median wage family; more access to arts

Nowhere near where Seattle is or will be. Let's not be followers instead be leaders. Bothell is an excellent place and let's keep it that way!!!

more staff

With more restrained growth, better traffic, and more attention to green spaces.

I want Bothell to be a city that brings different communities together.

A great place to live, a sustainable city, diverse, a place that makes me proud

### Question 7: Individual Answers

A destination City

A thriving city with small town values.

A good place to live.

A safer, more civilized city. This means controlling wildlife intrusions, more managed vegetation for controlling fire hazards and hiding predators, severely clamping down on drugging and crime, MORE law enforcement and supporting them 100 percent against the people who don't want to behave civilized and be respectful of others and their property. The law abiding should not have to feel like they need to take the law into their own hands to protect their property and person. Control criminals, do not the bother the low hanging fruit of the law abiding as is the current policy in evidence in 'summer of love' trashed Seattle. Thank you.

A cultural hub with a strong sense of community. More local activities and shopping. More pedestrian friendly

A vibrant and walkable downtown area with restaurants, pubs and entertainment woven seamlessly with parks and outdoor space. A family friendly environment with a large and interactive community full of activities and events.

Midsized but with good commercial growth so the core "old" district is vibrant with eating and small shopping establishments: antiques, art, boutiques etc. I miss Country Village and wish for the pedestrian/gardens/ community spaces again. That place had personality!

A welcoming, diverse community with thriving businesses, outdoor eating, strong schools, community gathering places, beautiful parks, community events coordinated in partnership by local organizations and the City of Bothell -- all within a sustainable City budget.

Still growing but with affordable housing for workers and people of moderate means

On a path to meet and continue to meet the greenhouse gas emission targets of K4C

I hope the development boom has stopped by then. I'd like to see the Canyon Park area be more vibrant like the downtown area.

Thriving community with access to excellent services, amenities, public transportation, and open space. A community that protects its critical areas, wildlife, and natural environment.

A true live/work community.

Access point to the city and connected to other cities with its own identity and commercial center. Increased walkability between developments and maintaining the current parks and recreational services.

Annexed to the North

Has a reputation for being inclusive, equitable, innovative, and transformative?

An inclusive, sustainable, vibrant community

I would like to see the city full of people walking the streets and not being afraid of being robbed.

More community oriented, more events downtown, a destination city, connected to Kenmore and Woodinville, better and more diverse transportation, affordable to low to moderate incomes, more vibrant and people oriented, more sustainable

Larger, a place where people want to come

I'd love to see Bothell more walkable and more bike-able. I'd also like to see a community center.

Continue with the plan for careful, thoughtful growth and not let Bothell become sprawling like Lynnwood, or dysfunctional and reactionary like Seattle.

### Question 7: Individual Answers

Less construction of buildings/rezoning so there is no Bothell only apartments/condos and restaurants.

Good shopping, eating, night life, energetic downtown business center. We do not need that many housing in downtown area!!!

Being able to get from Canyon Park to Thrashers Corner in less than 20-30mins during rush hour, Aquatic recreation center, fewer single family homes with more dense but better designed and cheaper apartments with better mix-used retail on the main levels (i.e. not like the big boxes that are in downtown, better mix of various building types, that have equal density, with open courtyards for the public, and a varied mix of retail and eating establishments, etc.), a conveniently placed and preferably wooded, permanent dog park (see Montlake Terrence Off Leash as a prime example.)

A place where you can swim in a healthy slough, where seniors and others can live in one level homes, a city that merges with other cities such as Kenmore to save on redundancy and services.

create a plan that reduces the amount of "named housing developments" and keeps more open space.

It needs to be a safe place for our marginalized community members including BIPOC, LGBTQIA+, disabled, mentally and cognitively impaired, etc. Right now, our Black community members are leaving because they don't feel Bothell is safe for them. If they remain in Bothell, they won't leave their houses at night for fear of harassment from police (they have been continually harassed by police). Our API community members won't leave their houses for fear of anyone causing them harm. Our parents with mentally disabled children are afraid their children will be killed by police because they have seen it happen with Juan Rene Hummel, Jr. Bothell is only safe for well-off, white, CIS, straight, men and that is a sad thing. Other places nearby are safer for marginalized people.

I would like to see Bothell be economically viable, welcoming, and people oriented. It would be great to be easily walkable and bikeable, with daily living needs, as well as shopping, dining, and community events readily accessible.

As a vibrant, healthy, and progressive community with a healthy, livable, and sustainable mix of residential, commercial, industrial, and institutional uses that is part of a regional transit network

Dense, walkable, and full of amenities that work for the people who live, work, and play here. Harmonious relations between civil services and the community. A diverse and well-tenured city staff leading with creativity and with capacity to handle cutting-edge projects. A place with well-paying jobs and enough housing affordable for the workforce. A prepared community, resilient enough to handle a natural disaster.

Stop growing

Financially stable and all downtown properties sold with development completed

Easy to live in, great shopping for real life, more sidewalks easy to get around without a car, and cheaper for people to make improvements

A cool downtown with walkable restaurants, shops and green belts that enhance Bothell's sense of community and charm. It should be a place in which people want to live, visit, and congregate. Please, no more apartments squished into downtown! Let's use this opportunity to make a cohesive plan that will make Bothell a desirable place...for a day or a lifetime (I couldn't resist 😊).

An economic leader powering the surrounding communities with employment

About the same population as today with more infrastructure, better roads, and less traffic.

Empty with deer, owls, coyotes

A safe community for all with the infrastructure, leadership, services, and staff that all understand what that means, and how to support it.

More affordable

### Question 7: Individual Answers

To be a regional example of a livable city with well-maintained infrastructure, walkable core, and parks and services that draw residents as well as visitors.

Have good businesses that are worth visiting. I spend my time and money in Woodinville and Kirkland.

Regional strength that attracts families and growing businesses.

I left Seattle after 25 years because the city leaders allowed it to turn into an urban nightmare. In 10 years, I pray that Bothell is still a safe, clean, and thriving community.

a well-planned city not a collection of apartment buildings with no services

I would love to see a Bothell with a thriving community that is designed and welcoming for people (not cars!) of all abilities, backgrounds, and social status.

A great safe place to live.

Like Kirkland!

With more grocery and retail stores such as Trader Joe's and Target/Walmart.

I would like to see developers held to improve infrastructure surrounding new residential developments. 30+ homes where there used to be two and no improvements to roads.

A well-planned small city that has or is in the final stages of addressing the needs of the people; housing (including affordable housing), transportation, sufficient community gathering locales, enticing restaurants and stores, education, and health & wellness including adequate access to human service providers.

Like Redmond, Better schools, more parks

Be like Kirkland

A safe heaven that has multiple food forests and parks for all who live and work in Bothell.

Growth of businesses and continued support of public safety.

Bothell should listen and take into consideration what the citizens have to say. Be financially responsible for our tax money as you are with your own.

The next Kirkland

A safe, clean, affordable community with many parks and trails and without traffic congestion.

Strong partnerships with UWB and Cascadia College lead to an educated workforce with graduates who can afford to live and work in Bothell. Nice parks. Improved traffic. Safe.

We know that Bothell will continue to grow and is also actively planning on how that growth will be shaped. The city will continue to become a popular area for residential growth, as well as continued economic growth in the biotech sector. I see the city continuing create more diversity in housing types and greater mixed-use areas, generally a more complete city in terms of balance of services, jobs, and housing. I would like to see that pattern continue.

I would like to see a forward-facing community that values quality of life and environmental sustainability as much as economic vitality.

I would like to see Bothell as a city, not a countryside village as it is now.

A safe, walk-able community with greater opportunities for education, employment, and family

### Question 7: Individual Answers

In the same location, I hope. A safe and secure community whose leadership acts in the best interests of the majority of its citizens and avoids [politically] expedient or trendy social experiments.

Friendly, walkable, affordable housing in the downtown area. Expectations of diversity and cultural differences everywhere is a good thing!

Recovered budget, environmentally responsible, sustainable growth and focus on development of community

here~!

I would like to see more shopping and services to meet the growing population. I would like to see the hometown feel that Bothell has always had remain, so that people who live here feel connected.

Offering more to the art scene, more reasons to want to come here for a day trip or a lifetime, bringing in something that makes it stand out as a different vibe than the rest of the east side cities (we lost that with the sale of Country Village), and making sure we aren't just selling all the amazing properties around here to build more and more houses to up the city's tax revenue...think before you leap. Is the infrastructure going to support this population growth?

A vibrant downtown and other community centers, strong financial management, clean and healthy environment

Less development/ NO Sound Transit gigantic parking garage in downtown... wider streets that we can drive and see the pedestrian ...

Double or triple the number of small businesses and light rail stations near downtown core and the UW/Cascadia campuses.

Thriving businesses, happy tax paying property owners who feels supported by those who protect us and staff at City of Bothell. New and beautiful DT Bothell with amenities like Kirkland has and more

Retain whatever history we can, don't overbuild, don't ruin our heritage.

Downtown completed. Businesses thriving. Not too crowded. Well respected.

A walking community

Vibrant with successful businesses, a walkable downtown filled with an eclectic mix of food establishments and locally owned stores (not regional and national chains), an inviting lively parks scene with activities, music, picnic grounds, dog park, etc. Better/easier parking for business patrons who require a car. Controlled multifamily housing developments. Please do not let it take over the city and destroy the atmosphere.

The city needs to grow into an entity that determines staffing on what fills up a person's day on a frequent basis. Every year between now and 2031, staffing should be analyzed to assure staff can manage primary and secondary/tertiary workloads; not just primary. Items such as promoting and encouraging time off also needs to be considered, while not impacting others. In most Depts, now, losing one person from a division, (vacation, maternity leave, FMLA, sick leave, injury, etc.) drastically impacts that division. We seem to tell the public we're no longer a small community but our practices in this regard show we still haven't grown out that line of thinking ourselves. We're growing and will continue growing and we need to plan for this, and we can't sustain a working format where everyone always had the needle buried.

I see Bothell expanding, especially if any portions of surrounding county area are annexed, which again needs to include the staffing discussion. I see a walkable downtown and a Canyon Park area with several modes of transportation. I see a city standardizing how things are done in the region.

Not too large.

Bothell is a financially sustainable and high-functioning organization. Council, staff, and the community have a clear understanding of the organization's values and project priorities. Power is shared between City leaders, Boards and Commissions, staff, and community members and accountability is appropriately placed. Robust community

### Question 7: Individual Answers

engagement processes allow for continual updates to the Strategic Plan, setting the path forward for the community and organization. Programmatic and participatory budgeting ensure the City meets the community's needs while maintaining good financial standing. Internal processes for City staff are well-documented and can scale as the organization grows. Staff value inclusive community engagement and it is an expectation of staff to apply an equity lens to processes and policies, to ensure services benefit all in the community.

On strong fiscal footing and continuing to grow gracefully.

I am hoping to see a community that continues to stand up for what is right (i.e., unifying our voice for preserving the Yakima Fruit Market).

Improved sidewalks, streets, and more business growth of downtown. I would like to continue to work and live in a safe community. Support our Police and do not take money away from them. The police need our support in these trying times.

With more businesses. More multi-use village centers throughout the City, similar to the new Totem Lake. It was a long time coming but it's awesome. Bothell needs something like that to drive people to the City and to connect. A walkable City with more sidewalks.

Some more restaurants would be nice. On the cutting edge of transportation and sustainable living. An abundance of green spaces for families to enjoy. A tolerant and inclusive community.

I would like more sidewalks and pedestrian friendly. I would like it to keep some of its roots in rural attitude.

More evolved and less clinging to the fantasy of the old days.

In the next 10 years I would like to see Bothell mature into a vibrant, diverse, modern, people-centric urban community that maintains a healthy connection between all its basic elements: citizens (aged 1 to 100!), employers, educators, and governors (city staff). I would like to see Bothell stand out as the premier example of how a multi-faceted community can thrive amidst robust and rapid forces of change.

Numerous affordable housing choices set along vibrant, activated streetscapes with equitable mobility options for all to move throughout the city to access employment and recreate.

Great place to live with well managed infrastructure, facilities like parks, libraries, and local entertainment opportunities.

Back to real Christian love and caring for ALL people.

Leading and setting an example for other WA cities in sustainability, safety, and community development.

Canyon Park transformed like Downtown is now.

safe and sane. Family friendly - parks and activities. more engagement with non-downtown residents. Keeping the city from becoming Seattle.

A unified community; supporting our police, education of young people, helping the needy and building strong families.

A diverse, affordable place that is truly welcoming to all in our community. A place that centers the most in need in our community and not just business and profits. Intentional density (up-zoning) while also expanding and protecting our green spaces for everyone to enjoy.

Leading the region in promoting environmentally conscious policies and investment, defunding police, and empowering communities, providing affordable housing, committing to anti-racist policies at all levels and branches, hiring employees that better represent all of Bothell, and developing an institutional safe space for all

A pleasant place to live, work, visit. More like Redmond and Edmonds than Lynnwood, Bellevue, Kirkland. Focus on "a day or a lifetime" ... Keep the small hometown feel... a safe place.

### Question 7: Individual Answers

Improved parks, still has a friendly small town feel and successful budgeting.

Responsible growth management, improved public transportation, a distinct identity, community services, equity & justice-oriented community

To be less of a vehicle centered community; focused on community and neighborhood needs without the need of a vehicle; develop according to needs and not vehicles.

The same cozy, friendly place to raise a family, take a walk, live a full life

I'd like to see a more diverse, economically vibrant community that leads the Seattle metro area in terms of accountability, transparency, and integrity to its residents.

I would like to see Bothell offering more opportunities for the community to come together. I would also like to see Bothell celebrate the arts. And I would like to see Bothell be a cool place to visit and live with lots of small, unique businesses and shops.

Good core services, low taxes and focused on sustainable and safe family communities.

Finished downtown development. Better roads and better traffic management.

Walkable, upscale, and safe, much like it is now.

Improvements to parks, trails, and public spaces. Fill out the "gaps" in the development of downtown with mixed-use development (housing/businesses, etc.) Keep Bothell a family friendly town where people are proud to raise their kids. Strong, well-trained police and fire depts as they are the backbone of a healthy community!

Public transportation to Seattle. Keeping the same percentage of green space.

I don't know

A very well built, upgraded and unique city.

Destination, not a pass through. Market spaces, more affordable housing. More attention and action on creating inclusive spaces.

Green building codes and green operations, zero emissions plan adopted and being implemented

More pedestrian safety, less car-centric, better public transportation, better wheelchair accessibility

A city that has balanced growth with the preservation of park space and bike and walking trails along with encouraging small businesses over corporate monoliths.

Our compact, walkable Main Street should be 10x bigger, and be mostly car-free. Those new businesses and buildings would be providing much more money due to an economically productive development pattern. And anyone who wants can live in Bothell without a car and easily get around on other modes of travel like foot, bike, transit, etc. Our land use code would be changed such that there are no longer apartment bans in our city and people of all socioeconomic strata are living near each other and within 15 minutes of most services, school, work, etc. Additionally, the land use code would change to unleash small developers to build naturally affordable homes across the city, especially in business districts.

Downtown is vibrant, a second city center is Snohomish County. More walkable and less traffic

I'd like to see Bothell as a similar downtown to that of Kirkland

Focused on inclusive welcome for all, ahead of the curve on climate change, engaged with residents.

Less congestion, more parking, common sense building plans that don't fill the City with apartments or other forms of "affordable housing" at the expense of quality of life.

### Question 7: Individual Answers

A diverse vibrant city that is walkable with a balance between businesses and public spaces. I want inclusive culture that provide for people's needs instead of relying on the broken police and justice system. I want natural spaces for people to enjoy.

- Reliable, affordable, and efficient connection to regional transportation.
- Parks, forest, and open space has been maintained or increased.
- There are more options for affordable housing, I want my kids to have the option of living here if they choose.
- Small town feel is maintained in the old downtown area.
- Sammamish River riparian areas are full of native vegetation.
- Growth at Cascadia/UWB has been mindful of neighborhoods.
- Festivals and markets have returned and flourished.

To be a leader in creating livable spaces, inclusive communities, and high standards for climate issues.

Less cookie cutter. Downtown looks like everywhere else. Very little makes me stop to go there. Make some cool parks, put in some water parks, invest in bringing in businesses that will bring people that will come Downtown and walk around and build community.

More walkability and less traffic

Not like Seattle

Recreational Center built on the land in-front of and on the side of City Hall with lots of activities for everyone, but especially youth (the lack of activities for youth in and around Bothell is really underserved). Turn Lytle House into a Cultural Facility for arts and culture. Improve the sidewalks on 104th between 185th and Main Street. Continue to plan for Canyon Park to attract residency, that's walkable and bike-able, and attracts restaurants, shops, etc.

Main Street expansion through a GOOD set of mixed-use buildings/spaces on Lot D, and all the city lots and sold and developed into affordable housing, affordable retail, and community spaces. And more parks in Sno Co Bothell. (Just a few small things!)

A balance between economic stability and the environment that our citizens can enjoy.

More services to youth and disabled of our community.

I would like downtown to flourish as an activity and shopping hub

A model for cities that prioritize affordable housing, environmental sustainability, and small business in its economic development plan.

The Downtown Plan substantially implemented, the transformation of Canyon Park into an integrated urban center with growth in both housing and jobs, all connected with high-capacity transit and high-quality trails. A place that I will want to come back to and visit as a retiree!

A city with beautiful parks and recreation, a walkable downtown core with great restaurants, easy parking for and access to mass transit to downtown, homes with decent sized yards with trees and plants. No overdeveloped plots with huge homes right next to each other with no trees. Build up downtown condos and height of condos if more housing is needed.

A variety of locally owned businesses, and a longer-term plan for climate change impacts in this area

Bothell needs more than just places to dine and drink, there needs to be more in Bothell to do, both for the people living in it and to draw people who don't live here to spend here. Reopening main street to cars and but also having it be more vibrant. More sidewalks connecting people and transit across the city and county lines

Thriving, diverse, accessible, affordable, safe.

Strong police force, improved road conditions including sidewalks

### Question 7: Individual Answers

The "Day or a lifetime" theme - make it a reality. Currently for me personally... it would be for the day. I couldn't see residing in Bothell because I have to travel outside of the city to have access to retail, shopping, entertainment, etc.

All members of our community should have the same "base" standard of living (affordable housing, medical care, food access, etc.) I want all people to feel safe and protected, particularly members of our BIPOC community who have long dealt with systemic inequalities.

A dense, walkable downtown is complete, with all surplus City-owned properties downtown sold and developed; the City is on strong financial footing with a strong credit rating; The City has an updated comprehensive plan that provides for a strong response to climate change, aggressive multimodal transportation development, and visionary measures to increase and maintain affordable housing.

No more land grabs into unincorporated areas. Figure out how to be a responsible government entity.

A model city for the region with an emphasis on sustainable growth. A place people enjoy coming to visit and a safe community for the residents.

I would like it in the same location...ha!

A true regional destination, with a diverse variety of income-generating resources that can sustain Bothell beyond just property taxes and licensing fees, more parking for residents and visitors, continued focus on parks as open spaces for residents and visitors to get outdoors, less focus on one-time revenue generating sources and more plans to bring in diverse sources that generating recurring revenue.

Safe, welcoming and financially responsible. Do not turn us into a Seattle landscape.

With a cohesive look to all new construction housing and commercial

Safe and stable.

Leader in racial and social justice reform, climate change response, budget management, not overgrown (please keep it a small town!), no more overdevelopment, and more services, activities, and resources for children, youth, and seniors.

A fiscally sound government that takes care of its citizens and is not bloated with programs that waste taxpayer's money to make people feel good

I plan to be gone from this area in 10 years. Western Washington, in particular Snohomish, King and Pierce County is turning into a big shit-show. I don't see changes on the horizon that will prevent it from continuing.

I would like to see more first floor retail and affordable units in mixed use buildings, with walkable public spaces, transit, parks and recreation amenities and Navigator response to public safety concerns.

Enjoying the new and improved parks and recreation facilities and programs brought about by a successful citizen supported bond/levy vote!

I would like to see the infrastructure such as sidewalks, schools, parks and recreation, mass transportation and retail catch up with the booming housing growth.

Rapid growth should be over. City should be approaching a stay-the-course mode of operation. Good opportunity for community building.

I would really like to see whole scale improvements to the City's parks and recreation infrastructure. As the 27th largest City in the State, Bothell falls really short when it comes to Parks and Recreation infrastructure. Bothell parks and recreation is critical to the overall health and wellbeing of the community as proven during COVID.

I would like to see more commerce downtown in general but a pho restaurant in particular. If there is no pho restaurant in a city's downtown, it's not yet a big city.

### Question 7: Individual Answers

The city government be less toxic to its employees.

Better traffic, thoughtfully planned development, more efficient and better able to provide information to the public through better technology services.

The downtown fully developed; affordable housing available; a diverse staff; budget issues resolved

Generating more sales tax revenue to support competitive pay and community services. Open green spaces in areas growing more densely populated. An internal environment focused on training and innovation with staff. More unique shopping and a real destination for tourism.

I'd like to see a walkable, affordable, downtown Bothell with a ton of small businesses as attractions. I'd like to see a Police-civilian commission. I'd love a community center for Bothellites to gather. I'd like to implement a system like CAHOOTS (or expand Radar, preferably CAHOOTS.) I'd like the city to limit growing pains if possible but that's easier said than done. I'd like us to manage traffic which comes with said growing pains. I'd like a balanced budget each time one is formed with a lot of community input. I'd like Bothell to be a city of bold policies, just because a sister city doesn't have a XYZ program doesn't mean Bothell can't.

Better roads to deal with the influx of growth that has been allowed.

I would like to see the financial position of COB to be more stable, refinement of heavy departments and diversity practices to be normalized.

Affordable

A well-managed suburban city.

Financially sustainable, growth to meet service level demands.

## Question #8

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

234 respondents wrote in answers to this question.

Question 8: Summary by Category		
Category	Count	Percent
Quality Candidate	73	31.2%
Ability to Build Relationships	36	15.4%
Vested Community Interest and Commitment to Public Service	31	13.3%
Great Place to Work and Live	30	12.8%
Diversity and Political Neutrality	27	11.5%
Engage the Citizenry	18	7.7%
Fiscal Responsibility, Sustainability	10	4.3%

#### Question 8: Individual Answers

Find someone like Peter Troadson. He had his finger on the pulse of Bothell

Pick someone who believes their job is public service, and that means service to all citizens, not just the rich ones or people who are easy to like. Make sure they have the personal power to manage city employees and lead them to remember that their job also is in public service, and that means all of the public.

You only have one opportunity to preserve green spaces but a million ways to lose them

It will be disappointing to see the position go to a white man.

BIPOC. Progressive. Visible.

Please hire the most qualified applicant.

Please research the track record of the incoming city manager to make sure they have left their previous city in good standing.

I'd like the City Council to know that if the City Manager doesn't always agree with them or say the things they want to hear -- that's a good thing. Elected officials have a different role. Don't go looking for someone who is incapable of saying No to you - when No is what you need to hear. Look for someone who is interested in what you have to say. will sincerely consider what you have to say. but who has the backbone to stand up to any or all of you, if that's what needs to happen to keep Bothell on a steady course?

Survivability of life as we know it on our planet is of utmost importance. We cannot do business as usual. Huge building and business growth needs to be limited. Fossil fuel use has to be stopped. Anything we can do to help alternate environmental industries should be fostered.

Honesty

Commitment to preserving our wild spaces, such as Shelton View Forest.

Check their background and don't hire anyone who was fired from their previous job

Someone who supports unifying Bothell (north/south, campus/residential/supportive housing/business), through accessibility: the trail, walkable areas, public transport, affordable housing.

### Question 8: Individual Answers

Someone who is willing to admit mistakes and make change for the better

Ban loud mufflers

See #6. Passing Asst. City Manager Peter Troedssen over for City Manager was a travesty. I understand that Sequim's former city manager might be a good fit (based on feedback from the former Clyde Hill city manager).

Sidewalk safety!

I currently live in an area under construction. These projects need to be completed as promised and not scaled back or patched together.

Many of the locals that I talk about this sort of thing with prefer having someone that is part of the community, not hidden away.

Staff input

They don't need to be able to do all the individual components of the day-to-day work; they do need to be able to facilitate and coordinate resources (human and other) to support those who do the day-to-day work. Communicate openly to all (staff, community, and others) what is being worked on, how decisions are made, and why.

Do not hire simply because someone is diverse. Hire the best talent.

Honesty & integrity above all

Someone who can collaborate with local organizations as well as state and federal agencies to create the Bothell that we want for families.

somebody who does not cave to small interest groups who usually have the loudest voices.

Someone with a history of subordinating his/her personal agenda for the greater good.

A manager that has positive administration and staff relations would be helpful.

Don't just check resume- ask the people/small & large business owners/community event planners about the candidate/city contributions

Past experience

Someone who can see the big picture and not be swayed easily by outside money!

Stop looking for a unicorn, and consider what options are available without a wide 'national' search. Transferable skills are just as valuable as direct experience and you're not going to bat 1000 for every specific requirement you'd like to tick off the list.

Someone who appreciates Bothell's small-town feel.

Keep politics out of it.

MUST LIVE IN BOTHELL, accept diversity be accountable to all.

Many of the codes (parking) are outdated and need updating. It appears there are also a lot of staff near retirement, managing new staff in a good culture of serving the public will be a priority.

What do the citizens at their last "project" think of them? Not the town leadership, the people who have to now live with this candidate's past decisions.

### Question 8: Individual Answers

I don't know if we're ready for it as a community, but I would really like to see a BIPOC person in a leadership role in this community.

If the candidate uses his/her gender, race, sexual orientation or political party, thoughts on climate crisis (or any other divisive language) as a qualification - I will not endorse that person. Have objective skills and talents. Define measurable results prior to taking action on anything. This position is not to be a personal steppingstone for something else in the future. Have passion for this particular job. Liberalism has become something that it wasn't supposed to be. Abandon it. Start something new. If this candidate hasn't yet gained wisdom about how political sickness negatively affects us all - don't consider them. A person accepting this job can be female, male, black/white/Asian, Hindu/Sikh/Christian - whatever. No one cares about that. Be bold and only accept exceptionalism. That means have a strategy and plan that is objective with measurable results. Tell us the plan, show us the results. Don't be a politician. Be human.

Someone who is committed to managing the city as opposed to managing current social trends.

They really need to know government, and not just have a strong business background. Hire a real politician with a proven track record of success at their last job. Don't limit your search to just local candidates.

We do not want any more business moguls running our city. Give us a people-person who understands community needs and desires. The last city manager only cared about bringing in money. Do not give us another one like that.

We need to hire someone based on their skills more than anything else!

I do feel it is essential that our next city manager commits to living in Bothell, is more personable, and open-minded about new approaches to problem-solving.

not at this time

Select a leader with appropriate skills and background

Who would you want in charge of your children's future?

Judge people by the content of their character-not their color

do they understand systemic problems and understand how to make systemic change?

- Yes. Pick someone who's going to work for the city, and not just a 'yes' woman/man for the CC. I'm sure the CC will want to pick a compliant 'do what I'm told' type of person, but that's not leadership.
- The hot topic of the moment is race relations, and I'm sure the CC will want to bend to the squeaky wheel. Careful. I'm a by-product of an inter-racial relationship, and I do not support the 'woke' culture because of the racial overtones they push. They want compliance, not acceptance.
- The next CM needs to have the courage to not just blindly do what the CC wants and have the strength to talk with them.
- Lastly, I only stumbled on this survey by mistake. If you want input, open this up to people who don't surf SM. It's an absolute shame that this appears to be the only medium. Great way to shut out the older population.

No

Best candidate for the job, not for the hiring press release

Do more with what we have, don't expand government just because you can

Someone who knows how to make our city a Blue Zone.

Find the best person for the job. Not the best person that checks off the right racial and sexuality check boxes.

### Question 8: Individual Answers

Forget all the PC stuff. Pick someone who understands the residents and will be a Bothell resident advocate not a city of Bothell advocate

Let's choose someone who's able to get things done

They need to care about people.

Fiscal conservative not a woke politician.

Experience, community awareness, openness, previous success, and willingness to hold forums and conversations with residents and business owners.

Please select someone that truly loves Bothell and seems genuinely concerned about driving the cities direction

N/A

Someone who embraces the people who live here. Someone who sees more than a bottom line and regulations. Someone who listens and is kind. Someone who does things for the city and not to pad their resume which seems to happen in other cities. Someone who has experience with very small towns who understands it is the people that make the community.

Please find a candidate that cares and is committed to being a public servant.

The arts are one of those intangible parts of a city. You see it when it is there, notice when a city doesn't have it, and yet, it can be hard to quantify. However, Bothell needs more art and cultural offerings and needs to think about the arts and the greater culture when considering development. I hope that the city manager understands this and is opened to incorporating the arts in development, economics, and understands the importance of art to the families and individuals in Bothell.

Take lessons learned from whatever happened with the last city manager. She should have lasted longer from all the grandiose speak I heard

n/a

I hope that the new City Manager will be intentional and proactive in reaching out to the community, especially ones that have been traditionally marginalized, like immigrants, people of color and young people.

Be prudent and make fiscal decisions based on sound documented fiscal analysis so you have a sound strategy with a known outcome that can be measured.

Like a manager that will help protect wetlands, allow more transportation options to combat climate crisis.

A well-rounded candidate, someone who can do it all and bring some stability. Not someone with major strengths but corresponding major weaknesses.

I would like them to be knowledgeable of how humans impact the environment, and they have a drive to make a change within the city

The CM should be a team player and approachable by the community but also by anyone working at the city. Someone that takes a second to ask, "how are you today?"

The best qualified person. Period.

Competency and environmentally focused.

Nope

### Question 8: Individual Answers

It is imperative that the new City Manager is committed to addressing climate change for the health of future generations.

Please put the needs of Parks ahead of Main Street. People need more reason than ever to get outside and lose their COVID induced depression. Where I'm going to eat my next sandwich should not be elevated over where people breathe fresh air and get exercise or enjoy the outdoors.

Hire someone that will make the council stronger and prepare to work together to grow and develop our city.

Hire the best person for the job. Diversity while important should not be outweigh the ability to do the job.

City Council can't push responsibility for tough decisions onto City Manager. Please find someone who can come up with potential solutions. but at the same time, city council will need to ask tough questions and take moral stances... or else we'll end up in the same situation again...

Work toward annexation of the unincorporated area as called for.

I want the new City Manager who wants to engage with and be a part of our community. Not a shady pro-real estate person who does shady deals behind closed doors.

No.

Hire someone with public sector experience and a commitment to Bothell's long term environmental and economic success at the top of her agenda.

I'd really like to see us bring someone on who shares our love for our city and its people, values collaboration, and embodies transparency and empathy.

A person that has a vision that match's the City Council vision for Bothell's moving forward.

Just pick the most qualified candidate regardless of age, gender, ethnicity etc.

Don't let the petty drama between residents distract you.

consider more partnerships with UW Bothell and Cascadia College - to lead and bring more students and community to the city!

Someone who really wants the job!!

Bothell needs to get back to being a leader amongst cities and stop following. Just because other cities have political issues and are calling them out doesn't mean that Bothell does. Focus on what's important to the majority of Bothell, not the handful of people causing problems.

A person who collaborates and empowers staff to their potential.

Set expectations with the new city manager that they may be fired while on family vacation by a council majority that spends money, we don't have on a park we cannot afford to maintain that has attached conservation covenants that don't allow any improvements.

Someone who wants to have relationships with local non-profits and community organizations who also want to see Bothell succeed. Someone who will support the positive work of our police and fire department. Someone who wants to celebrate the different people/cultures that make up our community. Someone who is humble, has SEI, and is more interested in public service than making sure they look good. Someone who is fiscally conservative and who does not believe in victim mentality but victor mentality. I would like to see more events in Bothell, but NOT have the city compromise its budget to do so. More events may just look like "thumbs-up" support from the City and the "go-head" to fundraise. Balancing the budget and keeping taxes low while being honest with themselves and eliminating either ineffective or unnecessary services so that the city can be strong financially is key to having a well-run city.

### Question 8: Individual Answers

Not that I can think of.

It absolutely does not matter if this person is man, woman, white, BIPOC, young or old. If they are the right person for the job.... hire them.

Make the workplace a proud place to work.

Roundabouts are not effective in the diverse American culture, please find another alternative if the City is steering away from traffic lights. Also, street parking that blocks visual range for exiting driveways is problematic, as is speeding on 104th Ave NE. Please give greater consideration to this street, and its heavy activity of both foot traffic and vehicles.

Please value integrity, history and experience and choose someone who can take your current vision and execute successfully.

Make better financial decisions. Finish what you start.

Do your homework! Ask questions regarding past positions. Don't ignore warnings.

Listen to your intuition and involve Stakeholders around the community in the decision please!!!!!!

Must be better than predecessor

Pick an environmental degree holder.

Jobs for all.

Bothell is in a really good place right now, please choose someone who will build on the good work and leadership that brought us to this point and not undo all that is good about working for the city.

Nope

Bothell is a quickly evolving community with a large influx of residents from other cultures and places. We need some new thinking in the city manager's office!

Personal morality is of a high premium to me.

Look for a solid public administrator with a background in a similar size city. A good collaborator who'll respect all opinions but is willing to make a decision when one is called for.

Look at what are the current issue lacking do not settle for any one always finds the best Candidate.

Require that the City Manager live in Bothell.

No

Arrogance is not an attitude we need in our next CM.

Priority to the best qualified candidate.

Do the right job

Yes, please do not consider candidates that bow to voices that are louder than the silent majority that go to work every day and don't have time or energy to write out which pronoun they prefer. It's all a pile of steaming poo. Just get us candidates that knuckle down and work for the common good please. Oh, and understand the Constitution. Thanks.

Be open-minded and not be so white-oriented

### Question 8: Individual Answers

No thank you

City Council,

Please pick someone that is QUALIFIED for the position.  
DON'T pick someone based on race, gender, age, or political beliefs. As those don't in anyway determine if the candidate will be good at the job. LET the candidate's actions and qualifications be the determining factor.

AGAIN...

DONT LET RACE/GENDER/AGE/POLITICAL BELIEFS BEE THE DETERMING...

Thanks

Do we still get snow days off? :):):)

Hire someone who is a great manager and promotes the welfare of the City employees

Please pick somebody sensible and practical, not a zealot or naive. Thank you.

Hire the right person based on qualifications alone, not racial/gender/orientation demographics

Bothell is made of wonderful City staff, great community leaders, and a collaborative Council. We should welcome an individual who brings all of these strong attributes together to strengthen our community.

Very thorough background check. Ask the hard questions of why they left (or are leaving) their current position. VERIGY

Don't pick someone based on the color of their skin. Pick someone who is actually qualified for the job based on their education and work experience. Someone who has a good reputation and isn't politically driven and supports our first responders.

How can city council, and other units of the government, help filter off factionalism's effects before they infiltrate the city manager's sphere?

Consider hiring someone who represents diversity better than the past CMs.

We have worked very hard to establish a positive working culture that values trust, transparency, integrity, safety, and innovation. Please look for these values when selecting a candidate and strive for someone with a positive attitude.

Being a leader and setting policy is not always popular. Please stop trying to please a small group of vocal residents and activists.

Provide the profiles and have a Q&A session open to the public.

Please include representative number of BIPOC members on your hiring committee and listen to their input. Bothell has a real opportunity to meet the needs of our increasingly growing and diverse community to ensure everyone feels a sense of pride and belonging in the community.

Pick a person that values the town history and at the same time has good values himself

Don't chase the next one off. Learn to listen to varying points of view. Compromise.

The candidate should be a proactive (not reactive) manager who possess the ability to hold people accountable.

Choose from a businessman to develop our city. Look, even the Kirkland totem lake is developing very well compared to Bothell downtown. We have no restaurant to bring back foot traffic.

### Question 8: Individual Answers

Finder a leader, not just a manager - someone who brings out the best in others and positively works to leave things better than they found it (and for others to do the same). This will filter through City staff and into the public. It's no easy task, especially in such a high-profile and stressful job (as Council would know first-hand) but it is an essential ability that cannot be understated.

Hire someone with vision for climate change solutions and who will STOP selling our land to the same old crap developers. Find people in other countries willing to build state of the art projects that are truly sustainable.

Please get someone in who is going to be able to work with City Council to get them the data they need to make decisions. Please also get someone who has lean product management skills that can understand the language of product development because we need people who are not only all about social justice, abolition, and putting marginalized people first, but also someone who can set S.M.A.R.T. goals. People who know how to problem solve and not be a blocker but an impediment remover.

Canyon Park and Thrasher's Corner cultural anchors felt left out of the planning process for the subarea plan, and I'm hopeful that you're making efforts to connect with them with this survey or one in an accessible language.

How did Kenmore land such a fantastic city manager? We need to learn from them; Rob Karlinsey has the respect of the community and has brought creative solutions to the table that seek to solve multiple issues simultaneously.

Select someone who is even keel, can take candid feedback and provide candid feedback, and seeks solutions

See earlier responses

Please focus on making life better for the people who already live here, rather than spending so much effort on expanding the population. The increase in high density housing, including housing developments, without increasing supporting infrastructure has made living here so much more stressful. The schools, roads, groceries, library, and other businesses are all incredibly overcrowded and overwhelmed.

Stop building structures, stop clearing land and ban fireworks

The city council leans very heavy in one political direction which means our city is missing a balanced perspective. Keep that in mind when choosing a new city manager. Don't just choose someone who will rubber stamp your wishes.

In this highly divisive time, we need more non-partisan leaders who can get along with people of all political stripes.

Accountability and good use of taxpayer money is important along with investing in the right areas.

Focus on creating a community that people want to be a part of. Look at other communities and how they have built a city and have employment opportunities for the community.

Openness, transparency, and equality

Redmond as the model. Better school and more parks facilities

Don't forget about canyon park

An honest person who listens and values the voices of the communities.

Don't push out a good city manager the next time.

Good Luck!!!

### Question 8: Individual Answers

Select someone who is fair, honest, and has the skills and experience to run our city efficiently.

Integrity is #1.

Bothell needs a City Manager, much like our prior City Manager, who is deeply experienced in all of the aspects that go into the management of a city from public works to public safety, long-range planning, development review, customer service, etc. Particularly as we know Bothell is continuing to grow at a rapid pace and faces the significant challenges that come with that growth, the new City Manager needs to be able to hit the ground running from the beginning. The city is close also to reaching the 50,000-population threshold that moves it into a new category for resources and responsibilities, and the new City Manager will need to be able to leverage and manage those things well.

Have a sense of humor

Hire someone who's not afraid to be a bit of a contrarian and then LISTEN to what and why they feel the way they do. A strong, silent type is a better listener than a mouthy bully.

Use untraditional ways of finding the right person. Traditional ways are rooted in systems and structures that may not move us into the future.

staying power

Leave politics out of it!!!

Diversity understanding of the changes in race composition in Bothell and there is problem with the police

A best person for the job-City Manager regardless of any other factors.

We need someone who is objective, unbiased, not political.

Staff friendly, staff supporting, and staff trusting.

You know the qualities and values Jennifer Philips brought into Bothell are still here, and that they promoted ethical, safe, innovative, and team focused working styles. This leadership model and her care for employees is why you get eyebrows raised and "wow's" from people outside of Bothell when you say, I work for the City of Bothell. I'm not exaggerating. We have set the standard in many regards in the region, and your many thank you's to staff in council meetings (sometimes just in general) tell us you feel the same way, and we also appreciate it. We know you value staff so please make a decision that supports this.

The bar is set high, and I urge you to not settle. I ask you to find someone who continues to make Bothell a thriving and desired workplace.

Your agenda cannot be implemented well unless you have a high-functioning, modern, sophisticated group of staff and leaders. A City Manager with strong background in public administration will be able to elevate and modernize City processes to meet your goals and the communities.

When selecting a city manager, set aside politics and choose a person with the drive, experience and personal characteristics that make a good leader.

Minority hire.

No, I trust their judgement.

Hire a qualified person, this is not an on-the-job training opportunity! You are hiring a CEO of a \$100m+ company. Get one that knows what they are doing, have robust and constructive conversations with them about the future, listen honestly to what they are telling you and once direction is given, LET THEM LEAD. There is no single right answer to the issues facing a community like Bothell. Hire a CM that will be a cooperative and creative advocate for a positive future. Above all else, hire a CM who is willing to make the difficult but necessary decisions to get to that preferred future. Hire a CM who will be clear with citizens

### Question 8: Individual Answers

about where we are going and then be willing to defend the people and decisions that are required to get us there.

Someone who can work with and relate to many cultures and people. Stick with g with the status quo isn't working.

Find someone willing to look towards the future, not stuck in the past.

To keep the majority of people in mind, who are intimidated to say much and not cater to the noise.

Progressive ideas and vision.

They need to know when to hold 'em, when to fold 'em, when to walk away, and when to run.

Someone who poses and demonstrates a business/operational culture that fits well with City Council priorities.

Someone who can articulate the budget and issues. Other communities are far better (Bellevue, Kirkland for ex.) on keeping the financials and budget issues open and easy to access.

Someone committed to the job - not as a steppingstone to something in the future, but someone who exhibits a vision and can articulate what they see as what kind of place Bothell is and can be... without the divisive partisan influence that breaks communities apart.

Don't focus on what is 'politically' popular; choose a manager who is the best qualified for the position.

Someone who is solely interested in building the community with public service. A "let's do it!" Attitude. And the ability to say no to constant over-development. More parks. Someone who isn't overly business minded - has a balance. Won't line their own pockets.

Just hire someone that is willing to empower the council to make strong decisions for Bothell. We must make agile changes during times like this and need people willing to take those risks.

I expect the City Council to commit to anti-racist principles in its selection of a new City Manager

Choose the best and most qualified candidate...not the most politically correct one.

An honest broker who cares about people and making a community better.

Good Luck they have a tough time-consuming job.

I hope you will provide residents with an opportunity to meet and rate the final candidates, as you did when we hired Jennifer Phillips. Also, I hope this process doesn't take "forever."

I am not sure of anything

Please consider looking at candidates that may not initially seem to fit the "norm" of a City Manager but has skills that would be transferable to the work that a City Manager must do.

Please don't hire someone to make drastic changes. I like Bothell as it is

Really know how to work with council and staff well and know where would be next.

We love Bothell's conservative side.

Would love to see a BIPOC person in this role. We need a fresh perspective and a new way to do things!

Team-builder; inevitably this person must delegate a lot and know how to get results through others

### Question 8: Individual Answers

The community of Bothell decides what's best for itself. Not activists trying to change a community they are not a part of.

Again, please ask them to be familiar with principles and ideas of the non-profit Strong Towns and having a working knowledge of which areas of a city are productive and which aren't, including a financial understanding of the liabilities of low-density sprawl vs. traditional neighborhood development.

Again, let's focus on tangible talents, not "diversity and inclusion."

Be brave, non-traditional candidates come through nontraditional paths.

Don't make the choice based on political considerations but be objective and choose the best person for the job based on the content of their character, their skill set, and their interpersonal skills.

The city manager should be the kind of person who takes in feedback from many sources, identifies the underlying needs, and works in an ethical and principled manor to meet those needs.

Change what has been happening for the last 5 years. Bring back the promise of what was going to be downtown before people move out.

Highly experienced as a city manager with a resume showing work as either a deputy or city manager of at least Bothell's size.

Someone who can develop the city to be welcoming and walkable to daily amenities

We need someone who doesn't just say no. They should be able to come up with options to make council and community ideas work and be bold. Maybe the options would be so unpalatable council would pass, but there should be options.

An open mind and a willingness to work with others.

No

I think Bothell is on a good course, and a new City Manager should help us maintain that course and move more decisively toward the community visions that have been developed over the last 15-20 years.

Where they are from- local!

Don't just go out and hire a yes person to replace someone who told you no.

The priority needs to be PEOPLE. When choosing a design for a new building—is there a courtyard for the public to gather? When choosing a business— will this serve the maximum amount of residents possible? Decisions should foster community, safety, accessibility, and flourishing of our community.

Be open to alternative backgrounds of candidates. The traditional pathways to executive leadership positions typically favor older white men. Focus on the competencies and experiences of the candidates, rather than the name of the jurisdiction or entity they're coming from or the school they graduated from. 37 years' experience may not make someone a better City Manager than someone with 10 years' experience.

N/A

Listen to staff and constituents.

Keep politics out of it and give us a thinker, doer.

Choose someone who can collaborate with other city leaders and lead us into the future.

Some with plans to bring in more businesses, less apartments, more parking, and more revenue generating sources that aren't housing.

### Question 8: Individual Answers

Look for long term stability and vision. Not just what is "trending" in the media/social media today. BALANCE

Pick the right person this time unlike the last one.

Pick the person that is the best City Manager! Don't rely on race, sex, or any other factor to make the choice. Don't make a cowardly choice to make you feel better, pick the person that is best for the taxpayers.

Be careful what you wish for, unintended, and intended, consequences of decisions made by the Seattle City Council has destroyed their city, don't let it happen here.

The next City Manager needs to have solid background in diversity, equity, and inclusion in order to repair inequities that exist in Bothell and move towards an equitable future for a changing diverse population.

I would be willing to sit on any community interview board for the hiring of the next City Manager

I would like to see a leader with similar characteristics as the Northshore School District Superintendent. Someone who isn't afraid at looking back to learn, but willing to move forward and including all the stakeholders.

This is an incredibly tough job by any standard. That said, I would really like to see a candidate that genuinely cares about the community, the Council, the wellbeing of staff, our many businesses and all things Bothell. I also believe that the City Manager should live in Bothell. I know there is a severe shortage of affordable housing, but to truly be invested you have to be all in. The salary of the position affords whomever the person is the opportunity to professionally serve while also contributing as a community member. I know this has always been a sticky issue but how can you truly serve a community as the designated leader if you don't live there?

Develop a culture of excellence and service. All departments serve each other as well as the public. We should provide great service to each other. Excellence - If you can do more, why don't you?

How does this person treat the line workers under him/her?

Transparency is of the utmost importance

Please consider someone who possesses positivity, intelligence, who is opened to listening to others, and who enjoys service.

Please give us frequent updates on the hiring status and let your constituency research said city manager candidates. The city manager will be a legacy choice for all 7 of you. He/She/They ideally will be here for a long time and could possibly be in our city government longer than some of you (as councilors.) Please try to get as much input as possible, I appreciate the survey.

Do not undervalue the importance of staff who feel supported, cared about, and valued. We love this community and many of us live in this community that we love to serve.

Someone who understands the community, potentially is a member.

In my opinion, the CM should be able to hold all staff accountable including the department heads for Fire and Police.

Just get the best person for the job and don't try to push the diversity agenda to plug in a subpar applicant to fill a hole.

A quality City Manager can come from a diverse range of backgrounds and professional experience.

## Question #9

### What is the best way to provide you information on the City Manager recruitment process and other City issues?

36 respondents wrote in answers to this question.

#### Question 9: Individual Answers

Mail may still be the best not everyone will sign up for emails or social media

Mail

I'm not an expert on this item

Emails

Attend and update local, larger civic and community group meetings

Super bowl ad

Postings at libraries and other public places.

Do live City Council Meetings and put them on social media (YouTube). And then, allow the public to publicly comment and discuss publicly on that particular social media. Meaning, don't block us from communicating with each other. Allow public comments 'where' we actually congregate (YouTube, twitter, city website with comments section, etc.). Keep all communication open, recorded, and available. Don't hide from the discussion or by thwarting our ability to discuss the progress we see.

I would say DON'T advertise on Nextdoor

Linked in? Live networking?

I don't want to hear anything from y'all. If you're doing your job right, I shouldn't hear about it. Just benefit from the good work. I assume if I hear about my local government, it's because they messed something up

Northshore at center newsletter that comes in the mail

Mail

email lists, regular meetings at the library, flyers at businesses, etc.

Chamber of commerce

Bothell Facebook Community Page & its admins

Notify us while we are on family vacation.

Bothell-Kenmore Chamber Morning Meetings and Luncheons

city enews and social media platforms

Every listed option on this question. People have different preferences, there is not one best answer in communication with the public, other than using every available method.

Outside (not the city) reporting.

email

### Question 9: Individual Answers

Conversations with the council, in person or virtual

Seattle Times. I do not do social media, there is no printed "Bridge" anymore, and the Bothell/Kenmore is a joke.

Not everyone is on Facebook. Some of us despise their policies.

Official Email.

on-line city council meetings

Survey like this one

The people who don't have broadband access or are working 70 hours a week, don't have time for this kind of survey unless you bring it to them. These are the people who need to take surveys from the city. Also, please have translations! We have an immigrant community with various languages.

Community lobbying groups

Staff Email Distribution List

Chamber of commerce

Email

Direct email updates to City staff

Instagram

A direct email to staff as this is our new boss.