#1

**Q1** Your City of Pensacola department

Other (please insert here):

Airport

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Meet the needs of the citizens

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Adjustment of pay to match other airports

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Adjustment of pay to match other airports
Q1 Your City of Pensacola department  
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
- Well organized as a whole.
- Keep citizens informed.
- Excellent customer service.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
- Improve telephone system.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
- Safety of citizens.
Q1 Your City of Pensacola department Other (please insert here):
PENSACOLA ENERGY

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We provide a reliable fuel source at a reasonable rate for customers throughout Escambia County with natural gas service.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

We need to improve/increase activity at the Port of Pensacola.
Make panhandling illegal in city limits.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department: Other (please insert here): Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service, efficient management of resources, public safety

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Less "district focus" and more "city focus" among Council members, identify an on-staff champion to see major projects through to completion (i.e. fish hatchery), reduce employee turnover

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your strategic direction and how do you expect it to be executed? What are your "sacred cows"?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Develop an understanding of what each department does and its major challenges, explain the "why" behind planned changes that will affect each, communicate to the public your findings of what the city does right and what changes you plan to implement that will make living here better
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Good community support

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

We need better raises
We need better insurance
We need the ability to hire more/better qualified employees

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are you interested in making things better for the employees or will it be status quo with very little change over the next 2-4 years?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Bringing raises and benefits back to the level that they used to be to make staying on the job or coming to work here worth while. Quality employees are leaving/applying elsewhere and we get what is left over.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
1. Community Service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
1. Better Pay
2. Better Benefits
3. Better Communication/Department Interactions

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
1. What are your plans for addressing/resolving the concerns of many employees regarding better pay and benefits. We have lost a number of good employees to other companies that paid and/or had better benefits. We lost our cost of living increases as well as our step increases. Right now we only receive a yearly pay for performance increase that amounts anywhere for 0 to 5% with many good employees not receiving their just due. I don't think this system is the answer to concerns regarding pay and do not feel it accurately measures an employees contributions. I also don't think the percentages or divided amongst employees fairly, with some getting higher percentages than employees that deserved the higher percentage increases.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Focus on the needs of your employees. If we are unhappy then it affects the moral of the organization and lowers customer/community service. I feel like this organization could be 10 times better if we were treated like the Navy Federal or Gulf Power employees. The success of those companies speaks for their selves.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Sanitation services, parks & recreation, and public safety.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Improve access to the Mayor's Office and City Administration, working collaboratively with City Council, and City officials collaborating with citizens and employees on all levels.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Do you value citizen and employee input? Will you interact on a personal level with citizens and employees?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Reviving morale among all city employees from the top to the bottom of the ranks; hold town hall meetings in every City district; and attend Council Meetings on a regular basis.
Q1 Your City of Pensacola department: Other (please insert here): Airport

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. addressing the needs of the community.
2. addressing the needs of the property owners.
3. electronic communication.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. I would like to see more consistency among the different districts.
2. while I do not feel that the Mayor is required to attend City Council meetings, I would like to see better communication with Council members.
3. don't forget your employees. we work for the City because we love our jobs.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

none at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. address the disparate treatment of employees across different departments by approving an update to the January, 2010 Benefits and Compensation Comparison Study by The Mercer Group, Inc. and implementing their findings.
2. update and reissue the Human Resources Manual and codify such by requesting approval by the Pensacola City Council.
3. Allow department directors to determine salary adjustments for individual employees without limits placed on them by Administration.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Lower the family insurance premium. I pay over 500 dollars a month in just health insurance. Because of the high cost I am forced to work several days of off duty jobs. This puts away from my family.

A lower insurance premium would allow me to not have to work off duty jobs and let me spend time with my family.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Lower the family insurance premium. I pay over 500 dollars a month in just health insurance. Because of the high cost I am forced to work several days of off duty jobs. This puts away from my family.

A lower insurance premium would allow me to not have to work off duty jobs and let me spend time with my family.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Genuinely care for our citizens
2. Do more with less
3. Stay committed under difficult circumstances

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Raising the pay and retention for police officers.
2. Be transparent, fair, and creative problem solvers.
3. Support law enforcement (and law and order). A safe city is a prosperous city.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

You've been in politics a long time. What are you doing to do differently than other mayors in the past? How are you going to truly serve the citizens and employees of the City of Pensacola? Help us believe in you and your vision for Pensacola.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Establish a rapport and dialogue with your public safety departments. Attend police department shift line-ups. Go to the fire departments. Observe operations, listen to feedback, do a ride-along with an officer.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Marketing
Festivals/Parades
Responsive to Citizens

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Employee Pay
Employee Benefits
Attitude toward Employees/Unions/Negotiations

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your vision for the city's future.
What are your priorities.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Employee Moral
Employee Benefits (health insurance cost)
Q1 Your City of Pensacola department
Code Enforcement

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
- customer service
- keep the city clean
- work well with other agencies

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Respondent skipped this question
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department  

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?  

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?  

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?  

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Lower the insurance for current and retired employees.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Saving incoming money and not spending it on necessary budgets when growth is apparent. The money is there, it should be spent where it is most needed.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Fix the pay compression issues for officers who have been skipped over for raises every time the start pay was raised.  2. Cheaper health insurance.  3. More funding for police equipment.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None, I’m hoping that you will be different from how the police have been treated in the past and advocate for us.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Fix the pay compression issues for officers who have been skipped over for raises every time the start pay was raised.  2. Cheaper health insurance.  3. More funding for police equipment.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Exceptional police and fire departments. Extremely professional.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Health insurance for single coverage is great. Family coverage is expensive. Rates for retirees are ridiculous.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Can you fix the high cost employees pay for insurance. The state and county agencies pay much less.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Insurance costs!!!!!
Q1 Your City of Pensacola department Planning Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Customer Service to the Public & Streamlined Development Review

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Website improvements to make information more interactive & user friendly; all departments & divisions should be equally responsive to the public;

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
What role do you see each department/division playing in assisting you in the implementation of specific goals?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Communicating your vision & priorities to both the public and employees. Putting a strong leadership team in place.
Q1 Your City of Pensacola department

Code Enforcement

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

communication between departments
balance pay scales, long term employees get stuck in the middle

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Surround yourself with knowledgeable trustworthy individuals
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We have a growing and prospering downtown area that is a great draw for tourists.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The employee evaluation system that the city implemented a few years ago is not suited for the police department. It is like trying to fit a square peg in a round hole.

Providing better, more affordable health insurance for both current employees and those that have retired.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Removing the current Human Resource director, Ed Sisson. An HR director should be an advocate for the employee and he seems to do everything in his power to be anti-employee.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Community Outreach

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are your priorities for the city of Pensacola?
What are your expectations/goals for the Police Department?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department: Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

I think we do a really good job maintaining facilities and infrastructure.
I think we do a good job promoting what makes Pensacola a great place to live, work and play.
I think our Police and Fire Departments do an outstanding job not only everyday with their professionalism but also in their involvement in the community.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I think we sometimes need more public input on city projects and at the very least better communication of decisions made or new developments. I think we’re missing out on great ideas and advocates for change by not listening to or asking for public engagement.

I would like to see our training and professional development improved, especially for Parks and Recreation. Currently there is no developed pathway for younger developing staff to advance in their career. There is also no support for obtaining or maintaining professional certifications in our field.

I would like to see a comprehensive classification and compensation study of city employee positions conducted and implemented. Starting pay with most city positions is very low and I think it would help with retention and recruitment.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What Parks and Recreation opportunities and challenges do you feel are most urgent for your administration to focus on?

What are your ideas for sustaining Pensacola’s vibrancy and energy in your first term?
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Improving employee training and engagement.

Developing realistic goals that are measurable and point to real progress and results.

Better accountability and training for supervisors with regard to effective performance evaluations.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1) Public Safety
2) Customer Service
3) Citizen Involvement

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1) Recycling
2) City Maintenance and roadwork in a timely fashion
3) Mayor Presence

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will there be enough in the budget for officer capacity at PPD

Will you recycle effectively within the city

Will you publicly support and monetarily support the needs of city/non city employees

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Keeping the public informed and handling/resolving issues

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are there going to be any changes made that are going to specifically impact the city employees (i.e. changes in pay, additional time off for holidays added)?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Learning more about the possibly gentrification of areas, putting a stop to the excessive panhandling, finding a way to continue the ferry services
Page 1: From Mayor Grover Robinson

**Q1** Your City of Pensacola department

Respondent skipped this question

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer Service
Senior Programming
Family Programming
Housing
Partnerships

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Focus on all sections of the city (Westside and Eastside)
Park Maintenance-Contractors do not have the commitment needed to go beyond the contract.
Communication
Upgrading/renovating buildings that are 20 years or older.

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What will your first year look like?
What are your goals for Pensacola’s future?

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Getting to know your team
Evaluate the vision and mission of each department
Team Moral
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
1) Be responsive to businesses/citizens
2) Work as a team
3) Solve problems

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
1) Become familiar with current staff
2) Communicate your priorities for the City
3) Communicate your expectations for staff
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Respond to citizen issues/complaints.
2. Provide an abundance of city owned assets.
3. Communicate with the citizens about our successes.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. I feel that we could improve in the area of responding to criticism. Too often, we let the news or the public take shots without a response.
2. I feel that too often we are swayed off of a good idea/concept/project due to the pushback from 1, 2, 3 or even 7 or 8 who may be against the idea/concept/project.
3. Collaboration. I don't feel that we collaborate enough. I also feel like some departments are able to push things off on others too easily.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Supporting staff; creating a sense of positivity; creating a culture where creativity is supported; creating an atmosphere where the public is involved in planning large projects and where the few don't pull more weight than the masses on these projects. Creating good paying jobs, continuing to focus on the communities, and the health of the citizens. Also, finding a way to compensate union employees up to a livable wage.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Nice parks and community centers.
2. Good residential services (sanitation, street cleaning, public works, etc.)

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Improved use of technology. We've made some strides recently, but there's still room for improvement. For instance, the fact that I have to fill out a paper and send it to HR via interoffice to indicate my desire to sign up for Employee Online Services suggests an incomplete understanding of how an online portal should work. (And a lack of trust that an online record or signature is "real.")
2. Improved customer service between departments. Again, we've made some great strides in this area in recent years, but there are still a few employees around who seem to believe they are at the top of a caste system and therefore it's okay to be witheringly condescending to their colleagues. (What's up with that??)
3. Pursue grant opportunities. A few years ago, there was discussion of hiring a grant writer to generate more opportunity for the city. I believe an RFP was even published, and we looked at some resumes/proposals, but then nothing ever came of it. Of all the outside contractors that were hired (marketers, attorneys ...), I thought this would have been a really good one. Especially if we combined forces with the county (see below), I think there could be both publicly funded and private sector/corporate grant opportunities we could pursue to bring in dollars and projects to grow our community and lift our poorest residents out of poverty. (The Studers are wonderful, but they shouldn't have to do it alone!)

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question
If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Economic Development. We've made some strides recently, but we still have generational poverty/pockets of low opportunity/too much income disparity. The community as a whole can never be truly healthy and prosperous as long as that's the case.
2. Affordable housing. Same rationale as #1.
3. More combined services with the county. It's weird that we're two jurisdictions, and seems inefficient at times. You only have to look at a map of the city limits to see how arbitrary the demarcation is. It doesn't "feel" like two jurisdictions to residents. Maybe the north part of the county does, but I assume that part alone wouldn't have the tax revenue to sustain itself. So, one jurisdiction it is--or should be, maybe.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

parking and sidewalk issues. Bikes on the sidewalk makes it hard to walk along the sidewalks.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

is it possible to have a café/store in city hall, where we could grab something for breakfast or lunch? the proceeds could go back into the city for t shirts or other Pensacola items that we could purchase from the store.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

take time to meet the employees
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Inside City Limits, Pensacola is really clean and well kept.

Being a native of Pensacola, downtown is awesome! Loving the constant growth in Downtown Pensacola.

The City does a phenomenal job providing social and recreational activities for all city and non-residents.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Employee retirement "plans" and pay is poor. Wages are not competitive! For all the work that we do, we are not compensated well.

Improving communication and involvement from Department Heads/Administration. Morale seems low in areas and certain employees are held to different standards.

Improvements/solutions for the ongoing panhandling issue would be great to see.

Improvements and level of fairness should be addressed. For example, if City Hall closes early than everyone else should be able to close early.
Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are employee wages going to increase and be more competitive?

What is the deal with Bayview Senior Center/"New" Bayview Center? I think that money could go elsewhere or be used for another facility. District 2 does not have a Community Center, why can't we build one in District 2? Put a new center where there is a need for one. Sherri Myers has been calling for a center in her district FOREVER. Why do we need two centers in one park? Why do we need a center to activate water that is advertised as contaminated and its advised to "swim at your own risk." I don't feel a boat house is going to benefit anyone. Why not build a center with an awesome fitness facility, rock wall, bike shop, laser tag, indoor walking track, racquetball courts, bring in recreational therapy, build a 8 million dollar recreation center that is INNOVATIVE and truly engage the community.

Will the old stadium steps at Bayview be repurposed?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Mayor roundtables with departments to personally get feedback from employees.

Be engaged with City staff.

Be present in the community.

Monthly town hall meetings.

Accountability.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Offering centrally located social and recreational opportunities through community centers and the downtown area.
2. Keep the city clean
3. Encourage people to spend time outdoors and enjoy the area.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Creating a solution to the panhandling/homeless population problems.
2. Contributing to an employee retirement program. Nice benefits/competitive pay to keep talented employees. It's very disappointing that the city does not contribute a single penny to retirement/401k.
3. Ask for and receive input (such as this survey). I don't feel like there has been much of that. I like to feel that my voice is heard.
4. Safety for employees. I feel like we wait too long to dismiss employees or close buildings when there are threats of hurricanes.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

When I begin a new position I do not change anything until I have thoroughly observed and understood how things currently work and why they are working the way they do. I'd encourage site visits within the departments.

Please also consider looking into the pay/retirement issue for employees. Thank you.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Employee recognition is important and I feel that it is beneficial to continue having an event in some capacity to honor the service our hardworking employees have done.

Social media for the city is picking up and I believe that it should continue to be utilized the same if not more. In today's world, that is an excellent tool to get word out there for both employees and citizens of Pensacola.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Communication among the departments and divisions could be improved. I think we need to be a bit more transparent with one another. Especially HR and the Office of the Mayor. I would love to see the Mayor or City Administrator come down maybe once a month and do a briefing regarding how are employees are doing, what we could do better and bounce ideas off each other for constant growth and improvement within our organization. Employees keep the city running in all capacities and I think that making sure the morale for all is high is vital.

I think that some management changes need to be implemented. We need to find leaders who trust their employees to do their jobs without micromanaging. They need to bring their employees together as a unit instead of dividing them.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What will be done with the port? What do you see your relationship like with the Human Resources department?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Employee Morale (boosting it), finding a way to bridge pay gaps that may be occurring within different levels of positions, picking 2 main things that citizens are looking to change and beginning the steps to complete those.
Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Diversity
2. Communication as a whole (between certain departments could be better)
3. Employee recognition

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. More competitive salaries
2. Insurance to have more than two tiers
3. More volunteer programs throughout each department...possibly a certain number of hours annually mandatory

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are your ideas on the port? Are there realistic ways to utilize it in a greater capacity and generate more revenue for the city?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. A study of some sorts on which departments have the most problem with retention and ways to improve.
2. Possibly putting our insurance out for bid. We've had the same plans for over 30 years.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Competitive wages

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Do you have plans to improve employee quality of life? And if so, how?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Competitive wages and growing the Pensacola economy.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Airport use as a passenger are both efficient and convenient.
2. City offerings for public areas and green space are well maintained and aesthetically pleasing.
3. Despite popular belief, public safety are both well staffed and provide for superior response times.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Leadership has to be exhibited from the top down with everyone following the same policies, procedures, and practices.
2. City employee compensation levels and grades need to be reviewed/revised and should be aligned with a more current compensation strategy.
3. The City has no culture as a single "team", little to no employee sponsored initiatives are in place in the community, and there is no strategy to communicate or deliver programs or services that are employee wellness focused. Employee engagement is low.

There will soon be the seventh Administrator over the city for the period over the past eight years. Hard to move towards a common goal when the direction changes this often.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

So far, little has been communicated to staff. Most matters dealing with transition have only been shared with city staff via the PNJ or WEAR. Employees should have a better understanding of the happenings of their organization PRIOR to reading about it in the media. Many will not feel like part of the team when they are not aware of the "score" or who has the "ball".

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Transparency, consistency, employee advocacy, communication, and a willingness to trust the subject matter experts hired to oversee City functions will all be imperative in establishing a commonness with all to move forward.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Making sure essential functions of the city are meet and addressed quickly.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
We are under staffed in areas that we provide direct services to residents. Because of this we are unable to provide service as quickly as residents would like.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Will you work with and collaborate with staff on problems or concerns before promises are made to the community?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Transition not only for you but also staff. Make sure staff understands your vision and direction you are taking so we can all work together to achieve.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- Financial stability
- Services to citizens (parks, sanitation, airport, police and fire)

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Employee training on a variety of topics beginning with courtesy to the public
- Cluttered and confusing web access to city information and personnel
- Increase efficiency and information to the public during council meetings.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

- What concrete projects would you want to achieve in the next 4 years?
- Are you going to solicit and receive input from all points of view from staff and others before you make important decisions?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Get to know council members individually and consult them on each important issue.
2. Take an active part in discussions during council meetings on most issues that they vote on - show the public that we are one city with one city government, even though there may often be different points of view on particular issues.
3. Bring stability to the city’s public appearance.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Sanitation collection services.
2. Public Safety
3. Community Events/Festivals/Parks Dept. Programs and Events

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Employee recruitment and development
2. Public Image
3. Equality/parity between the various departments

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What do you feel is the most critical issue currently facing the City?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Get to know your department's and department heads. Really try to understand what they actually do and why.
2. Seek counsel from employees with first hand knowledge and experience. Be open minded.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1) We have great customer service and working relationships with contractors.
2) We get projects done on time and under budget.
3) We consistently produce a quality tangible product for taxpayers to see how their tax dollars are being spent and feel about about their problem or issue being fixed.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1) We need to improve security at City Hall. We have metal detectors to prevent disgruntled & armed citizens from entering City Council meetings. However, the same disgruntled & armed citizen can walk into any office in City Hall unannounced as long as they make up some semi-legitimate reason for needing to meet with someone.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Realize that you have quality City staff who can be trusted to take care of business and have "seen it all". There are no new problems/issues. We've dealt with anything and everything at least once before.

We need to work hard to restore working relationships with local utility providers and local municipalities while ensuring they comply with our policies, codes, and procedures.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Police
Fire
Sanitation

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Human resources.
They try to fit everything in the same box and are not flexible. Believe its more of a top issue within the department.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Public Safety and getting the government out of places where private industry should be handling.
And bring good business to port. Not more condos and public waterfront.
Q1 Your City of Pensacola department  Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Police
Fire
Sanitation

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Transparency
Communication
Realistic approach for the common good

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your vision for the City of Pensacola?
How would you describe your management style?
Will you be visiting all departments?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Affordable Housing
Job Growth to sustain the Housing market
Continue to diversify tourism growth

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Page 1: From Mayor Grover Robinson
Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Can't think of specific ones, although customer service is good, there is room for improvement.
Somewhat use of technology.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1) Review present performance evaluation process.
2) Training sessions for supervisors and managers not only to improve, but learn how to interact with coworkers, support and coach development of skills, abilities and knowledge.
3) Training opportunities for the regular worker.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Workforce management, analysis of the City culture, would be a start to piece together what is left of City employee's "morale" ... Would you consider something like this?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1) Clarity about authority and coordination as well as defining the roles and responsibilities of each member in the structure of HR Department.
2) Review of City Pay Scale (Salary compression)
3) Revert favoritism, stereotype and truly communicate the efforts and changes, with transparency and inclusion of the regular worker not just upper management.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Provide reliable and consistent core services
Accommodate citizen/customer needs when possible
Stewardship of tax dollars (at departmental levels)

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Accountability for actions or lack of for employees at levels and all departments
Doing things for appearance rather than based on substance or results
Be responsive to citizens and cooperation between branches of government

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are your thoughts on further functional consolidation with Escambia County

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Surround yourself with competent professionals with government experience
Remove unnecessary fluff positions created within the last 8 years
Creating a supportive environment for the employees and provide much needed leadership
Be accessible to not only the public but to the employees as well
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Treating the Citizens with respect.
2. Going the extra mile
3. Our professionalism

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement? Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me? Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Getting to know each Department and Division
Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

(1) The downtown development has been great. The new residential units going in downtown and to the west will help fuel this growth and development.
(2) Bringing large companies like ST Engineering into the city is also going to be essential for growth. This one company should help the development of nearby neighborhoods such as Scenic Heights and improve the overall image of our city.
(3) Promoting team work. Their has been a conscious effort over the past two years to have all city departments work together as a team toward a common goal instead of each department work on its own goals as a separate entity. Bringing everyone together and focused has helped us accomplish large goals and create a better work environment.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

(1) Salaries. In the police department, our employees, especially civilians, are not paid a competitive wage. When we try to hire or promote employees, we are often met with roadblocks from HR who often seems to try and get the most out of people for the least amount of money. It is difficult to hire quality workers at most of the current salaries. There does not seem to be a “let’s take care of our employees” attitude from the Human Resources department.
(2) Vehicles. At the police department, we have fallen way behind in the purchasing of vehicles. Officers are driving vehicles on everyday patrol that are 8-10 years old. These vehicles are often driven in stressful conditions and pushing an 8 year old car to its limit is not safe. Our LOST allocation has not changed in over a decade even though sots of vehicles has increased, especially with the new equipment we have to build into the car such as in car cameras and body cameras, computers, etc.
(3) Training. We have a very young department and our training budget does not allow for the additional training these officers need to quickly bring them up to speed.
(4) Vagrancy. We need to develop an ordinance which deals with vagrancy in a humane and fair way and allows officers to effectively stop those who are harassing citizens or making our city into an unsightly mess. Most vagrants do not want to use services which are available to them and continue to harass people walking downtown or at intersections and use private and public properties to sleep in and use as their restroom. We need an ordinance which is strong enough for city officials to stand behind and be willing to defend in court.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me? Respondent skipped this question
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

A salary survey for all positions within the city.
Continue to keep the ST Engineering project on track.
Continue downtown and westside development ensuring these developments continue the economic upswing in these areas
Work on vagrancy issues, not just in the downtown area, but throughout the city.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Customer Service, Maintain our larger parks,

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Employee Benefits, Proper development of our waterfront to attract more tourist and small business, Developing economic opportunities for our children to make a living while staying here.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Where do you see the City's population in four years? What plans do you believe would facilitate City wide economic growth?(not just the downtown)

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Close Bedlams, there is no need for an after hours bottle club. This establishment draws the worst elements to our growing downtown. The waste of resources this one establishment causes is a drain on the City finances. While George will point to there are very few incidents(reports of crime) at his bar. Its the after affect of the surrounding businesses and the violence of the patrons after they leave. Now that we have people living in close proximity to this club, I foresee more issues
Q1 Your City of Pensacola department  Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Recognizing employees

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Administration
311 - Complaint handling
Financial procedures - becoming more electronic for vendors

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Is it necessary to have the 311 system in place? The program has been used for other reasons other than what it was set up for.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Budget
Employees
Areas North & West of downtown
All departments within the City rather than just a few.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Exceptional customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Annual City gathering or picnic to all allow employees to meet & greet employees from other departments

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Continue improving street lighting, citizen safety crossing the streets
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Good health benefits to all city employees.
Respecting holiday times as well as needed family time.
Providing city employee's services that they may need and creating a close atmosphere.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

More networking opportunities for employee's in different departments and divisions.
Encouraging open door policies to employees and supervisors.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will educational reimbursements be allowed to ALL city employee's, including non-sworn employee's, instead of being limited to only sworn personnel?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Creating 'safe zones' for children of all ages where they can go to when they need to get away from home or be a kid and the parents not have to worry about the safety of their child.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Customer Service
2. Thoroughness
3. Anticipation of needs

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Salaries of Police civilian employees needs examining
2. Police vehicle fleet needs to be brought up to date
3. Police training needs to be a budgetary priority

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1. Will you make good on the salary promises for police officers?
2. The city HR department is a hindrance to smooth operations and morale. Can you look into this?
3. Will you make the lack of a vagrancy/panhandling ordinance a priority?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Competitive salaries for civilians. We lose great people due to poor compensation.
2. Additional funding for police vehicles. Officers are performing police functions in cars with >80K miles on them. This is a huge liability.
3. Vagrancy/panhandling is not a homelessness issue. It is a substance abuse/mental health issue. We offer services that they refuse. A simple ordinance would alleviate much of this.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- Helped Downtown to thrive
- Bring more tourist to the area which generates revenue
- Promote local businesses

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Taking care of employees that are not at the "top". Anyone lower than the previous mayor's staff that were his "right hand" were not treated the best.

- Take care of problem areas downtown such as Bedlam's which is a place where narcotics are sold and used, shootings occur, people enter with firearms, attack police, and all around cause problems for the downtown area.

- Don't just be the mayor to be seen, the city government needs to start taking care of their employees. All of their employees. The city government needs to start making changes.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are you going to do to help deal with the homeless population and problem areas downtown?
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I would make changes downtown to places such as Bedlam's which does cause a majority of problems downtown.

I would do something about the homeless population in the city. They know that the police can't do anything based on not being able to enforce city ordinances. Not only are they getting drunk, urinating and defecating on city businesses, they have done this in front of children. They are not improving downtown at all but making it worse and deterring people from visiting downtown.

I would definitely switch the staff, especially in Human Resources, specifically, the Chief Human Resource Officer. While making sure no one else in the city is able to get raises just to be able to support their family, he as given himself large raises which shows that he only cares about his well being and not that of the city or its employees.

For negations for unionized departments, quit bringing in attorney’s from out of town who have no clue what is going on within the city and offer the lowest amount possible.
Q1 Your City of Pensacola department  

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We provide EXCEPTIONAL service to the citizens of Pensacola.

We have pride in our City.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Employee Development, primarily training.

Wages

Modern Equipment.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your vision for the City and how does it affect the staff at Sanitation Department?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Meet the employees within the City and listen. Just listen. Listen to everyone and everything before making any decisions. Know that a lot of what you hear comes with bias, form your own opinions. then set your plan of action. By sending out this survey I see you already doing just that!
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Customer service
2. Promoting the city
3. Maintaining a high level of professionalism

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Pay increases for all law enforcement
2. Reduction in employee insurance premiums
3. Staffing shortages

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you continue to have as much face time with your city employees as possible? It is important to see the mayor for continued updates. We work for you.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Pay increases across the board for sworn law enforcement, replace the online based evaluation program with something more user friendly, and get police staffing levels to a "full" status. We have less officers now than in 2007.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. The social media aspect of the City has increased greatly which in turn allows the public knowledge and input.
2....

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Become more modern at the Police Department. There are several aspects of our job (either police work or accounting issues) that we still operation as if we were in the 1990's (P.O. for everything and hardly using P-cards)
2. With regards to PPD, our building is in poor shape I know we just had an expansion, but the layout and design is poor and there are a lot of areas that are wasted space.
3. Have employees (officers) involved in some issues, or just ask for their opinion. I know we are not supervisors but some of our supervisors haven't done the job we are doing and do seek our input.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1. What is your 4 year plan for the city and the police department?
2. We as a city have to think start forward thinking and not just living in the now (i.e. staffing issues due to retirement). If we know we are gonna lose 5 people due to retirement, we need to replace them now and not wait till they leave.
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Remove the following: Ed Sission - he has brought a split between the police and the city (but has also brought the same within fire and other departments). There have been more issues involving contact violation under Sission than any other HR director in recent years.

Dick Barker - from negotiation meeting, the person that does not allow proper (not excessive) pay, according to the cities negotiating team, is Barker.

Vanessa Moore - She is over paid for what she does, which is nothing. Moore wants everyone to do her job for her, but then takes the credit (if its right). If there are issues, she blames the officers only. She has little to no input on day to day legal questions that the officers deal with and normally officers will go the State Attorney or internet searches before asking her a legal question.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Data management and disaster recovery.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Public information dissemination.
(YouTube, TV broadcast.)

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

My question would be... How can I help you get your vision out to the public?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Storm water.
The Port.
Maritime Park parcels.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Leadership, honor, integrity

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None yet

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Tax payer rights being affected by the homeless community
Q1 Your City of Pensacola department Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- Listen to citizen comments
- Provide excellent services with fire, police and recreation
- Transparency

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Employee income
- Community involvement

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

- What are your expectations for City Staff?
- How would you like to be addressed?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- Being accessible to employees and citizens
<table>
<thead>
<tr>
<th>Q1</th>
<th>Your City of Pensacola department</th>
<th>Pensacola Police Department</th>
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<tbody>
<tr>
<td>Q2</td>
<td>Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?</td>
<td>Respondent skipped this question</td>
</tr>
<tr>
<td>Q3</td>
<td>In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?</td>
<td>Improve employee benefits such as cheaper rates for medical insurance. Higher salary jobs. Retaining employees city wide.</td>
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<tr>
<td>Q4</td>
<td>As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?</td>
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</tr>
</tbody>
</table>
Q1 Your City of Pensacola department: Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service, Positive image with public. Treating people with respect.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The climate at City Hall has been toxic lately. Human Resources has really done a lot to damage moral among the police department. Please take a special interest in overseeing their actions. Everyone else at City Hall is always wonderful. It just seems Human Resources would rather think about how to hurt people rather than what they can do to help the city and its employees.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Why did the city stop having the employee luncheon? That was a good time for the mayor to address the employees from all departments.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Retaining qualified officers. Our department has so much inexperience right now. It creates a risk to the City. The current contract has helped some, but we are still having excellent officers leave. Consider other benefits other than pay. To keep moral high. Like increasing leave to 24 hours monthly. So a patrol officer has two days of leave a month like the rest of the city employees. Simple tokens like that will go a long way with the troops on the ground. Thank you for implementing the additional 2% per year. That will help tremendously as well. We have to tear down that attitude of us against them between the department and HR.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service. Response times.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Supervisors need to help out more, upper management should be held responsible, especially being short staffed.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How would you make sure we are getting fair wages, compared to other government entities.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Meeting your new employees. Personalizing or rebranding. "Do more with less" didn't work.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Attracting businesses to the most traveled part of town.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Because the starting Police pay is one of the lowest in the nation, it hinders the application process and the retention rate.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How will you attract new Police Officers? Will you go outside to recruit? Maybe a campaign. Although it comes back to pay. Many agencies in this state, start at a much higher rate, and some offering sign on bonuses.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Attracting business, encouraging the PD to eliminate the bargaining tier, that separates ranks. The divide between first line supervisor and Officer is too wide.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer Service and Employee Recognition

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Pay on entry level jobs or reducing the requirements on entry level jobs.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Compression Issues and reevaluating pay across all positions
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

host events for citizens to attend. Provide shopping and dining.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. seek more large businesses to move into the city. this should not be one elected official attempting to bring in business. An entire division should be created with experienced people recruiting large corporations.
2. the port needs to be re-evaluated and overhauled. maybe visit other ports to see what we are doing wrong. It should be expanded and be making the city money. We just dont need another park with a little bit of waterfront. There is a beach for that. use it to expand port. Boats have to port (find them and bring them here). Just another example of bringing in business.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

none at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

locating the best people you can find to run the city. If the people that are in place are not absolutely outstanding in their field. (Meaning a National search would not result in finding anyone better) Then replace them. Your commitment is to the citizens of Pensacola. Not the department heads. Your coming in with new and fresh ideas to make our city better. Do the same with your staff.
**Q1** Your City of Pensacola department

Pensacola Police Department

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Communicate, Public Relations

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Obtain a pay scale (tier) that will keep good employees

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Employee retention
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Upgrade of city vehicles and technology. Create more career jobs for city income.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How will work to improve the morale of city employees. Will you be bringing back city luncheons or dinners for appreciation? How will you address needless overpaid positions and bring more money into the city.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Meet and greet, Morale, Investigative audit of wasteful spending and positions within city.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

#1 Sanitation Services; proactive & customer service oriented.  #2 Fire Services; well trained personnel & outstanding response times.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

#1 Just by being elected you have removed the ego and disrespect of the Mayors Office towards the employees and public.  I would hope the office maintains the integrity of the office by "Service to the Public" and not special interests.  #2 More Law Enforcement Officers.  Increased population, downtown density and volume of calls for service have not kept pace with staffing.  The increased CRA funding could dedicate up to six additional full time police officers for the downtown district.  #3 Streamlined process and reduced cost for residential construction & remodeling.  Low income homeowners with capacity to improve their homes are hampered by red tape and cost.  #3 Fiscal prudence in aesthetic capitol improvements.  Over spending examples include airport landscape project and unused bike racks downtown that clash with street characteristics.

#4 Seek to explore limits in the downtown corridor of an alcohol driven economy.  an example would be Gallery Night.  This is no longer a family oriented cultural event.  it's paid for by the bar owners.  Having been a charter organizer, my regret is that the Arts Counsel failed to trademark the name Gallery Night.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Finding a dedicated staff absent of self-serving or ego driven motivations.  Strong personal ethics and integrity in your staffing quash political attacks and guarantee quality performance.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Prompt in filling vacancies and recruiting efforts.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Insurance premiums are entirely too high and are not competitive with other governments in the area. Places a huge burden on employees with families.

Address the transient nuisance. Pensacola does not have a homeless problem. We have a vagrancy problem. We field numerous complaints from citizens and business owners on a constant basis. It really makes the city look bad. We are a sovereign municipality and should adapt our own ordinances as the people see fit, regardless of the ACLU's opinion. Another alternative could be a permit to panhandle. $100=12 hours of all the begging a person's heart desires. I would guarantee a 99.9% drop in transient complaints.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your realistic vision for the city in your first term?

What solution do you have for the outrageous insurance premiums?

What is your effective solution for addressing retention in public safety?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Transients.

Communication with the common employee.

Graduated pay scales and individual performance incentives for department employees.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Providing lots of community activities-parades, festivals, regatta, historic ships, bands in the park, etc.
2. New parks-Maritime and Veteran
3. New infrastructures-buildings, roads, bridges, etc.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Historical awareness-expand the Florida Public Archaeology Network/Destination Archaeology Resource Center-a larger museum and workshops for the community (dig for artifacts). As you are aware, our city have a rich historical history- oldest settlement in the United States. Later, Jamestown. St. Augustine, Florida became the oldest permanent city in the US in 1565.
2. Start sight seeing tour buses-might help increase our tourism hence the economy.
3. Increase the pay for teachers

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Public safety
2. Economy
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Special Events for the public.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Medical benefits are in serious need of improvement.

Retention of employee's (FRS doesn't promise much except employee's moving to higher paying areas).

Dealing with panhandler issue

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Why is the city insurance for families so expensive compared to Escambia County?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Be visible in the different areas and jobs. Gain an understanding from a personal experience ride along with the city employee's. People can tell you the problems or most likely your staff will filter what to tell you. But if you come out yourself and see things first hand you just may have a different perspective on what things really are like without someone trying to put the blinders on for the sake of not ruffling a few feathers. Make a point of being approachable, and valuing honest truths versus watered down politically correct responses.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. The progression of the city has been great, let's keep it going.
2. Communication between all city employees is pretty good.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Take care of all employees (Better pay and benefits)

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are there any changes (employees, ways things are done, etc.) that you would like to see changed within the near future?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Keep the progression of the city going and at the same time take care of the employees (raises and better benefits). Make it desirable, where people want to work here and stay here.
Q1 Your City of Pensacola department

Pensacola Police Department,

Other (please insert here):
prefer not to state

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

plant flowers, beautify downtown, and cater to the elite

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. improve the police dept
2. improve the police officer relations with the west side of pensacola
3. restaff dispatch

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How do you feel about the way the west side of pensacola is harrassed and stalked by the police department? And how so much of our police officers time is spent trying to compete for arrests (competitions exist) and drug busts rather than patroling their beats and preventing or detering crime?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

get a 2nd overnite police dispatcher and fully staff the police dispatch center, we are at the lowest staffing we have been in the last 10 yrs, underpaid, overworked, under appreciated, and burnt out. Our overnight dispatchers work alone even on weekends with full squads of officers and sometimes additional down town units. It is unsafe for the community, unsafe for the officers and has gone on for too long. We are one of the lowest paid dispatch centers in the state and there is no real drive to restaff and no incentive to stay or come on.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Sanitation Services
Police
Fire

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Provide an environment to continue employment opportunities for area residents.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
What is your vision for Pensacola? How do you plan to convey and provide direction to staff for implementing your vision?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
A smooth transition.
Q1 Your City of Pensacola department  
Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Compassion for those we serve.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Improved training opportunities and funding to provide.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Do you plan on having scheduled meetings with department heads to make sure that their needs are being met.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Making sure that critical departments such as fire and police have the funding that is needed so that they can safely and effectively serve the citizens of Pensacola.
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Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Sanitation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Keeping city clean.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1 - Health insurance that a husband and wife is cheaper that a family of 4 and up.
2 - Health insurance that will cover hearing aids cost.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How someone gets promoted to a supervisor over someone with 20-30 years experience and does not know how to drive a truck or license to do so? Was also about to be fired.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Newer equipment to drive.
Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

-Pensacola Energy has great customer service (I am a customer too).

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

-Better interaction between departments during emergencies.
-Make downtown more inviting and eliminate paid parking. The current system is very confusing especially to out-of-town visitors.
-Do not interject yourself in law enforcement matters. There should be no special favors for anyone.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

-"Walk the halls." Visit the departments more often and talk with the employees. Require your department heads to do the same.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

-A plan for the growth of the Police Department. Since Hurricane Ivan, the PD has lost over 20 positions. As the City Continues to grow there is a greater need for more officers. Types of calls have changed requiring more time in handling them.
-PPD vehicles need to be kept up with. We have police cars that barley function and are on the edge of being unsafe. These are usually issued to our newer officers which is not the way to welcome them to our profession. Additionally, it can be a recruiting incentive. ECSO issues relatively new vehicles to their new deputies.
-Pay negotiations should not be as painful as they have been. Negotiations need to be more professional on the City's part. Their initial offer to the officers this last contract was 1% each year. That was insulting. Additionally, our Dispatchers are not paid enough. They have no bargaining unit and are at the mercy of everyone. They need to be reclassified in order to raise their pay. Their job is very stressful and we need to hire the best.
-There is a culture in the department that needs to change. Many promotions and assignments are not based on merit.
-Establishing a progressive leadership training program at PPD would help. Most of the "leadership" courses that officers take are management courses. Ethics, morals, leadership by example needs to be emphasized so that these values become systemic.
Q1 Your City of Pensacola department
Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Support coworkers with love when there is a family emergency.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Accountability for work product. Everything with the evaluation process.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
You came by and spoke to a group. That was nice but not personal to employees. You were on a time crunch, but hopefully other visits won't be so that it allows you to say hi, shake hands, and meet the City employees.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Employees and Budget
Future growth
Q1 Your City of Pensacola department

Financial Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Parks and Rec Events for Kids

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Technology

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Economic Development
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Communicate, Professional, Personable

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Employee incentives, Cultural involvement, Programming

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your goal as Mayor?
Will all city employees get raises?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Employee incentives and promises you made.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We are very good at social media and we have a very vast reach in our media releases. We are also very good at covering events and showcasing work the City of Pensacola does.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Making the Mayor more accessible to the media and the public.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How do you envision yourself communicating with City employees? Email? Newsletter?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Securing ST Engineering funding. Vision for Port and Ferries moving forward.
Q1 Your City of Pensacola department: Office of the Mayor

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Providing excellent customer service through the 311 system,

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Ensuring that each department is being managed

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

Sanitation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

I think the hiring process runs very smoothly.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I think the communication internally and externally needs to be improved. I think some departments should have their own websites so they can help with the communication flow.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

It seems that a lot of promotions are made from outside, I have a master's degree and would like to see more opportunities for advancement.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I think employee satisfaction is important. If you have unhappy employees the people they deal with externally can sense that.
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We continue to work together as a team to provide the services paid for by the taxpayers. The facilities, parks, and infrastructure are well maintained considering the allotted budget.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Every government can benefit from truly focusing on the needs and desires of its citizens. Encouraging every city resident to get more involved in talks is great but a call to action will provide the most significant improvement. We need to focus on being good stewards of our resources and come up with solutions for where we failed to do this in past years. Let the people know their voice matters.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you serve the city with humility, an open mind, and reverence? Also, will you ponder each decision as it pertains to every individual that it may affect?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

The first 180 days' focus should entail getting familiar with the last 8 years of administration and define what is working and what is not. This should include a perspective from both the community and city personnel. Hopefully, this will provide direction for both immediate and long term goals that align with a general consensus of opinion for moving forward.
Q1 Your City of Pensacola department  

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We take good care of the public.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

communication

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are you going to come in and just terminate people or are you going to give everyone a chance?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

communication with employee
Q1 Your City of Pensacola department Technology Resources

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- Departments work well with each other.
- Recognize employees that go above and beyond.
- Keep website up-to-date and informative.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Better pay.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

- No questions. Eager to see and be a part of changes.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- Reconstruct some of the departments. Eliminate some of the overpaid and unnecessary positions. This would allow more necessary positions to be filled and allow for better compensation.
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. The City has done a great job with downtown and park activities.
2. There had been a good push for new jobs in the area.
3. It is great to see crime down for the more part.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Jobs and increase in wages.
2. Increase in flights at airport.
3. Increase in educational opportunities.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

In what way can we play a bigger part in the growth of the City and the quality of life of this entire community? And also can we share our ideas with you?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Trying to attract more business to the area. Also doing everything we can to better our educational system so that we can attract higher wage paying companies here. We have a still under discovered gem here in Northwest Florida.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public Service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Morale

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you look into the compression issues at the police department?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Health insurance premiums for active and retired city employees.
Q1 Your City of Pensacola department Inspection Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Good customer service: Pensacola 311, open weekly development review meetings, same day inspections, open communication with developers, citizens, builders, and design professionals.
2. Interdepartmental Cohesiveness. Directors work well together on issues that cross multiple departments.
3. Promoting Development. Inspection Services and Planning Services are very pro development and we work with the community to get projects approved and permitted in a timely manner.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Embrace technology to provide better services for the citizens and more timely plan review and Inspection responses.
2. Provide better training for employees pertaining to their jobs and provide incentives for achievements.
3. Look at ways to make changes that will better serve the citizens and employees instead of staying with the status quo.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

As a person in management, I believe that it is important to assess all situations before making changes when you come into a new job. My question for you is, are you willing to come in with an open mind and review the processes before making wholesale changes?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

If i were mayor, I would focus on bringing new development and businesses to Pensacola and strive to be an ambassador for the City. I think it is important to understand the city processes, but I would let Administration and the Directors run the day to day operations. I would also work to achieve unity between the City Council and the Mayor's office.

Congratulations, and we look forward to working with you!
Q1 Your City of Pensacola department City Attorney

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Creating more job opportunities.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

To be truthful and transparent with our citizens.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will my opinion on matters be taken into consideration?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Ensuring the public that they can trust you and your new administration to be honest, unbiased, and fair to everyone including city employees.
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Maintenance teams are exceptional - vehicle / building / grounds

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

More scholarship opportunities for needy families within City recreation and childcare programs.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What will you do to increase the ability of needy citizens to participate in City programs.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Needy families in the area
2. Community Relations
3. Infrastructural upgrades across all departments
<table>
<thead>
<tr>
<th>Question</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Q1</strong> Your City of Pensacola department</td>
<td>Parks &amp; Recreation</td>
</tr>
<tr>
<td><strong>Q2</strong> Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?</td>
<td>Provide an opportunity for growth and development in each employee.</td>
</tr>
<tr>
<td><strong>Q3</strong> In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?</td>
<td>More events that can cater to the low income, underprivileged community.</td>
</tr>
<tr>
<td><strong>Q4</strong> As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?</td>
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<td>Respondent skipped this question</td>
</tr>
</tbody>
</table>
Q1 Your City of Pensacola department Public Works & Facilities

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Don't talk to City Council - good rule 2. Work load path has improved dramatically in the past 4 to 5 years might be due to newer supervisor 3. No longer piecing things together to get by supervisor has instructed that he wants it properly fixed not just get the complaint away.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. better pay  2. incentives for better education/job improvements while working..employees better themselves but never reflects in pay just more responsibilities 3. Crews here need better leadership in the field ... some supervisors are just here to be here. Top Management is good but the head seems to be running too much and leaves everything up to the next in line.... causing them to get frustrated which only come down the line to us.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How are you going to make our department better and how are you going make our jobs feel more important so we work harder for you?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I don't know.... but a lot has been promised to people I am sure so as long as that stuff does not conflict with rules then I guess that should come first so then all the other stuff you never thought of can then get resolved.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Citizens first culture
2. Great PR campaigns and initiatives

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

adequately provide first responders the funding and resources they need to protect the citizens.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

what is your long term plan for fire dept. support? And Do you trust and support our fire chief's leadership and forward thinking as much as her troops do?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

again ensure police and Fire are adequately funded and supported.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- employee benefits
- community outreach

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- control/move the homeless population
- better communication with the citizens via social media

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is the plan to ensure that fire and police are adequately equipped and trained to serve the citizens of Pensacola?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- eradicating the drug and homeless issue
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respond to emergencies in a timely manner.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Please consider the discussion for pay increase for employees with 10+ years tenure.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Assist in trainings and certifications for employees who want to move up in the company or employees in their current field. Provide more benefits for civil worker employees.
Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. The city has developed a very good social media presence. Getting information out to the public is important and I feel it is done well.
2. Beautification projects have improved many areas of the city.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Downtown parking access is very limited and needs to be addressed. Due to the lack of parking, citizens have to walk long distances to the locations that they want to go to. This may not be a bad thing during the day, but provides opportunities for criminal activity at night.
2. Transients also negatively impact the atmosphere and quality of life in the southern part of the city.
3. The police department's staffing and retention. The current goal is to bring the staffing level up to 154 officers which was the level the department was at several years ago. With the new businesses and the several new housing developments that have been completed or in the process of being completed in the city the number of officers should be higher. There are several specialized units that have been cut due to personnel cutbacks in the past, that need to be reinstated. A very high percentage of the officers at the department are young and with less than four years of experience. There needs to be incentives to keep these new young officers at the department, possibly a step pay plan but there also needs to be incentives to keep the senior officers around to help develop and guide the new officers. As the average tenure of the officers drops, the complaints and liability issues go up.
4. Problems with police equipment or the lack there of. The department has several (20 to 25) officers driving nine to 10 year old patrol cars, several of which have over 100,000 miles on them. Many of these vehicles have faulty equipment, like in-car camera systems that do not work and are constantly having to be taken to the shop for repairs. This could also go towards the retention factor as no one wants to ride around in a piece of junk vehicle for 12 hours. Past years the vehicle budget has been cut, causing the vehicle pool to be behind the replacement curve.
Special purpose equipment needs to acquired such as an armored vehicle for SWAT callouts and other critical incidents. Having to wait for the county to respond with their armored vehicle could result in serious injury or death of a citizen or officer. Also, with the city's first responders deploying to assist other communities, the city should invest in some support vehicles such as bunk houses with generators and air conditioners. With the flooding events and hurricanes/tropical storms that strike the area a couple of high water rescue vehicles are necessities. Many of the special purpose vehicle could be obtained from the military surplus equipment program at minimal cost.
5. The Palafox business corridor north of Cervantes needs a concentrated effort to bring in businesses.
Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I do not have any questions right now. I am looking forward to your new administration bringing a new perspective to the running of the city government.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I would do a complete review of the city departments to make sure they were all necessary and that they have the appropriate personnel to generate the quality service that the city should be providing.
Your City of Pensacola department

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Give City residents exceptional customer service
2. Respond to complaints promptly
3. 

In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. We could give women equal pay and respect as men holding the same position.
2. Improve departmental communication.

As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I have many questions but our department seems to have been low on our previous mayor's priorities. I have never seen him come to our department. I hope you will meet with us give us the opportunity to have a Q&A session.

If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Visiting each department to ask about our concerns and issues.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service
Value employees

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Better pay for employees

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What changes will take place?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Focus on employees
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

PROVIDE GOOD SERVICE, MEET THE NEEDS OF PENSACOLA, KEEP ALL PARKS WELL LOOKING NICE

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

REDESIGN CROSSWALK, PLANT MORE TREES, MORE LIGHTING DOWNTOWN UPGRADE LIGHTS FOR THE PARADE TO DARK (NOT ENOUGH LIGHTS)

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

EMPLOYEES WAGES, INSURANCE, RECOGNIZE PARK AND REC FOR THEY DO OUTSTANDING JOB FOR THE CITY OF PENSACOLA

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

TRY TO GET OUT MORE AND SEE WHAT THE CITY EMPLOYEE’S DO WITHIN THE CITY
Q1 Your City of Pensacola department: Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Civic Duty, Public Service, Good Training

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

More frequent job creation

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What Are your immediate plans for our department? What is your Mission for City Government?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Employee Pay & Salary, Employee overall Satisfaction
Q1 Your City of Pensacola department Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
communication

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
pay increase

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
what are your goals

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
employees evaluation
Q1 Your City of Pensacola department Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

value employees

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

pay for employees

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

what are your plains

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

the employees
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
communication

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
pay increase

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
what are your goals

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
employee evaluation
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

communicate with each department

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

fill vacant or phased out positions left out by pass mayor, some of those position were needed

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

will you be transparent with all city employees

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

find out what city employees need more to better help the community
Q1 Your City of Pensacola department Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
value employees

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
pay increases

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
employee pay

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
pay increase
Q1 Your City of Pensacola department: Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

PROVIDE GOOD SERVICE MEET THE NEED OF PENSACOLA

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

REDESIGN CROSSWALK PLANT MORE TREES WHATEVER THE CITY NEEDS ARE

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

EMPLOYEE WAGES RECOGNIZE PARK AND REC THEY DO A OUTSTANDING JOB FOR THE CITY OF PENSACOLA

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

TRY TO GET OUT MORE AND SEE WHAT THE CITY EMPYEE DO WITHIN THE CITY
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

teaming up with other team members

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

n/a

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

n/a

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

making sure your team is on the same page for moving forward
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Community Outreach
2. Employee benefits

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Better equipment, need to be on a six year rotation with the police vehicles.
2. Better hours, 10 hour shifts for law enforcement officers
3. Better health insurance and better dental insurance

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1. Will retired officers that served in the drop be able to come back and work in an off duty capacity?
2. What are your plans for the PPD? More officers due to increasing population?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Bring all departments up to date with equipment and pay.
Q1 Your City of Pensacola department: Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

it good

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

more job

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

can we talk to you

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

get know peole
#107

Collector: Web Link 1 (Web Link)
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Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

ok

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

ok

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

ok

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

ok
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

DO GOOD JOBS WORKING TOGETHER AS A CITY, MAINTAIN CITY PARKS, PROVIDE GOOD SERVICE FOR THE PUBLIC

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

STREES LIGHTS, UPGRADE PARKS, IMPROVE PARKING DOWNTOWN

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

NEED TO TRY AND MEET WITH EACH DEPARTMENTS, CITY EMPLOYEES WAGES, BETTER INSURANCE

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

FOCUS ON THE CITY AS WHAT THE CITY EMPLOYEE DO ON A DAILY DAY AND GO AROUND THE CITY AND SEE WHERE WE NEED TO IMPROVE EACH AREA
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public Safety is A+. We also have been receiving great feedback from citizens regarding customer services from our Sanitation Department and other departments. We have been using social media to really promote the great things that City is accomplishing.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I believe that the City has great customer service, but there is always room for improvement. Administration needs to be the leaders in the internal processes of the City. (ex., training, performance evaluations). It starts from the top.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I have no questions. I do believe effective communication is extremely important. We are all working towards the same goal. Having everyone on "the same page" really helps streamline processes.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

We have many great employees. Boosting the employee morale and giving them the feeling of being part of this great City team is important. I am excited to start working with you!
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Community outreach

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Health care coverage for city employees and pay rates matching job descriptions for city employees.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How do you plan on making the City better?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Connection with community and employees of the city.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department  Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Concentrate on the well being of the citizens.
Increase in City Development Projects
Listen to ideas with an open mind concept.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Expansion for new businesses
Job Opportunities
Decrease in Crime

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What new adventures do you have in store for our beautiful city?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Familiarizing yourself with the staff you will be working with and the projects that are in progress.
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Serve the needs of the public. Strive for a better city to live in.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Better paying jobs. Continue to improve on all safety issues, lighting, roadways and drainage.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Can you improve on employee wages, increase drop percentage, employee recognition, bonuses every year.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Continue on making the city a much better place to live, work and retire in. Increase employee wages and job opportunities.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Communicate well
2. Honor employees with employee of the month

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. PAY. I have to admit in my position and of those who work for me, we are laughed at for what we do and what we are paid. When MacDonald's goes to $15 an hour I will lose my employees.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Any major changes.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Continue the downtown improvement the Ashton started. In that light more parking downtown that is free. A lot of restaurants popping up in the outskirts that didn't want to lose business by having to deal with poor parking management in town.
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Police, Fire, Parks and Recreation, Crisis management

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Maintaining facilities, the City is good at building things, but maintaining them is important also. Things need to be fixed before they break. Down time is lost money.

Take care of your employees, and they will take care of the customers/citizens.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are your plans to move the City forward in terms of job growth and tourism? Are there more opportunities with the Triumph Gulf Coast funds?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Job growth
Employee retention
Expand eco-tourism along the coast line
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Engages with the public via social media.
2. City has a good Employee Recognition program.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Holding employees accountable for THEIR work that THEY are responsible for rather than putting it off on someone else.
2. City HR needs new performance review process for employees. Current process is "cookie cutter" even though no two jobs are the same. Should be more aligned with how Navy Federal conducts their employee reviews.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Set and stick to Town Hall meetings to inform the public about ongoing projects happening in their district and across the city.
Q1 Your City of Pensacola department

Airport

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

From the employee standpoint:
- Leave policy is a very generous policy (16 hours a month; buyout of up to 500 hours; ability to donate leave)
- Employee evaluation procedures implemented over the past two years have been an excellent tool for employee feedback
- Periodic training opportunities offered by HR and the ability for departments to work with the City Clinic to hold periodic "Lunch and Learn" sessions with different medical providers

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Again from the employee standpoint:
- Review the pay scales; it is very difficult to recruit and retain employees
- Not that this department has been affected in the recent past, but re-formalize the disciplinary appeal process. When the Civil Service department was dissolved, the protections that were afforded the non-union employees were also greatly diminished. From a managerial standpoint, we make every attempt to work with HR for disciplinary actions, but from the employee standpoint, there is uncertainty with respect to their ability to appeal disciplinary actions

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- Provide department directors with your vision for Pensacola
- Gain insight on the workings of the departments and the challenges that each may face
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- Customer Service
- Cooperation with federal entities (i.e. TSA, FAA)
- Great working relationships with other city/county departments.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Better pay.
- Promotional opportunities

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you bring the pay for airport employees up to standards with other local airports smaller than we are?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Pay. Prior to beginning at the city in 2015, I was told airport employees had not received a raise in 7-8 years. When raises were given, they were not even close to a COLA. Please improve the pay. Bring it up to industry standards. Continue to entice new and diverse businesses to plant roots in Pensacola which would bring better, higher paying jobs. Continue the revitalization of downtown and surrounding neighborhoods. Improve city services like drainage.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

311 Bringing new business to Pensacola - maybe streamline it so it is easier for companies to come in. I hear there is too much bureaucracy.
3. Doing a beautiful job of trying to make Pensacola beautiful; as we know there are plenty of places that are slum areas. Too many; Bah hum bug.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

7th Floor - please communicate better with the employees. 7th floor is such a secret and seems to be shut off from the City employees. Use to be I would visit City Hall and people knew people and said hi from upper management down and you felt like a family. Not so anymore.
Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1. Will you look at entry level pay. Its so behind the curb that it is hard; sometimes; once hired; to keep good people. Years ago (15) we did a salary analysis across the US for pay with City employees and there was an adjustment then. Well I could write a book on this. I see people that don't stay long and they are some of our best employees. There is an unsaid saying that "I wonder how long they will stay until they find something with better pay". And they general leave the area if necessary. That is my experience at the Airport. I work in personnel at the Airport so I have seen a lot over the 19 years I have been here serving under 4 different directors.
2. This is not your field, I suppose, but I am having a heck of a time trying to reclassify a position over 10 yrs. now and can't seem to get it done. Strongly feel it needs to be done but basically keep hitting a brick wall. I am a supervisor and it is such a minor adjustment from GE-05 to GE-07.
3. Are you going to care about the employees as well as making improvements to our City. Or will improvements to the City come first. Can you do both. Employees have been left behind. I want to put pride back in our workers. It's pretty much non advancement once you are hired. Didn't use to be this way.
3. You speak of team work. Really? It would be nice if you got that feeling back with employees. It seems to be too much lip service. my girlfriend works for Beggs & Lane and with 60+ employees they are a family and treat their employees very well. I would like to emulate them.
4. Let the experts at the airport do their job and pls. do not micro manage. They know the airport industry and do a great job. Give credit when and where it is due; praise the director; they don't get much credit for what they accomplish; it all goes to the mayor. Hope that isn't a repeat.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Salaries
2. Communicate, communicate, communicate with employees however you choose to do that.
3. When working on downtown improvements pls. keep in mind there is a economic middle and economic lower class of people. I live close to down town and feel like they are catering to the rich. I love to still think I will be able to afford to go downtown next year when I retire.

I think you will be an awesome mayor!!!!  ???
Q1 Your City of Pensacola department Planning Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Our Airport does a great job and is always evolving.
2. Citizens can count on core services to be delivered.
3. Several Departments have staff members that have a true passion to serve and value good customer service.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Accountability ... especially among various departments and the expectations of being responsive to the public.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are there any specific expectations that you have of staff that we should be aware of?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I believe you are well on your way already. However, I would surround myself with quality staff that is experienced, understands how government works and has the ability to navigate the political tides successfully.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Nothing "exceptionally well".

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Pay
advancement
communications

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will we expect a pay increase?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Pay
Communication with City and employees
Q1 Your City of Pensacola department Sanitation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer Service, Community Outreach,

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The Port of Pensacola is the starting point for future growth

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

When you take office will you do a job survey and adjust salaries accordingly no just talk about it but do it

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Visit all departments, meet all of your employees. Get up close and personal with your staff
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Improvements downtown
PTO benefits are good.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Salary
Job Classification

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Please communicate your vision in person to departments. Meet your team.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Salary. People will not take jobs at the wages we offer. We lose more employees for this reason also.
Navy Fed is always hiring and at a better rate.
It is hard to get and keep good people.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Improving and maintaining the historical integrity of our community.

2. Working with and supporting the East Hill Neighborhood Association.

3. Creating community opportunities for families.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Higher pay for employees especially those skilled and experienced. This would create less turnover and time spent on repetitive training to have employees leave for higher pay elsewhere. In doing so, this should prove to be more cost efficient. Our jobs would appeal more to those in our community (especially skilled & experience) and would create a more prestigious impression of City employment. This would also help the less skilled and less experienced employee feel future opportunity for growth with the City was achievable and desirable.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

To keep our community clean and one that is safe (especially for our children and grandchildren), how would you go about conveying to the community the importance of this? While policing people's morals is not possible, it is possible to be a leader that can help them to see it's necessity. What would be your approach to this, if any?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Proverbs 14:34 states, "Righteousness exalts a nation". If this is so and I believe it is, then Righteousness should exalt a community as well. I believe that your focus in the first 180 days and thereafter should be governed by this mindset along with prayer and conviction in order to achieve success. All else will become clear.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Sanitation

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Receiving input from individuals that deal with the matters on a daily basis.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your priorities for running the City, 1 being the most important and 3 being the least

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Receiving directions from department heads and planning on a specific direction for our City.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Bring salaries up to the national average.
- Not make an employee take PTO or LWOP for days that the City closes outside of the traditional days off.
- Bring back educational reimbursements for degree seeking employees for job related courses/degrees.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

That has been kept under wraps with only department heads, the last meeting with employees was Mayor Mike Wiggins and City Manager Tom Bonfield.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Salary raises
Hiring outside with no promotional opportunities inside
Quarterly employee breakfast/lunch with the mayor
Enterprise Operations needs to break away from City Government, too political! PIO for each

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How will City Hall be open for public and employees once again?
The Airport had their own e-newsletter, will CH still communicate for each Enterprise Department?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Evaluate what has changed in 8 yrs and ask each department employee what worked before that time and what doesn't today and why
Q1 Your City of Pensacola department Housing

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Great people work for the City that are really dedicated to the citizens.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Communication between the departments
2. Customer service improvements for internal customers
3. Better transparency for the plan for sidewalks (infrastructure generally), expansions and maintenance

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your long term vision for the City in 4 years-10 years- 20 years and beyond

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

A smooth transition
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Understands the importance of family time
2. Provides a good work environment

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Cost of health benefits

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Determine why the cost of health benefits are so high for City of Pensacola employees.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Our outreach and coordination with the community and local business owners are one of our greatest strengths. We always demonstrate professionalism and a willingness to provide citizens with exceptional service. Lastly, but certainly not least; we are devoted to being there and helping any way we can to make the City of Pensacola a greater place to live, work, and visit.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I believe our city government could have additional neighborhood parks. I also think that in some of the underprivileged area’s there could be certain community events where money is not required. There is undoubtedly a large population of homeless people within the city limits; I think there should be additional resources afforded to these unfortunate people.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I would like to know if you plan to address some of the aforementioned opportunities for improvement and if so, how this would be done.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

If I were in your position as the newly-elected mayor of Pensacola, I would immediately look for ways to improve the city by way of increased funding toward community-driven resources, event organizations, and partners who are like-minded and able to contribute toward the city’s growth and success.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- Leverage private investment with public dollars
- Manage our financial resources
- Respond to citizens

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- Internal communication
- Waterfront protection and access for the public
- Streetscape and infrastructure maintenance

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

- How can Mayoral directives and Council directives better interface?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- Establish a culture of TEAM within the City organization
- Engage the community
Q1 Your City of Pensacola department

Airport

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

take advantage of your employees

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Compensation
Salary
Wage

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Would you consider the idea of a monthly or quarterly news letter to keep employees informed of happenings or upcoming events/changes

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Getting off to a good start, show/tell us what you want to change (agenda) and include effected employees/departments in the process. Communication is non existent now.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Pay

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Bringing more jobs to Pensacola
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Police and Fire services
Professionalism

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Increase training budget for police; Additional vehicles for police; increased civilian pay

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Increase training budget for police; Additional vehicles for police; increased civilian pay
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Employee health, communication

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Annexing in more of the county so that are definitive boundaries to public safety territories.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Nothing right now.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Cleaning up some of these homes that are condemned or should be condemned
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Fire
2. Police
3. Parks

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. The fire department needs to be ALS.
2. Employee relations
3. Give a city department a budget then let them run it.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

When former Mayor Haward took over one of the first things he did was take the employees step raises away. What are the chances of getting those back. Also the Fire Department has a retention problem due to low pay. How are you going to fix this issue.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

EMPLOYEE RELATIONS
Q1 Your City of Pensacola department Technology Resources

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Work/Life Balance, Benefits

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

better pay, IT Assets should be in IT's control and not the individual departments, more focus on ensuring IT has the assets it needs

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

As i don't live in the city I'm not really sure but I think you are on the right track
Q1 Your City of Pensacola department

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Our job especially in the community

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Race relations with community and work

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are you keeping the old mayor's staff

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Building the trust back for the employees
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service
Public relations
Crime and Fire prevention

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Public safety. We have two great departments but no public safety department to do more for emergency management, grants, city EOC. We always have to turn to other municipalities for help when we should be giving the help and resources.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are you open to having lunch with city departments? Stream line permit process?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Create new organizational structure of city departments. Span of control of 5 departments to 1 supervisor. Create emergency management department. Would like to see city become the main hub for all state and federal resources.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

There seems to be a belief and way of doing business from the City Hall side of our City government that no important conversations should ever be in writing for fear of creating public records. While it is certainly important to be wise enough to know that initially some problems should be addressed in a face to face meeting, the belief that creating a public record is always a bad thing is incorrect, negative, creates an atmosphere of unnecessary secrecy, and makes documenting progress or status of work between people extremely difficult when dealing with City Hall.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Ending the good ole boy network and philosophy that change is negative. In particular, public records requests are viewed as negative and intrusive and whether City Hall likes it or not, it is a right of people under Florida law. Need a City Attorney who is knowledgeable and seeks correct answers under the law, not just a political mouthpiece. The police department should not have to be contradicting and politely trying to correct the legal information and decisions that comes from the City Attorney and other high level officials at City Hall.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Protecting citizen’s in emergency situation is our top priority.
Help prevent fires by doing regular checks on businesses.
Providing information to the public about fire safety awareness.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Bring the city services to the citizens who may or may not otherwise have transportation. Have a mobile truck go out into the community that offers some basic services. Allow the citizen to pay a parking fee, simple city licenses or possibly pay city gas bills.

2. Read this online thought it might help with our 311 is Open311, SeeClickFix, PublicStuff, CitySourced, FixMyStreet, Kana

3. More fit paths in the city reaching more out to the community.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

In your experience, what is the key to developing a good team?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Keeping the city within its means on the budget and keep the employee creative capacity flowing.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- attempting to go paperless for environmental preservation
- recognizing employees for good work
- providing training courses

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- provide more training funds to city departments
- budget more funds for new, safe vehicles
- hire a new human resource director

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

- none at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- raises for civilian employees
- getting to know your department heads/staff
- build an economic team with knowledge and experience of city government
Q1 Your City of Pensacola department Public Works & Facilities

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

customer service, work efficiently/effectively, take pride in responsibilities

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

more competitive pay for blue collar employees, provide proper staffing levels to meet needs of the public and ensure optimal service, programs/incentives to boost morale

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What specific areas do you want to initially focus on to improve service(s) to the public?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Building quality relationships/trust with staff to ensure your goals and objectives for the community are implemented in the manner you want them done going forward.
Q1 Your City of Pensacola department: Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
PTO, retirement, positive work atmosphere.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Respondent skipped this question
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Moving into the digital age. Technology.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Pay and Raises

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your outlook and goal for the City of Pensacola

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Work with other local leaders to make downtown a place everybody wants to move to and work.
#145

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Time Spent: 00:02:37

Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Police, fire, sanitation

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The main thing that I have seen is that there isn’t much comradarie between other employees. I think that needs to change for a more family type atmosphere.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

None
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Communication between employees and mayor, and council members

Transparency

Fairness in raises, not have to fight tooth and nail for every little thing.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What will the next negotiation be like? Fairness? Equality?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Insuring all city employees have the tools and recourses to properly serve the citizens of Pensacola
Your City of Pensacola department

Pensacola Fire Department

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1) Customer service
2) Being people friendly
3) Willingness to work with the community

In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1) Parks and recreation
2) Community directive programs in the inner city
3) Providing kids with a bigger platform to showcase the services they have been provided

As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How can we generate more money to provide to the youth programs to maximize the opportunities that are out there.

If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Just the overall growth and developing a mentor and leadership to the schools and recreation centers of the city of pensacola
**Q1** Your City of Pensacola department

Pensacola Fire Department

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public Safety, Customer service (internal and external)

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Supervisory Training, Succession planning

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Understand the Budget and all the different Divisions create a strategic plan to continue to grow the City.
Q1 Your City of Pensacola department
Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Keep City of Pensacola beautiful & Always make sure the employees always maintain and always make Pensacola residents happy.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Getting to know my City of Pensacola employees
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
- communicate
- marketing
- public relations

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
- infrastructure
- health insurance
- steady raises

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Is the city prepared to implement tough ordinances to combat major issues that affect our city and the residents?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I would create a sense of ownership in the future of the city among all the employees. I would want the employees to have a vested interest in the future of the city as a whole.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Police, Parks, and Entertainment

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Focusing on providing or improving services to those citizens who pay taxes instead of those that do not.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Keeping your word from your election campaign
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Loosen control. Departmental checks and balances stay in place but individual departments should be able to move forward with giving the City its best service without other offices getting involved in areas they are not a part of.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Not a question but an observation. I believe the mayoral office is very busy but his honor Hayward never just stopped by the office to just say hi. He was completely oblivious to the general personnel. His only interaction was always a photo-op and the City's recognition program seemed a strained effort when it was obvious he couldn't care less. Maybe it was because we're not located in the same building. Your campaign had a people's mayor aspect. I hope that is true.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Mayor office vs city council seems a perceived situation. Disavowing that reality would present a unified front. Council should recognize Mayor as the head. They should be the hands. Departments the body. Nothing gets accomplished if the others are trying to do someone else's position/job. There's a funny rumor about council being blocked off from Finance because they wouldn't leave them alone.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Nothing exceptionally well, there is always room for improvement.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

IT Department that fixes issues within the system in a more timely manner.
Pay increases for those not in management positions.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Be friendly and get involved with the city employees, do not hide behind a door. Keep an open mind when doing so.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Meet the employees and discuss issues that are brought forth from the individual departments.
Re-evaluate the pay scale.
Q1 Your City of Pensacola department  
Airport

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

There is usually a high morale with a lot of friendly people. This tone was set at orientation for me.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

LOW PAY
LOW PAY
LOW PAY

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I would ask if the city is truly interested in retaining quality employees, then why are they not compensated ??

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Airport expansion !!
Q1 Your City of Pensacola department

Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

meet the public needs,

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

more lighting downtown during parade and other activity

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

come out to see what the city worker due

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

get know the city employee's in each division
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

The City has done well at promoting itself for new business opportunities which also leads to more employment and income.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Make sure the budget allots an appropriate amount of money for each department. Assess and determine if the most beneficial Health insurance is being implemented for employees, both current and retired. Eliminate the universal evaluation process which is not appropriate across the various departments with the city.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you keep an open line of communication between yourself and the police department?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Eliminate unnecessary job positions with over-inflated salaries.
Q1 Your City of Pensacola department  

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public relations - parks/events
Information dissemination

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Pruning of trees over roadways
Airport protection
Maintenance of hydrants

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How would you feel about directing some monies away from parks and into increased fire protection at airport and pruning of trees over roadways?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Getting to know City operations and the people that work for you.
Q1 Your City of Pensacola department
Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

response time of 3 minutes to your home or business if there is a fire.
city area are cleaner

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
picking up garbage

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
treat everyone the same

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

City Council,
Other (please insert here):
Full Disclosure, I do not work for the Mayor.

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Planning Department is extremely well run, knowledgeable and efficient.
2. Market the downtown area.
3. We have some very talented employees, it would be nice to see what they can do if they are allowed to do their jobs.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Mayor's Office and City Council need to jointly set priorities for the City with a Strategic Plan. There does not need to be the Mayor's priorities, and the City Council's priorities...but rather the City's priorities.
2. The City Attorney's Office and Office of the City Clerk need to be independent offices, free from political influence (both internally and externally) - The addition of a City Attorney
3. True transparency, not just the use of the word as a buzz word
4. The stated priorities need to be reflected in the budget (which I do not believe they have been) Also, the budget process needs to be inclusive of the City Council from the onset to ensure a joint (agreed upon ) process and budget

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Too early for questions, it would be disingenuous to begin questioning when you are still within the learning curve. I would encourage your management staff to reach out to others within the building who may have experience plus the "outside looking in" ability to assist.
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. City Attorney
2. Getting fully and correctly briefed on pending issues so that you are not put in a position to shoot from the hip
3. Allow Chris and Keith to be your point men...Surround yourself with talent whose focus is service to the citizens and keeping you fully informed and out of harms way.
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<tr>
<th>Q1 Your City of Pensacola department</th>
<th>Other (please insert here):</th>
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<td>Other (please insert here):</td>
<td>PENSACOLA ENERGY</td>
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<tr>
<th>Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?</th>
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<tr>
<td>SHOWCASE CITY WELL</td>
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<tr>
<td>GOOD SOCIAL MEDIA COVERAGE</td>
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<td>RECOGNIZE EMPLOYEES</td>
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<tr>
<th>Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?</th>
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<tr>
<td>NEED TO WORK ON EMPLOYEE MORALE, HAVE OUR ANNUAL HOLIDAY/RECOGNITION DINNER</td>
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<tr>
<td>NEED MORE STREAMLINED SUPPORT FROM CITY HALL DEPARTMENTS, IT IS DIFFICULT TO RUN AN ENTERPRISE.</td>
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<th>Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?</th>
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<tr>
<td>PLEASE COME VISIT OUR DEPARTMENT AT LEAST ONCE A YEAR. BE VISIBLE AND APPROACHABLE.</td>
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<tr>
<th>Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?</th>
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<tr>
<td>PROCESS IMPROVEMENTS</td>
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<tr>
<td>RECOGNIZING WHAT WE DO WELL, LEARN ABOUT THE CITY</td>
</tr>
<tr>
<td>KNOW THAT YOU HAVE THE SUPPORT OF CITY STAFF AND WE ARE ALWAYS WILLING TO GO THE EXTRA MILE OR DO MORE TO MAKE PENSACOLA GREAT. IF YOU NEED SOMETHING - ASK.</td>
</tr>
</tbody>
</table>
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Timely and complete sanitation removal

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Our complete removal of sanitation, includes many removals at no cost to commercial enterprises, despite street use permits.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Take a look at pay rates for sanitation.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

See to it that the employees have effective leadership.
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
1. Fire
2. Sanitation
3. Public Works

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
1. Employee Morale
2. Allowing staff members to do their job without fear
3. Equal pay for minorities and those employees that have been here and not paying new employees higher salaries than the current employees. And stop giving "pet" employees raises while other employees go without.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
1. Do you plan on addressing pay inequalities?
2. Do you plan on hiring professionals with local government experience or those from the corporate world or military that know nothing and make it up as they go with no regard for the proper process?
3. Will you take time to see the current processes/functions and then make changes?
4. Will you be visiting all departments and at least talk to the employees, take questions, and make them feel comfortable? Show that you are a real person, you care, and aren't just an ego.
5. Will you stand up for and support city employees?
6. Will you insist that Council employees be treated equally as all of the other city employees? The past administration's practice was to shut them out from everything/anything that comes from the HR Department and anything that concerns the city employees and business.
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Rebuilding morale. We are damaged goods
2. Move Tech Resources from the Finance Dept. It is its own department.
3. Take a look at the City's finances and how the money has been/is being spent and moved around.
4. The Finance Director should not be running the city and over-reaching into other departments to instruct them to do things as he sees fit. Will he continue to dictate employee salaries/increases/denial of increases? He should not be able to instruct his department employees to instruct other department employees.
5. There is a more appropriate location for Constituent Services employee offices than council's office space.
6. Why is the Council's 3rd floor conference room used as the studio for video recording?
7. Not intimidating employees and don't make every conversation and action about you.
8. Be real.
9. Show the citizens that you care.
10. Don't try to hide things.
11. If you don't know, ask questions.
12. Don't make city employees work in fear of retaliation.
13. Respect the Charter and don't make interpretations that only favor you.
14. Be sure the City Attorney represents you, Council, boards, etc. as specified in the charter.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Provide External Services
Market Pensacola and Pensacola Services

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Work outside of departmental silos, understanding that we are all working for the same organization.
Better roll out of technology and resources for it.
As a native of Pensacola and a property owner in the city, I have been disheartened in the last 8 years at the lack of cooperation between the Mayor’s office and the City Council. I want this to be better.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Everyone loves the new shiny car, but what about after it gets its first dent? How do you, and how have you, prepared yourself for the first knock?
Stalwart leadership demands a certain level of flexibility, how comfortable will you be in questioning the status quo of operations?
What’s ahead for year 2? After the dents and the new car smell has worn off? In the logic model, what are the proposed mid-term goals and how can we as employees help to get us there?
Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Internally - Get to know your departments and the people that work in them - and not just the leadership. Get to know the lowest paid people in each area, and see what it is that makes them tick. There is very often no glory for those that come in and shuffle the papers everyday, but those papers are what make the organization as a whole function. Honor that. Recognizing those that often feel invisible will make a world of difference.

Externally - Demonstrate that you are willing to work across the board with internal partners (City Council), external organizations and citizens to lead a true vision for the city. Get buy in. Communicate. During the campaign you did a FB post regarding the public records request that was received by the ECBOCC regarding your pay. You addressed it in a forthright manner and were transparent about it. Continue this. Demonstrate leadership vs just saying that you’re a leader.

180 days is a drop in the bucket and they are frequently about setting the tone and creating the optics. You’ve launched media briefings already, carry that messaging outward to stakeholders and citizen groups. Listen to the feedback and don’t think of questions just as things to answer, but instead think of them as a possible catalyst for new and fresh ideas. Not all questions are a springboard for debate.
Q1 Your City of Pensacola department  

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1) HR communicates information well and provides materials to employees without computers.
2) Has recently been credited with encouraging new companies to come to pcola - influencing employment rates positively.
3) This survey. I've never seen anything like this from City Hall. Thank you.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Pay rates for positions requiring college degrees are embarrassingly low (20% below national average). My family is on food stamps because of my pay rate. I either need a 2nd job or get a different job.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What can be done to improve the pay rates?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Continue to improve communication with the city employees. 
Surveys, Town halls/round tables?, improve the morale of employees 
Conduct a study of pay rates to determine the disparity from other similar airports and analyze if/how higher pay grades are possible.
Page 1: From Mayor Grover Robinson

**Q1** Your City of Pensacola department

Pensacola Fire Department

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Growing our area and expanding for the attraction of new citizens and tourist alike.

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Parking downtown.
A new entertainment center (Bay Center).
Impact fees for purchasing new equipment to deal with the rapid growth.

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time.

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Internal customer service.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

I believe that the City provides quick professional service to its residents and guest in a clean family friendly environment.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I would like to see additional funding to repairing our city infrastructure such as road improvements.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I don't have any questions at this time.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I don't have any suggestions.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Growing the city.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Na

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Employee retention.
Q1 Your City of Pensacola department

Airport

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

I really have no comment on this subject.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

To keep trees and bushes trimmed away from sidewalks, roads and over the roads. Especially Summit Blvd.
Have a pathway for the skilled workers to work towards promotions.
To have an assistant Supervisor/Manager for all Supervisor/Manager.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time, you're just getting here and I am sure you have many issues already on hand.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I hate to say it but as times have changed and are rapidly changing. Our skilled work force is suffering because of wages! It has been showing it's face desperately throughout the city. Creating a revolving door in the blue collar workforce. Having to settle for a warm body to fill positions instead of with people that have the skills necessary to perform the duties. The educated have the market flooded yet the vocational trained and skilled are becoming few. Baby boomers are retiring.
Q1 Your City of Pensacola department
Other (please insert here): Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
1. Customer Service  2. Respond quickly to emergencies  3. Treat employees well

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
1. Get citizens more involved in city meetings
2. Inform citizens of the services the city provides so they understand where their tax dollars go
3. Encourage employees to continue their education

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

You appear to be much more approachable. Will you visit all city departments and get to know the employees?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Bring more jobs to the city and prepare a plan for future growth so citizens will know what your working on.
Q1 Your City of Pensacola department

Other (please insert here):

airport

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

city services are world class, second to none. sanitation, energy, airport, police, fire, housing and the rest. Our citizens are getting a bargain for what they receive. Also, a lot has been put into promotion and procurement of bringing in outside business, tourism, and making Pensacola a good place to relocate.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

with any great city/community there is a strong infrastructure that maintains the quality of life and viberency of the citizens it serves. I believe the city needs to reinstate salary step increases for city workers to provide prospective, and new hires the incentives to remain working for years instead of leaving after a few months as better job opportunities outside the city come up. also, job descriptions are outdated and need to be addressed. the way it is now, salary wise, there is a minimum and maximum pay scale for every job class. without regular increases how is a person ever going to reach the maximum?

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

will we be seeing you at more council meetings?

are you going to continue reaching out to other parts of the country and world to promote and encourage investment and relocation to our city?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

community outreach is a top priority. all parts of the city need to be respected and heard about their hopes and concerns. encourage HR to start working on rewriting job descriptions, involve input from unions and different departments in this process so that we can move forward together to serve the citizens as best we can.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public safety
Education and awareness
Service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Provide ALS medical service to the citizens.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Public safety
Roads and traffic concerns
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

-Growing. I believe the growth downtown is fantastic and very evident over the past ten year. The Maritime Park is a wonderful addition and I hope this trend continues.

-Improving infrastructure. I appreciate the repaving project. I believe basic infrastructure, to include utilities, sanitation, and safety should be the primary goal of our government.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

-I believe the city would benefit from a larger and stronger code enforcement department, with equally as strong ordinances. My analogy for this need is this; I have lived in two different neighborhoods, one without a HOA and one with a strong HOA. The neighborhood without greatly suffered, while the neighborhood with has maintained value and has even improved over time.

-On the coat tails of the aforementioned suggestion, I believe a strong panhandling ordinance will benefit the city. This ordinance will no doubt be contested in court, but I believe an argument should be made and sufficient resources should be earmarked to fight this battle to the finish.

- Decipher between wants and needs. Often the city dedicates money towards wants or nonessential, all the while under funding needs, such as cost for the aforementioned infrastructure and the employees required for these task.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

- Will you grant the Police Department approval to obtain an armored vehicle? I understand the concerns regarding public perception and the militarization of police. I strongly believe these issues can be mitigated if not avoided completely through educating and familiarizing the public.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Within the first 180 days, I believe a surprise, detailed audit conducted by an independent third party should be conducted. While I am not making an accusation direct toward the finance department, I believe control of money is the most vulnerable aspect of city government and an audit, performed correctly will inspire confidence, no matter the result.
Q1 Your City of Pensacola department
Other (please insert here):
- pensacola energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
- customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
- communicating with the public

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
- can we build our workforce back up, at least a little

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
- don't make too many changes too fast
Q1 Your City of Pensacola department Other (please insert here):

PENSACOLA ENERGY

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

working on keeping the city clean

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

listen to employees more

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Is there a hotline someone can call to anonymously report waste of money?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

The promises that were made in order to be elected.
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Customer service, outreach, marketing

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
rates of pay for its employees, offer more diversity in coming attractions/entertainment, incentive programs/raises and bonus opportunities for employees

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
I am struggling to live comfortably at my rate of pay, is there anything I can look forward to to aide in this? Will there ever be a platform where myself and my peers can voice/submit some ideas for improving the appeal of this city to younger adults?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
finalizing road work that seems to be at a stand still, ensuring employees feel appreciated and can afford to live in the area, creating a diverse counsel to ensure that the needs/desires of the entire city are being considered.
Q1 Your City of Pensacola department

Other (please insert here):

Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1) Making new businesses for locals and tourist to visit
2) Great work hours to spend more time with our families
3) Making Pensacola a great place to live

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1) Hourly pay on jobs- In other word, giving us a pay worth staying for instead of looking else where for another job. For an example, I have my Masters' Degree in Health Care and I still work here. However, I love my job because I been here over 6 years I do not want to leave. However, the pay maybe the cause of me leaving a great job I love.

2) Better benefits-- meaning, for events that occurs in the City of Pensacola we should have access with discounts for being a part of a city employee, and so on.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1) What is your vision for city government employees?
2) How will you improve pay and benefits for the employees?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

First, I would meet with employees (not supervisors) to get their viewpoints on I, the mayor, can help them want to stay with the company. In other word, the reason I would sit with the employees is because I am a single mother with only my income and may have to leave a job I have been on for over six years and starting new can be stressful. Therefore, I would want my good employees want to stay. Overall, in my first 180 days, I would be getting the viewpoints of how employees see the company from their standpoint. Supervisors are making a decent salary; this is why speaking to the employees direct would help what direction to start improving.
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
1 Customer service
2 Involvement with the community
3 Downtown improvement

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Many City employees do not work at City Hall but do have there to conduct business. While they are in uniform and do have a city ID they must check in and get a pass for the floor they are visiting, I'm ok with that but if they have to go to multiple floors they have to go back down and check in each time.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question

Respondent skipped this question
#178

Collector: Web Link 1 (Web Link)
Started: Thursday, November 29, 2018 9:39:48 AM
Last Modified: Thursday, November 29, 2018 9:59:01 AM
Time Spent: 00:19:12

Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department
Other (please insert here):
  Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
  Keep the city clean
  Keep fun activities
  Provide safety when needed

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
  More security in high violence area
  More jobs
  More repairs to roads/lightning

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
  Will we continue to get raises?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
  Your employees
City Employee Survey

#179

Collector: Web Link 1 (Web Link)  
Started: Thursday, November 29, 2018 9:35:23 AM  
Last Modified: Thursday, November 29, 2018 10:01:47 AM  
Time Spent: 00:26:24

Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department  
Other (please insert here): Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Our city government keeps citizens informed of changes happening in the community well.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Our city government can improve road and flooding issues downtown.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your long term goal for our city?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I believe one of the most important things to focus on is assessing ongoing projects and verifying everything is going on as scheduled and planned.
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
- advancement for City employees
- Equal opportunity within departments

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What type of raise program will you set in place for City employees along with advancement opportunities?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

- Getting to know the functions of the different departments
- Speaking to employees about the issues within the departments
Q1 Your City of Pensacola department Other (please insert here): Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well? Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement? Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me? What plans do you have for Pensacola exactly?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days? Respondent skipped this question
Your City of Pensacola department

Other (please insert here): PENSACOLA ENERGY

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

The City of Pensacola makes sure all of their employees stay informed and updated on all changes made. The city also does a great job with ensuring safety for all their employees.

In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

There is always room for improvements in all things that we do. Just making small changes here and there when the city notices them will eventually make a huge difference.

As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I think the most important thing that needs to be done within the first 180 days is focusing on the needs of the city and the community. Finding out the needs of the community and focusing on creating a plan to better the city.
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Customer Service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
I feel like the changes made within our HR department that made it feel like an open door to employees that may have a problem are gone. Most of us feel like they have no recourse or way to have a plan of action or solution to a problem without becoming a target.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Will we as a whole begin to feel more like a family unit as we once did?
What type of changes will you make?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
I hope that what ever changes you make will pull all the departments together as a whole.
Q1 Your City of Pensacola department

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Our department strives to resolve any complaints on safety or repairs within a 72 hour period.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The evaluation system in the computer is too complicated for some supervisors to understand what exactly HR is wanting. Not user friendly and time consuming. Rates of pay are below of government and even the private sector. It's hard to keep employees due to low rates of pay.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Evaluate the rates of pay for employees.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Great customer service. Prompt response to issues and concerns. Encourages citizens to participate in activities that benefits the city.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I think the city of Pensacola has a lot of potential to improve its economy by bringing in more industrial type jobs and by having funding to train the unemployed people in the city.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

none for now.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I think I will find a way to improve the flow of traffic at Pensacola Blvd as well as 9 mile rd. Maybe we can have the construction done at night? Not sure if its feasible.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

PTO

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

LOSING ALOT OF GOOD EMPLOYEES TO THE COUNTY, OR OTHER AIRPORTS DUE TO PAY gets old doing 2 jobs till they find the next candidate that gets trained then goes to another airport

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

talk to the employees not just the dept heads or supervisors them you'll talk to on regular
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Communicate with residents/community.
Maintain an awareness of areas of need.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

City maintenance department should be sized and skilled to maintain all of the City assets.
Maintaining employee compensation so that it is competitive with the public sector.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

As Pensacola and Escambia County continues to grow, will our departments be able to add employees to meet the growing demands of our community, ensuring we can maintain the customer-focused support for which we are known?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Review the 1-5 year plans of each department, adjust as needed, and use this to ensure all short-term decisions work toward these goals.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Bringing life back to downtown with events and beautification.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
I'd like to see more focus of improving the options available to our homeless community.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
How do you plan on keeping the momentum in moving our City forward?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Ways to keep Pensacola up and coming in Florida.
Q1 Your City of Pensacola department  
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Provide plenty of parks for citizens to visit and enjoy.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
More safe and accessible parking downtown. More affordable housing downtown ($190,000 for a new home is not affordable based on what most make in Pensacola).

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Showing employees that you are interested in them and really care.
#190

Page 1: From Mayor Grover Robinson

**Q1** Your City of Pensacola department

**Pensacola Police Department**

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Serve the citizens.

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Improve pay for Police officers to combat low retention rates.

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you honor the 2% pay raise you promised to the Police Department for the next two contract years?

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Police department Manning and pay issues.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer Service
Efficiency

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Fairer workplace for all employees
Employee Development--training

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will there be any major changes?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I am sure there are many things that need your attention but this government entity is only as good as its employees. The City of Pensacola used to be "the" place to work; employees were happy and looked forward to coming to work. I think we have lost that.
Q1 Your City of Pensacola department

Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

City of Pensacola treats its employees with respect. Improvements to the City roads, storm drains, etc. Creating jobs for people.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Cost of living raises
City employees luncheon back.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What type of improvements/Changes are going to take place with the City of Pensacola, departments, employees, etc.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Visit each department and see how each department operates visit the employees.
Q1 Your City of Pensacola department 

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

I haven't found anything done exceptionally well yet.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Ensure that ANY open position is posted to city employees first, then temp or public.
2. There is too much division and staunch opposition between the departments that cause miscalculation and lost time, find a way to incorporate better communication instead of such strong divisional lines and you will find a much smoother running of day to day operations which will translate into more productive employees.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

There is quite a bit of "affordable" housing being erected downtown, where are the jobs that are supposed to support the growth and how do you plan to entice new industry with pay levels to accommodate the "affordable" housing prices?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Assess any and all programs that are in planning stages and ensure that they are normal and necessary. Assess all pay scales to ensure that they are ALL inline with comparable city governments making sure that everyone makes a livable wage and that raises are comparable to experience, work load, longevity and value.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. I think the airport is kept up nice, and is one of the best airports in the country. 2. Downtown area is clean and sanitation does good with making sure trash is picked up along Palafox and downtown streets. 3. I think we do a good job dealing with the public and helping them. City of Pensacola has great customer service in my opinion.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The Port needs to be a money maker. Bring Carnival cruise lines and develop along downtown water areas. Bring businesses to utilize Port that will make the City money. Put a shopping center, movie theater, mall, restaurants along the Port. We need better paying jobs. Downtown parking needs to be better. Add more free lot parking. Perhaps put a trolley along Palafox for bar/restaurant hopping. The City can make money that way kinda like the Street Cars along Canal Street in New Orleans.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are you going to consolidate County and City Departments? We employees have Civil Service? Do you feel our pays reflect what we do as Government officials? Will you give us Mon, Dec. 24th off so we can spend with our families?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Bring more jobs to the area.
Bring tourist revenue to the Port.
Do commercials to get people flying into Pensacola
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer Service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

No recommendations

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

none

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Becoming familiar with all the staff and their responsibilities
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Page 1: From Mayor Grover Robinson

**Q1** Your City of Pensacola department

**Pensacola Police Department**

**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Professionalism, departmental communication, and recognition of exceptional service.

**Q3** In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Middle or low level organization. Stepping away from "this is how we've always done things," to allow room for improved quality of life.

**Q4** As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respectfully, why do you matter to me? How will you make a difference at my level?

**Q5** If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Focus on your initial impact and setting a good impression at all levels. Don't forget about anybody.
Q1 Your City of Pensacola department Parks & Recreation

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Communicate between departments well, to solve issues.
Respect citizens enough to go the extra mile to answer their questions or resolve their issues.
Handle stressful or irate citizens, when their tempers flare about not getting their own way, or when they are inconvenienced by stimuli outside our control.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

For our 3-1-1 staff and sub-contractors to have better contact information for certain key people on staff.
For the City main line phone tree to correctly direct citizens to the proper departments they desire to speak with.
For there to accountability training provided for EPS staff, who are generally the front-line workers.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

When a department accomplishes a great task and the department director is exceptionally compensated with a pay raise, is it possible that such a perk be accommodated for the actual subordinate staff who actually put the work in to make sure the task was successful? (ex. A 6-figure paid director receiving another $4,000.00 perk to their salary, because his staff was forward-minded and budgeted within their own divisions to save the entire department from costly overages.)

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Establish a rallying of the troops. Gain an amicable communication line with the departments, as well as an electronic accountability general reporting e-mail or system, where its imperative for the person making the account to NOT be anonymous. The citizens have a 3-1-1 system that they can call into, but there is no such internal efficiency dialogue that exists, where employees can have a discreet voice in the same manner.
Q1 Your City of Pensacola department

Financial Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?


Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Bring back the Civil Service Board. Salaries should be open knowledge instead of secret. Secrecy enables paranoia.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What kind of atmosphere will you promote? Will there be firm separation of church and state as relates to City events? Will employees be able to speak freely to you about concerns without fear of retribution?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Learn how the City works on a departmental and interdepartmental level before making changes to policies/procedures. Long-term, ensure that pension funds remain fully funded.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Courtesy. Solve problems. Treat employees great.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

None

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

City employee relations
Q1 Your City of Pensacola department

Financial Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Hiring a diverse workforce.
2. For the most part, being competitive in payscale.
3.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Making sure a new employee is put on all group email lists that can affect their job performance. Nothing looks worse, in my opinion, than a newcomer not knowing they should have shown up for this meeting or that function.
2. Consistency when following the city's policies and procedures. For instance, if a person signs up for the drop program, they should leave after 5 years as the policy states.
3. Having a flexible work schedule to allow employees to be able to work a schedule that better suits them as well as their department. For instance: one worker can work 10 hour days and have say Wednesday off while the other employee works on Wednesday and takes Friday off. Or 4 9 hour days and 1 four hour day. As long as the department is covered and work is completed, wouldn't flex schedules help everyone.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

When will we meet you!

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I honestly have no idea what a huge undertaking this would be. I myself would go over all the projects that have been approved in the past say 10 years, look over the ones that did not make it, and look for more opportunities to enhance and grow this beautiful city of ours.
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Time Spent: 00:22:40

Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Communication with customers and or residents. Bringing new innovative ideas for our customers and co-workers as far as training material. Genuine care and concern for our customers/residents as a whole.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Increase in wages for Pensacola Energy Customer Service/Collection Reps and techs (Landrum and Kegan employees included). Communication between all city departments especially the ones that work and in hand.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Is there anyway to shortened the wait time that Landrum and or Kegan employee is eligible to become a actual city employee right now it is set at one year

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Raises for Pensacola Energy Customer Service/Collections Reps and techs, If you research customer service rep positions in Pensacola everywhere pays more than here for the basic customer service rep Position (Alorica, Navy Federal, West FL Hospital, Capgemini) and those companies do less work than we do... you have great employees here we love each other and the roles we play for Pensacola Energy it would be greatly appreciated to shown we matter other than one day a year for customer service appreciation day we all have families to take care of and its very hard off of what we are making. Re-instating bonuses for all departments Pensacola Energy included. Better transparency and communication between city departments. Better Lighting on Michigan Hwy
Q1 Your City of Pensacola department Technology Resources

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Provide superior services to the citizens and employees.
2. Smart spending of our budgeted dollars.
3. Cohesive work environment between departments and local agencies.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Automate more of the paper processes and make it available online.
2. Budget more or training and school certifications to increase the skills of city employees.
3. More opportunities to support and help worthy local causes.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1. How would you like to be addressed?
2. What are your goals and directions for the future?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

What happens in the city on any given day and how do we keep it running?

Who are the employees and what do we do?
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?  
Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Mayor needs to be more accessible to the people.
2. Get rid of double dipping employees, those who retired and are hired back.
3. Stop spending so much money on outside attorneys

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Visit departments regularly and get to know the employees. Hayward visited twice in 8 years and one visit was to meet with director only.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1) Reorganize the 7th floor.
2) Make at least one visit to each department to meet with employees just socially nothing formal.
Q1 Your City of Pensacola department

Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Make efforts for a better community. From day to day work, going out of their way in helping citizens or volunteering, almost every coworker and employee for the city that I come across, no matter which department, takes pride in our community. They feel their career and work is a benefit in their surroundings and helps give purpose.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

From an employee's standpoint, I would say more opportunities to interact with other departments. In years past, the city had an annual employee luncheon where it was nice to see people from other departments and create a larger team spirit.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

No questions, just welcome and we look forward to your leadership.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

The continued momentum that we have seen in Pensacola. People around the country have realized that Pensacola really is a paradise and great community.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

I am an entry level city employee who LOVES my position but I am having to interview for other, less fulfilling jobs because they pay more. Is there anything that can be done to make the City's pay scale more competitive? To rent a decent 2 bedroom apartment in the area, the cheapest monthly rent is about $850. Most landlords are requiring that you make three times the amount of the monthly rent to qualify. A person make $11.50 per hour does not qualify. It's heartbreaking to be gainfully employed yet unable to qualify to rent a DECENT place to live. Can you help us?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Affordable housing for single people with no dependents. Better rates of pay so the local economy can continue to thrive. Community programs for the single and childless worker who earns a wage that makes needing assistance a reality. Community educational programs for those with entrepreneurial aspirations.
Q1 Your City of Pensacola department: Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- external customer service
- internal customer service
- visibility / marketing of the City

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

With some position consolidation, it is difficult for staff to create sufficient time for creative thinking/problem solving and professional development. A goal of being proactive and not reactive (status quo) is critical.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What access will employees have to you? Will all filter through the City Administrator or Department Directors?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

How prepared are each of your departments to meet current challenges (budgeting, personnel, objectives)?
Q1 Your City of Pensacola department  

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1) Put our community first.
2) Work hard to make downtown a safe and attractive place to bring the family.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1) Provide a full time Chaplain at the Police Department.
2) Provide our Swat team with an armored vehicle. As a Swat Team Member we currently deploy in a van that is not suitable to take on rounds when pulling up to any building. We volunteer to put ourselves in harms way for others but there are armored vehicles out there that can be acquired relatively cheap. I believe it is a small price to pay for the added safety to our team not to mention the ability to provide cover, giving us the ability to rescue injured persons or hostages in an active shooter situation.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

More affordable health insurance for employee families.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
1) Provide great customer service. 2) Promoting/Hosting community events

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
1) Low bid contracts for work and materials. 2) Money wasted on projects that don't benefit the entire city.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will there be any major changes to departments or reductions in the work force?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
1) The continued growth of Pensacola. 2) Competitive wages for current and future employees.
Your City of Pensacola department

Pensacola Fire Department

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Communication of city events with employees

In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your number one priority as being mayor?

If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Continuing the success of our downtown area and safety to the citizens.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Strive to make Pensacola a more positive environment and more friendly.
2. Encourage the citizens of Pensacola to get out and view the town and what not.
3. Updating downtown, making it not look so run down. I like the updated buildings and building improvements to make it look more modern.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Improvement on making the city look more up to date, not get rid of the history per say, but like Cervantes needs a complete redo.
3. Keep adding small personal business, like people that have their own business.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are your goals for downtown Pensacola, and surrounding area?
Do you play golf?
Do you plan on having any city golf tournaments to participate in?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Focus on the people and the first responders of downtown Pensacola, help us focus on the citizens and the safety of Pensacola then focus on businesses. You already seem awesome. Keep up the good work!
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Downtown development

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Develop the waterfront between Wahoo's baseball stadium and Joe Patti's Seafood
2. Return to 4-lane along Main St., between 9th Ave and Barrancus
3. Develop Cordova Square with shops and restaurants

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Can you control the City Council and eliminate their ridiculous antics and clown ops?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Creating structure, discipline and work ethic within the City Council
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Keep clean, special events, keep crime down

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

parking, cleaning up homeless,

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

how to clean up the homeless

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

the homeless
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public Relations, Civic Events, Maritime Park

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Improve communications within the airport. Those who need information generally do not get it.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Remember, you are a servant of the people, represent them well. Previous administration seemed to be all about photo ops. Realize and respect the limits of your office. Do not overestimate your authority/power.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

VT Mae Project, Resurface key streets (Palafox) the entire length, Fewer palm tree's and money directed to more critical needs.
Q1 Your City of Pensacola department
   Other (please insert here):
   Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
   Customer service
   Interaction with community
   The services the city provides

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
   Growth downtown
   Education opportunities for employees

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
   I was wonder if you would come out to each department to meet with all employees.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
   I would like to see a salary survey done of all departments specific to there jobs.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

INSPECTIONS, PROVIDE QUALITY TRAINING FOR AREA BUILDERS,

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

quality pay for licenced inspectors which is the lows in the state

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Its to early to tell but your open door policy will help

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

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Q1 Your City of Pensacola department
Other (please insert here): Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Promote advancement from within the company

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
More city involved events

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
none at the moment

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Just being the best you can be. Welcome!
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Airport, Other (please insert here): Operations

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Keep everyone informed

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

We get a lot of good people, but because of the pay in Pensacola we lose them as soon as they find a better job.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are the priorities at the airport?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

The pay in Pensacola. We have got a lot of good things happening that brings in revenue, but the money doesn't seem to get distributed to the employees. We are constantly being asked to do more, but are not compensated for it.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?  

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?  

Hiring process, promotion process, and salary.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?  

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?  

Fire Department head of HR and elect a new one.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public service is top notch.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Ways to improve emergency capabilities at the Airport. Staffing is low at the Airport Fire Department compared to how it was for many years prior. The airport is a money maker for the area and should take priority in fields to improve.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Improving safety and improving flaws by finding out what they are through surveys such as this one.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Incredible citizen Customer Service: i.e. fire, police, public works.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

We have difficulty hiring and retaining employees due to our lower wage ranges as compared to competing private companies in the area. Although some progress has been made to make some upward adjustments it still has a lot of room for improvement.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

None at this time.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

As some of our workforce looks toward retiring in the next 5 to 10 years, succession planning becomes more important and I believe along with apprenticeships to train future hires the pay scale must be looked at. Gone are the days that you can hire a qualified individual by only selling the benefit package.
Your City of Pensacola department

Other (please insert here):
I feel important department not recognized

Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Customer service

In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Employee relations better employee programs employee incintives

As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How are you gonna get and keep the more skilled employees

If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

make the departments not so top heavy theirs a lot of made up wasted positions in my opinion
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Citizen first attitude, fairness, ethics

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Clarity as to processes of what department does what, marketing of City and City services to the NW Florida Region,

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What will be the structure of the Mayor’s office to improve communication and efficiency

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Facilitating economic development to include job growth and diversification of industry …ie, don’t put all eggs in one basket when it comes to the economy so that we avoid the issues from the recession of 2008/08
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Provide a high level of service. Wide array of services. Consistency.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Many employees believe city admin is not on our side. Historically, Rusty Wells and Dick Barker have not seemed to value the human resources of the city.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

To what extent do you value the human resources of the city?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Put administrators in place who value people, create a competitive work environment compared to nearby government agencies.
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Parks... Downtown...

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Better communication internally through all departments

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
None at this time

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Continue with forward movement
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Reach out to the public

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

More programs to help lower income families

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Do you plan on helping the fire department as promised

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Get the right people in the right places to make your vision for the city of Pensacola come true
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Even though we are all different, we work well together, for the most part.
2. We provide good customer service.
3. Provide good government services in the area of emergency services, sanitation, etc.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Find a way to speed up the processes for getting projects done (planning through payment) without compromising the integrity of any stage of the process.
2. Make the City boundaries more uniform.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Bridging the communication gap between City staff and City Council.
Q1 Your City of Pensacola department  |  Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Downtown improvement

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department
Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
The city is excellent about community outreach

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
The city should look into more pay raises for fire

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
We are a growing city, and the departments need to grow as well

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
community involvement, to become a leader they can trust
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Family friendly events and environment.
A walking friendly culture downtown

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Cleaning up our city (blight, trash, maintained parks and medians etc.)
Helping homeless get off the streets.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

As an employee and a resident of the city my biggest concerns are regarding safety within the city and making the city a better place to live. How will you make the city of Pensacola a premier place to live when so many individuals choose Santa Rosa county and just commute to work daily.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Making the city a better place to live, not just commute to or visit.
Q1 Your City of Pensacola department: Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Creating community events, A walk friendly culture downtown, Bringing business downtown

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Creating jobs for the homeless to help them get off the streets. Cleaning up neighborhoods trash abandoned homes enforcing codes for junk in people yards.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department  

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Provides events for city employees too interact.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

More inside athletic facilities

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Are departments getting raises

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Make sure all departments or happy
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Provide parks and open spaces for citizens.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Give more freedom to department heads over their departments budgets and personnel.

Better customer service training for all employees, especially those who deal directly with citizens over the telephone.

Provide safer and better infrastructure for citizens who travel in ways other than by automobile.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What do you imagine is the perfect city? How will you get Pensacola closer to being what you imagined?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Improve transparency. Improve the ways that city workers and officials communicate with citizens. Attract the best employees by improving pay and benefit packages and educational opportunities.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Have to improve the insurance rates for officers and retired police officers.

2. We need to improve the pay scale. At this time there is no pay scale so you can't say in ten years what you're going to be paid.

3. Must have improvement in the budget for training. There has been many times where officers can't go to training because of cost and manpower issues.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Please fix the problems with health insurance and the pay scale. We have to have a pay scale to keep officers from leaving.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Make changes in human resources. Certain people that are involved with the salary negotiations has been against the police department the entire time I have been here.

2. Have to work on the company insurance rate. It doesn't matter if you have one child or ten we have to pay around $500.00 a month.

3. Work on insurance rates for retired police officers.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

We offer suggestions for each area.
We help each department, most of time without asking.
We respect each other and the job they have.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Communication, not word of mouth. In person and by email.
Treat everyone with respect, no matter the job or if you like them or not.
Upgrade positions and Pay. Our civilian staff is extremely underpaid.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What is your number one priority? Why?
How can you help the city grow and bring in more revenue? Will you tell us what you want from us?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Work with each area, not just the department. Sig in training section, go on garage pick ups. Work the communications center of 911. See the stress each area has and make suggestions for us.
City Employee Survey

Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

The Pensacola Police Department does community oriented policing and police training very well.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

I believe one thing you can improve for the Pensacola Police Department is a switch to external vest where we can hold issued gear. It would help remove a lot of weight off hips and relieve lower back pain. Several police departments across the nation have switched to external vest.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What are your plans for the port of Pensacola?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

The port of Pensacola. Personally I believe there is a lot of potential to do something with the port.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

1. Are you going to come and meet each of your team members in person and talk to us about how we can better serve the City of Pensacola and its citizens each and every day? Being visible and showing appreciation for all city team members and jobs that they perform day in and day out is very important.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I serve with some of the most talented, gifted and enthusiastic employees that I have ever known. These individuals are dedicated to providing our City with the best services this area has to offer. That being said, the salaries of these team members many times do not fairly compensate them for their skills and expertise. I absolutely love working here but I am hard pressed to provide for myself and my family. My hope is that this will be addressed in the first 180 days.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Fire and Police protection
Sanitation Dept - they are aces after emergencies - please don't merge with ECUA

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Make Bayfront entrance pretty again. The palmettos should go.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Have a more cooperative relationship with the City Council
Q1 Your City of Pensacola department
Other (please insert here):
Pensacola Energy

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Public Safety, Growing the economy in Pensacola, and making downtown a great place to be.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Raises, road improvements, and improvements to infrastructures.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Will you be protecting Pensacola's History?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Taking care of your employees, after all they are the ones that help make Pensacola a great place.
Q1 Your City of Pensacola department

Public Works & Facilities

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Maintain our streets
Promote downtown business/atmosphere
Keep up with the changing times (modernization)

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Employees in public works are way underpaid
Create more room for advancement
More transparency at city hall

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

It would be nice to look into having step raises and longevity pay restored. Too many people leave public works due to the poor pay.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Go around and meet the employees in their departments.
Look at the qualification of upper management in regards to your office, not the previous.
Q1 Your City of Pensacola department
Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?
Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?
Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?
Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?
Privatization hasn't always lived up to its hype. I'd like there to be a review of any city services that have been contracted out, jobs that have been filled with long-term temporary or leased employees, and other forms of privatization.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public Relations

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

There should be rules about married or unmarried employees engaging in intimate relationships with another employees wife or husband. A blind eye is turned on these types of incidents and it effects the integrity and moral values of our department. Not to mention the work related problems it causes.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What changes do you plan on making and what is your vision for the growth of our city.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Public safety is the most important aspect to focus on. Citizens should feel safe and confident that their police department is well equipped and prepared to handle any issues. Also, you should look at the numerous homeless issues we are dealing with in the downtown area. City council removed the panhandling ordinance and now homeless are on every corner. They can be aggressive and make residents fearful. They are also an eyesore as they sleep on sidewalks and openly urinate and defecate in public view.
## Q1
Your City of Pensacola department

### Pensacola Fire Department

## Q2
Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- customer service

## Q3
In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- enhance our services

## Q4
As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

## Q5
If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Outreach programs
City infrastructure

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Better retirement benefits for employees (after paying health insurance, cant survive on retirement)

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Do not be politically correct, do the right thing always.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Secure the trust of your employees, ignore the big money people trying to influence you and buy favors.
Page 1: From Mayor Grover Robinson

Q1 Your City of Pensacola department  

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

I'm really enjoying all the new downtown improvements giving our guests/visitors a wonderful impression of life in Pensacola.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

General moral in city hall can be scary at times.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Please come ride along with your Fire/Police Departments. We'd enjoy having you and think you'd value the education.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

I'm no politician. Good luck, sincerely.  
Please avoid easy/empty promises. Come have open, honest conversations. We all love living here and hope to see our city continue to grow and improve. Congratulations on the Win.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Politics

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Respondent skipped this question

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Visit each department occasionally

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

The city used to be one of the most coveted places of employment in the area. They were taken care of, paid well and treated like assets. That has all disappeared and employees go elsewhere now
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. City functions that involve the community
2. Neighborhood cleanup Program
3. Growing the downtown Area
4. Growing our airport by creating jobs and more direct flights.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Replacing Recycling Station back in the city, and enforcing dumping sites.
2. Inforcement of solictors on the corners of our streets.
3. Making sure Fire and police are adequately staffed with equal pay and equal pay increases.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Increase staffing at the airport by bringing back the 3 captains at the ARFF station?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

1. Accessing the needs of the community in the city, by increasing police patrols throughout the neighborhoods.
2. Inforcement of solictors on our city street corners.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Health Ins.- the city has to do something to bring the cost of health ins. down for active employees and retired employees.

Purchasing- Purchasing is a joke. Often time individuals have to prepay for thing and then wait for the city to reimburse them the money.

Training- We need to have more opportunity to go to out of town training. One of the major issues with that is we are no longer allowed to drive our city vehicles to out of state training. If we want to attend an out of state training, we have to rent a vehicle (which goes on my personnel card since the city will not provide you with one to make the rental car purchase) which take away from our training budget.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Finding a replacement for Dick Barker and the HR director.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Making an attempt at relaying information for everybody to have access too.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Treat different departments more equal. Find a new human resource director and don't let the next one stick his nose in every little aspect of ours/other departments. Be fair with pay raises/contract negotiations.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

You are a straight up and honest guy. There are a couple department heads that do not operate straight forward like you. Are you going to get rid of those ones that are sneaky and manipulative in their ways?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Showing all your new employees you care about them. Do not treat us like outsiders. Be accessible if someone needs to get ahold of you. Don't look down on us as just employees. Look at us like your friends.
Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Compared to the County, our streets are well maintained and kept clean.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

A chance to improve the efficiency in police response times. The beat map for the Police Department is old and out of date and not reflective of the number of calls for service we handle. Please conduct some sort of investigation to better distribute police resources throughout the city by redrawing the beat map. More basketball courts in the north end of the city as well as more budget for revitalizing the west side of the city, it is crumbling.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Will you be expanding the number of police officers?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Job improvement/training for low income residents along with child care opportunities.
Q1 Your City of Pensacola department  

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

customer service

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

building trust with employees and citizens

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Respondent skipped this question
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

public relations, the uprise in parks and public facilities, free public events to bring residents together as a community

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

To continue public parks and facility development and care, to utilize the fire departments vehicles and personnel to its full potential by putting them all on line and staffing them, emergency dispatching communications between the city and county are in need of dire attention to make the effective at all.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

how do you plan on improving the quality of my workplace, and keep the promises you made to the Fire Union without trying to ask for us to give up benefits weve worked hard for.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

communication between the city emergency dispatch and county dispatch is so poor that on border areas of the city and county calls are often dispatched way late after receiving them, and the wrong units are sent. It would be a suggestion that when someone calls 911 to go ahead and send units from the dispatcher who receives the calls jurisdiction and once the call is sent to the other dispatching service they can then send theirs as well to avoid delays in care
Q1 Your City of Pensacola department Inspection Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well? Respondent skipped this question

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement? BETTER PAY BETTER PAY BETTER PAY

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Is there any way to provide better assistance for City workers who have children receive after school care?

Is there any way to provide services to help City employees have the means to purchase?

Is there any programs to help the City employees with children?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

As far as for the workers i would say the pay is not very good. Trying to raise my children in today's society on the salary that the City pays is impossible honestly. The should be a lot better and this is from a City of Pensacola employee of 10+ years.
Q1 Your City of Pensacola department

Planning Services

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Courtesy to customers, going beyond accessing information to help applicants, maintaining good relationships with our clients

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Communication and direction to our departments.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Being approachable.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Inviting community to events

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

getting volunteers

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

How do you feel about weekend open availability for community centers?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

comparison pay rates for other counties
Q1 Your City of Pensacola department

Respondent skipped this question

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

1. Front-line employees provide excellent customer service.
2. Ample and diverse park and green space opportunities and access to citizens and visitors.
3. Quality of 1st responder (police & fire) personnel & leadership.

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

1. Better collaboration between the Executive & Legislative branches - - STOP ARGUING!!
2. Better engagement of/with department/division directors and other existing staff to leverage their subject matter expertise in their respective fields.
3. Improve citizen and the media engagement.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Respondent skipped this question

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Internally - 1. Familiarizing yourself with every city department and requiring key members of your transition team to do the same; 2. Making sure employees are kept informed of the status of the transition and any changes in policy, process, procedure and/or key staff BEFORE it's reported in the media; and, 3) Establishing a clear "chain of command" so that department & division heads know and understand the expectations for how communications between the administration and individual departments should flow.

Externally - 1. Re-engaging the media and cultivating them as an ally; 2. Engaging "uptown" and the west side to understand the needs and priorities of those neighborhoods; and 3. Panhandling and vagrancy are still significant issues in our downtown urban core & shopping district that needs to be addressed/resolved.
Q1 Your City of Pensacola department

Pensacola Fire Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Public Safety, Parks and Rec

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

Transparency

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Where do you see the City of Pensacola in 5 years.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

Any problems that were left behind by the previous administration that can be handled in a timely manner.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

kid friendly activities; diversity of city activities

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

The pay scale is not competitive by any means and at the scale we're getting paid now there is no way that anyone will reach the max payscale for their position

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Can you make the pay competitive? Navy Federal pays more for less skills.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

employee moral/engagement/pay incentives; more activities for employees/family to participate in while meeting others ie: balls etc.
#260

**Collector:** Web Link 1 (Web Link)

**Started:** Tuesday, December 04, 2018 9:42:22 AM

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## Page 1: From Mayor Grover Robinson

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**Q2** Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?  
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Q1 Your City of Pensacola department

Pensacola Police Department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

- professionalism
- supervisors
- workplace etiquette

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

- low leo pay
- too many broken cars, not enough reliable working cars
- city needs to be realistic with pay offers to leo during negotiations

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

Is PPD going to get the vehicles we need to have at least one or two spares that are in working order and patrol ready without officer needing to swap all gear from one car to the spare, or searching for a spare for an hour from unreliable vehicles that barely work?

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

You cannot make everybody happy, however, you can make sure that we have the equipment we need to do our jobs safely and professionally.
Q1 Your City of Pensacola department

Q2 Our City of Pensacola government does many things well. What are 1-3 things that you feel we do exceptionally well?

Serve the citizens of Pensacola
Provide services for the city (gas, sanitation, community programs)

Q3 In every city government there are opportunities for improvement. What are 1-3 opportunities you believe our city government has for improvement?

For the employee part of the city. The performance reviews need to be done by the supervisors not a computer program that is difficult to use and time consuming. We need training classes that relate to each individual department not just office-clerical-management type training.

Q4 As mayor, one of my priorities is to make sure I effectively communicate with all city employees. As I begin serving in this capacity what questions do you have for me?

What if any changes are you thinking of implementing.

Q5 If you were in my position as the newly-elected mayor of Pensacola in 2018, what do you believe are the most important things for me to focus on in the first 180 days?

To transition in to the mayors office as smoothly as possible and listen to employees and citizens.