



County of San Diego

Chief Administrative Officer

Community Input Survey

The Board of Supervisors (Board) is the elected body for the County government. The County of San Diego's Chief Administrative Officer (CAO) will be retiring. The CAO reports to the Board and leads the County organization with approximately 20,000 staff and an annual budget of \$7.4 billion. The Board, through Ralph Andersen & Associates, will be conducting a national recruitment for a new CAO to carry out their vision and directives.

Your input is requested for this recruitment. All responses will be summarized into an Executive Summary, and survey respondents will not be identified in the Executive Summary.

Depending on your responses, this survey will have up to 10 questions. It should take approximately 10 minutes to complete.

You may submit this survey in one of two ways – (1) online at <https://www.surveymonkey.com/r/CAO-Survey> or (2) complete a printed survey and mail to:

County of San Diego
Office of Evaluation, Performance, and Analytics
1600 Pacific Highway, MS A-6
San Diego, CA 92101

Responses will be accepted through Tuesday, January 31, 2023. If submitting by mail, please allow ample time for it to be received by January 31, 2023.

If you have questions or want assistance completing the survey, please contact Ms. Heather Renschler, Project Director at heather@ralphandersen.com or call 916-630-4900.

Q1: Do you reside in San Diego County?

- ☐ Yes
- ☐ No

If yes to Q1: Q2: Please share your residential zip code: _____

If yes to Q1: Q3: Please select the San Diego County Supervisorial District you reside in:

- ☐ District #1 (Supervisor Nora Vargas)
- ☐ District #2 (Supervisor Joel Anderson)
- ☐ District #3 (Supervisor Terra Lawson-Remer)
- ☐ District #4 (Supervisor Nathan Fletcher)
- ☐ District #5 (Supervisor Jim Desmond)
- ☐ I do not know

If yes to Q1: Q4: How long have you resided in San Diego County?

- ☐ Less than 5 years
- ☐ 5 – 10 years
- ☐ More than 10 years

Q5: What five local and regional issues are the most important priorities for the new Chief Administrative Officer? Rank your selections by writing the numbers 1-5 on the line next to the choice, where 1 is the top priority and 5 is the lowest priority. Only the top five will be considered.

- ___ Arts and Culture
- ___ Behavioral (Mental) Health
- ___ Clean Beach Issues / Stormwater Runoff
- ___ Economic and Business Development
- ___ Economy / Jobs
- ___ Environmental Sustainability
- ___ Jobs with Guaranteed Good Pay and Benefits
- ___ Homelessness
- ___ Housing / Housing Affordability
- ___ Juvenile Justice Reform
- ___ Law Enforcement and Fire Protection
- ___ Opioid Epidemic
- ___ Open Space / Habitat Preservation
- ___ Parks and Recreation / Libraries
- ___ Reducing Carbon Footprint / Climate Change
- ___ Road Conditions and Sidewalks
- ___ Services for Seniors, Individuals with Disabilities, and Youth
- ___ Other (please specify in the next question)

If select "Other": Q6: Please describe the issue that you feel is important for the new CAO that was not listed above?

Q7: Select the five most important characteristics or traits of the new Chief Administrative Officer. Rank your selections by writing the numbers 1-5 on the line next to the choice, where 1 is the top priority and 5 is the lowest priority. Only the top five will be considered.

- ___ Approachability / Accessibility
- ___ Business Knowledge / Business Skills
- ___ Collaborative Style, both Inside County Offices and with the Public
- ___ Commitment to Diversity, Equity, and Inclusion
- ___ Community Oriented
- ___ Dynamic Leadership Skills
- ___ Entrepreneurial Mindset
- ___ Excellent Communicator
- ___ Goal and Solutions-Oriented
- ___ Innovative, Creative, and Forward Looking
- ___ Knowledge of the San Diego Region
- ___ Public Sector Experience
- ___ Strong Financial Understanding / Managing a Large Budget
- ___ Strong Manager of People and Resources
- ___ Strong Work Ethic, Integrity, and Discipline
- ___ Other (please specify in the next question)

If select "Other": Q8: Please explain or elaborate on the characteristic(s) or trait(s) that you feel is important for the new CAO to possess that was not listed above.

Q9: What question would you want to be asked during the CAO interview?

Q10: Do you have anything additional that you would like to share regarding the CAO recruitment?

Thank you for your input.