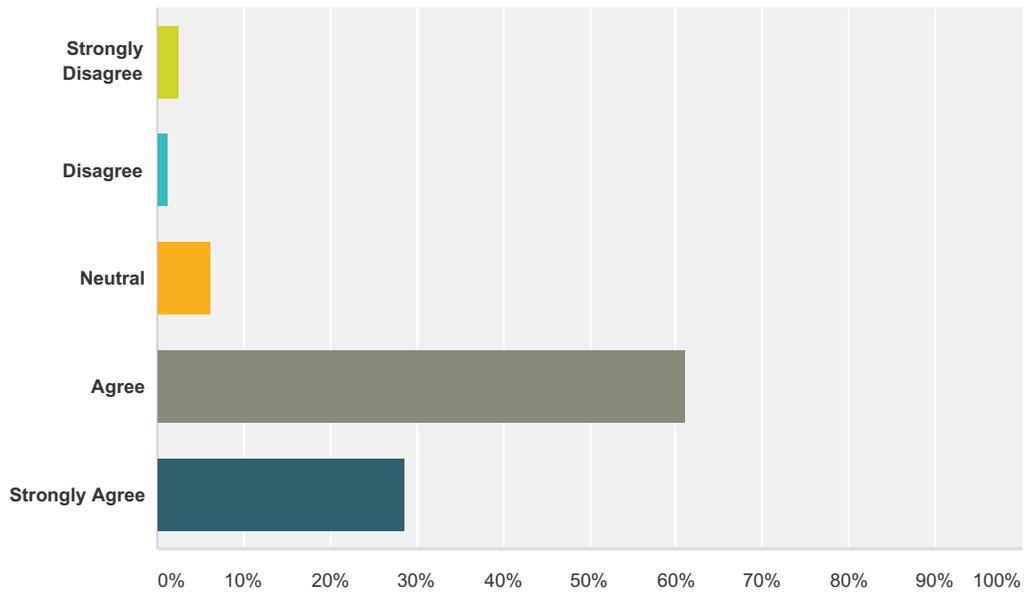


Q1 I am familiar with the City of Las Cruces Ethics Code

Answered: 506 Skipped: 0



Answer Choices	Responses
Strongly Disagree	2.57% 13
Disagree	1.19% 6
Neutral	6.32% 32
Agree	61.26% 310
Strongly Agree	28.66% 145
Total	506

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

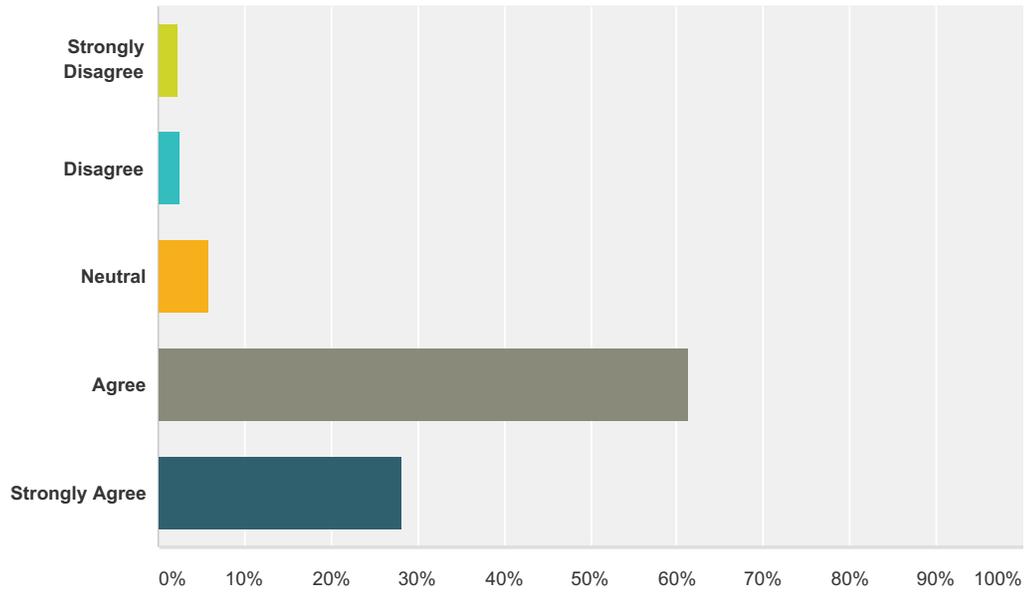
Q2 Please explain why you selected [Q1]

Answered: 18 Skipped: 488

#	Responses	Date
1	need a refresher	2/17/2016 11:14 AM
2	never seen it	2/16/2016 8:37 AM
3	Can't recall if I've read it or not.	2/12/2016 4:09 PM
4	I have not looked at the policy recently	2/12/2016 1:04 PM
5	I remember being introduced to the ethics code at orientation, but have not seen it since that time.	2/11/2016 5:40 PM
6	management can get a way with unethical issues than blue collar they harrassed	2/11/2016 8:21 AM
7	I know about ethics, but have not read the ones for the city	2/10/2016 12:19 PM
8	I do not know it in great detail	2/10/2016 11:45 AM
9	Im not to sure I understand it.	2/8/2016 10:29 AM
10	Aware of some aspects but probably not all	2/4/2016 7:11 AM
11	Haven't read about ethics but talk about it with other employees.	2/3/2016 6:13 PM
12	Have not look at manual lately for any policy changes.	2/3/2016 12:10 PM
13	I am not completely familiar with the it.	2/3/2016 10:30 AM
14	Because I am not fully familiar with it.	2/3/2016 10:29 AM
15	I am a new hire and not 100% familiar with employee handbook. Only received short review at new employee orientation.	2/3/2016 10:25 AM
16	I probably read the ethics code when I	2/3/2016 10:23 AM
17	I read it when I began employment but do not remember detail, only the mere highlights.	2/3/2016 10:21 AM
18	I have not read the ethics code, but I have my own ethical code that I am sure is on par. Which should be true of everyone.	2/3/2016 10:09 AM

Q3 I know how to report unethical behavior

Answered: 497 Skipped: 9



Answer Choices	Responses	
Strongly Disagree	2.21%	11
Disagree	2.41%	12
Neutral	5.84%	29
Agree	61.37%	305
Strongly Agree	28.17%	140
Total		497

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

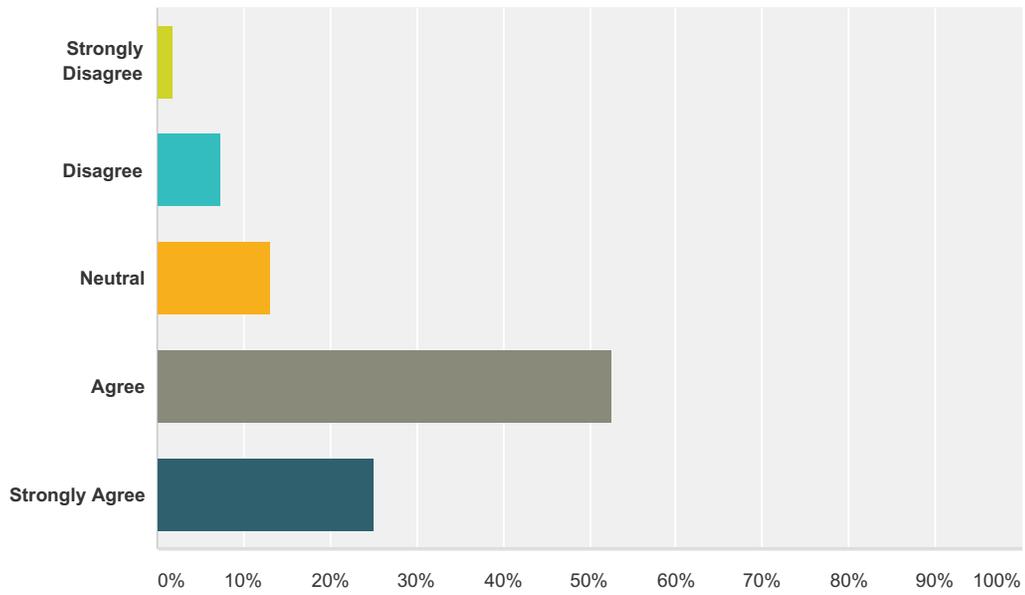
Q4 Please explain why you selected [Q3]

Answered: 23 Skipped: 483

#	Responses	Date
1	In the past, when I have tried to voice concerns, etc., it has back fired. Instead of them utilizing my information, they use me as a decoy in order to tell somebody what they are doing is wrong.	2/12/2016 9:28 AM
2	I know the protocols, but I know I would be retaliated against.	2/11/2016 10:32 AM
3	when its reported about management they don't anything	2/11/2016 8:24 AM
4	It seems like you just get yourself into trouble when you do.	2/11/2016 7:59 AM
5	I'd have to look it up	2/11/2016 7:24 AM
6	because I only know that I could always report it to my supervisor but I'm thinking there must be a more complex way or another way	2/10/2016 11:50 AM
7	While I know how to report the behavior, I am discouraged from doing so because nothing happens. Political correctness, that is.	2/10/2016 10:51 AM
8	Don't know right now, but I don't think it would be too hard to figure it out.	2/5/2016 8:39 AM
9	There are many areas that are gray and I am afraid of repercussions	2/3/2016 12:16 PM
10	Just have not become familiar with how the "proper way" to report concerns over unethical behavior	2/3/2016 11:59 AM
11	I'd have to review our ethics policy to be sure of how and to whom to report apparent unethical behavior.	2/3/2016 11:45 AM
12	I can probably look up how to report unethical behavior but I do not know off hand.	2/3/2016 11:11 AM
13	there is not point in reporting nothing is ever done. Everything gets swept under the rug. Especially if you are in a supervisor position.	2/3/2016 11:10 AM
14	not always comfortable sharing especially with HR	2/3/2016 10:47 AM
15	Ethical transgressions can vary in severity and the level of the person to whom the report is made may vary as well. For example, the occurrence of a pilfered pencil may be addressed by a co-worker, but a pilfered computer should be reported to a supervisor or administrator.	2/3/2016 10:42 AM
16	I have a general idea but it's kind of muddy.	2/3/2016 10:41 AM
17	Because I cannot remember where the policy is located since I looked at it last year; therefore I'm not clear on remembering about reporting ethical issues. I looked for information using the watermelon, but couldn't find anything about ethics in the areas I looked.	2/3/2016 10:37 AM
18	I took the online class and passed the test with a high score. However, I do not remember the exact process for reporting unethical behavior.	2/3/2016 10:34 AM
19	There are repercussions	2/3/2016 10:32 AM
20	Because I am not fully familiar with how to report it.	2/3/2016 10:29 AM
21	I am not sure how to report it.	2/3/2016 10:16 AM
22	I am in a situation where I have a county supervisor appointed to me.	2/3/2016 10:16 AM
23	I know there is a hotline but I would not use it because nothing would come out of it.	2/3/2016 10:09 AM

Q5 Employees in my work group behave ethically in the workplace

Answered: 491 Skipped: 15



Answer Choices	Responses
Strongly Disagree	1.83% 9
Disagree	7.33% 36
Neutral	13.24% 65
Agree	52.55% 258
Strongly Agree	25.05% 123
Total	491

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q6 Please explain why you selected [Q5]

Answered: 45 Skipped: 461

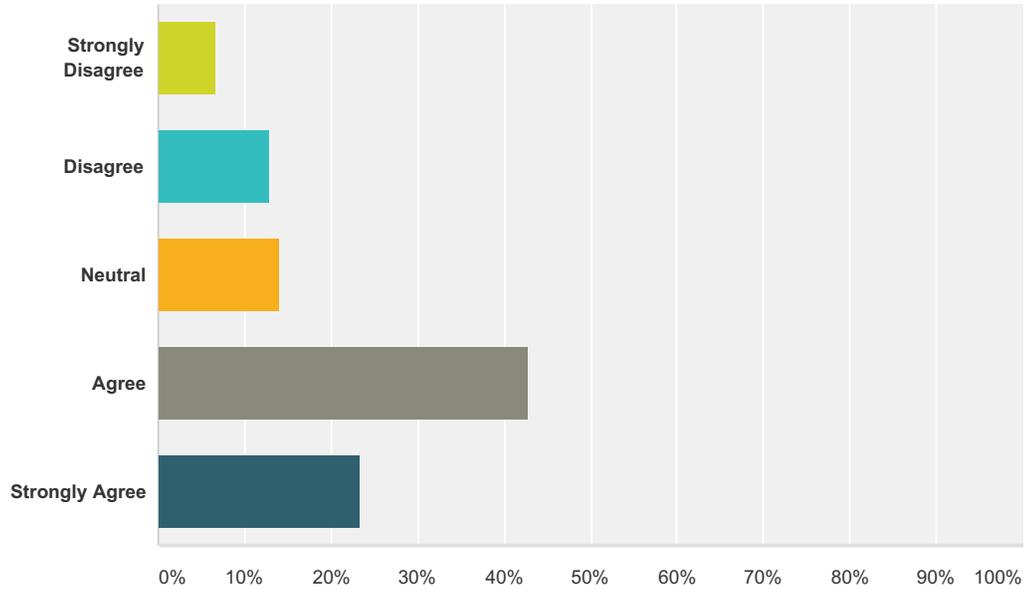
#	Responses	Date
1	Some employees do, some employees don't to some degree.	2/15/2016 4:30 PM
2	reporting to administration leads to being outcast or reprimanded	2/12/2016 3:52 PM
3	Things are not fair, especially with scheduling. And when this concern has been brought up, employees are used as decoys. creates tension.	2/12/2016 9:29 AM
4	because	2/12/2016 5:32 AM
5	I would rather just keep quiet. As long as I don't behave that way and continue to go that route.	2/11/2016 8:01 AM
6	Some employees do not follow duties and responsibilities	2/11/2016 6:57 AM
7	most are ethical, some are not	2/11/2016 1:17 AM
8	I believe that there could be improvement in regards to work ethics and job performance.	2/10/2016 2:57 PM
9	There's a lot of waste.	2/10/2016 12:28 PM
10	Seems like administration has their favorites and discipline practices are unfair	2/10/2016 12:19 PM
11	Some of them do some do not.	2/10/2016 11:43 AM
12	No comment	2/10/2016 11:21 AM
13	I will get black-balled if I do explain.	2/10/2016 11:04 AM
14	I oversee 17 employees both day & night shift making it difficult and exhausting trying to keep up.	2/10/2016 11:03 AM
15	REGULAR EMPLOYEES BEHAVE MORE ETHICALLY THAN SUPERVISORS	2/10/2016 10:56 AM
16	Because of everyone having to "pay" for sins of the few, morale is lowered and people tend to be "less productive".	2/10/2016 10:54 AM
17	Some do not, but most do.	2/10/2016 10:54 AM
18	accident are not reported to risk	2/10/2016 7:35 AM
19	I have observed unethical behavior in the workplace, reported it, but it continues.	2/5/2016 4:18 PM
20	Not when it comes to my current Administrator.	2/5/2016 8:14 AM
21	There is always one bad apple in any group.	2/4/2016 1:27 PM
22	Some do, others are sometimes borderline	2/4/2016 12:02 PM
23	because no all the time they have ethical behavior	2/4/2016 9:55 AM
24	DONT WANT TO JUDGE	2/4/2016 7:35 AM
25	not everyone	2/3/2016 3:47 PM
26	The perception of ethics is subjective. What I see is people using their positions of power in unprofessional ways, which I construe as unethical but others may not.	2/3/2016 2:24 PM
27	There is a lot of favoritism. It is not what you know, it is all about who you know.	2/3/2016 1:43 PM
28	Need more check and balances to assure that contractors are being paid correctly and no inspectors or PM's are on the take.	2/3/2016 1:18 PM
29	Click the wrong answer.	2/3/2016 1:01 PM
30	To many whiners!	2/3/2016 12:20 PM
31	Some are more ethical and have higher standards than others than other	2/3/2016 12:12 PM
32	Some do and some don't.	2/3/2016 12:09 PM
33	Employees tend to push the issue to see how far they can with stepping over the line at times.	2/3/2016 11:34 AM

2016 City of Las Cruces Ethics Survey

34	I have seen money handling issues and they have not been handled by the supervisor in the appropriate way. The employee is still making the same mistakes and there are those of us that have to correct the mistakes. Saw a violation of City Policy and that was not dealt with either.	2/3/2016 11:03 AM
35	some employees talk bad about others	2/3/2016 10:53 AM
36	Sometimes tools needed to perform daily tasks "disappear" when left momentarily unattended	2/3/2016 10:36 AM
37	Sometimes think individuals "break the rules" in small, insignificant ways but not so drastically unethical that it would justify reporting behavior.	2/3/2016 10:34 AM
38	I hear stories of contractors performing unethical behavior but project managers not enforcing regulations to ensure contractor employees are not injured. I have not witnessed this behavior first hand.	2/3/2016 10:23 AM
39	it's ok	2/3/2016 10:18 AM
40	Sometimes I believe people don't realize that they are unethical by the choice words said to customers	2/3/2016 10:17 AM
41	there language	2/3/2016 10:13 AM
42	Because certain positions within the City act with an apparent disregard for ethics under the cover of their jobs	2/3/2016 10:12 AM
43	No one is perfect.	2/3/2016 10:12 AM
44	There are some employees that chose to do things that border on unethical.	2/3/2016 10:11 AM
45	Some do, some don't	2/3/2016 10:10 AM

Q7 Employees in my work group can report any unethical behavior they see without fear of retaliation

Answered: 490 Skipped: 16



Answer Choices	Responses	
Strongly Disagree	6.73%	33
Disagree	12.86%	63
Neutral	14.08%	69
Agree	42.86%	210
Strongly Agree	23.47%	115
Total		490

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q8 Please explain why you selected [Q7]

Answered: 47 Skipped: 459

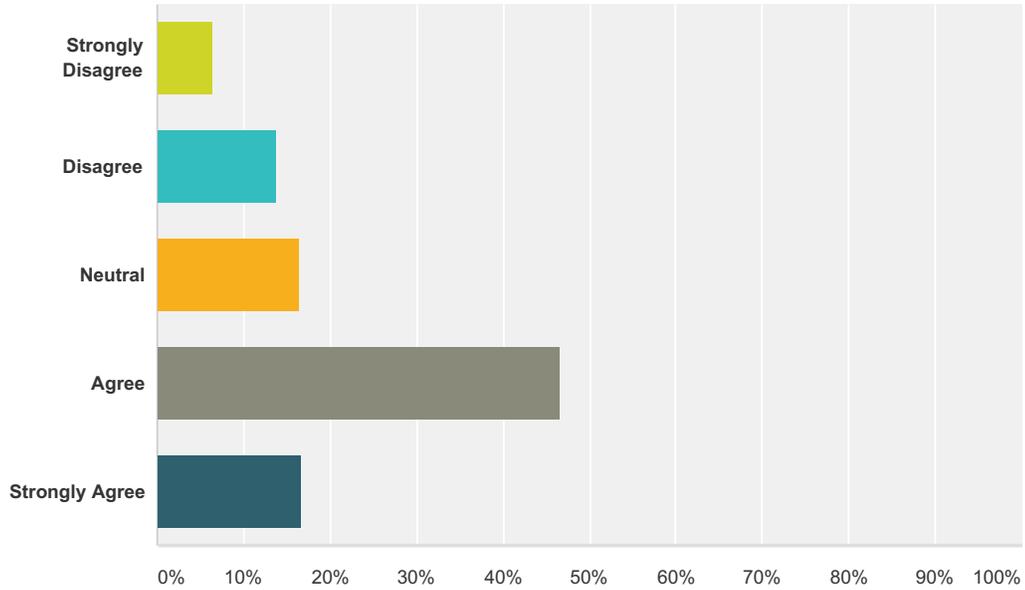
#	Responses	Date
1	you could get retaliate against	2/12/2016 8:40 AM
2	I don't know if employees in my work group can report unethical behavior without retaliation.	2/11/2016 5:41 PM
3	I do not know if some of my coworkers are afraid of retaliation.	2/11/2016 2:18 PM
4	report management fear of retaliation	2/11/2016 8:25 AM
5	Can we be sure our supervisors will not hear of the report?	2/11/2016 7:25 AM
6	Some people feel like they are getting picked on by people with seniority and are targets because the people with seniority get away with it there's no back up from Supervisors or Management	2/11/2016 7:02 AM
7	these some, would retaliate	2/11/2016 1:18 AM
8	It can become frustrating when employees don't see results/change of behavior when reported even though they are personnel issues.	2/10/2016 2:59 PM
9	retaliation from supervisors	2/10/2016 2:30 PM
10	most supervisors will retaliate in some form	2/10/2016 1:18 PM
11	I am a new employee, I do not know if you report unethical behavior you will retailion	2/10/2016 1:01 PM
12	They are afraid to report anything because of favoritism in the department.	2/10/2016 12:29 PM
13	Same as previous question	2/10/2016 12:20 PM
14	****	2/10/2016 11:38 AM
15	I don't know of anyone reporting unethical behavior	2/10/2016 11:07 AM
16	If employees report unethical behavior, at times that employee does experience different treatment because it is not confidentially kept.	2/3/2016 8:35 PM
17	not sure the information would be kept confidential	2/3/2016 8:10 PM
18	afraid of speaking	2/3/2016 1:56 PM
19	no	2/3/2016 1:54 PM
20	Some people who report unethical behavior will be retaliated against.	2/3/2016 1:44 PM
21	It depends on what is said.	2/3/2016 1:40 PM
22	I don't know how other people think. They may feel fear or they may not.	2/3/2016 1:36 PM
23	I'm 50 50 on this	2/3/2016 1:32 PM
24	The supervisors and administrators, through various resources, can find out who says what and plan accordingly to only benefit or protect themselves.	2/3/2016 1:11 PM
25	I have no idea if they can or not.	2/3/2016 12:34 PM
26	Employees can legally report unethical behavior without fear of retaliation. Real circumstances, however, may still give them fear of retaliation.	2/3/2016 11:47 AM
27	Favoritism in the Section	2/3/2016 11:33 AM
28	I've never personal witnessed retaliation in my section; however, fear of retaliation is generally the culture among employees.	2/3/2016 11:20 AM
29	I have no Idea if there would be retaliation or not.	2/3/2016 11:12 AM
30	I have talked to my supervisor more than one time and nothing has changed. I am still doing the other persons job.	2/3/2016 11:04 AM
31	I don't think retribution would be overt but could definitely hurt a persons career.	2/3/2016 11:04 AM

2016 City of Las Cruces Ethics Survey

32	Not exactly sure that the issue will be addressed depending on who involved etc. Possible blowback might not make it worth reporting.	2/3/2016 10:58 AM
33	I don't know if there is a fear of retaliation. I would like to think there isn't.	2/3/2016 10:54 AM
34	Because I don't know what employees in my work group perceive or don't perceive. For myself, I feel open to report unethical behavior without fear of retaliation.	2/3/2016 10:48 AM
35	It depends on what you are going in to report sometimes it can help you and sometimes it can hurt you.	2/3/2016 10:48 AM
36	Fear of retaliation increases as the rank of the perpetrator increases.	2/3/2016 10:44 AM
37	I have no way of predicting the behavior of other people. I may believe reporting of unethical behavior should not be retaliated against, but I cannot predict whether or not others will retaliate.	2/3/2016 10:36 AM
38	Because I am unsure.	2/3/2016 10:30 AM
39	have not been in work place long enough	2/3/2016 10:26 AM
40	We've never to my knowledge reported it per CLC policy. For example, someone stealing from another employee was not reported to the Ethics board. Why not?	2/3/2016 10:25 AM
41	Some of us are at-will hires that would likely lose their jobs if we reported things we saw. Don't expect anyone but salaried employees beyond their first year and safely out of their probationary period to report unethical behavior.	2/3/2016 10:24 AM
42	I believe many employees fear reprisal for reporting issues. I do not feel that will happen in most cases, but my perception is that there is some fear.	2/3/2016 10:24 AM
43	It's ok	2/3/2016 10:18 AM
44	The same reason I have a county employee as a supervisor appointed to me.	2/3/2016 10:17 AM
45	RETALIATION	2/3/2016 10:17 AM
46	not sure if retaliation would happen if anything was every reported	2/3/2016 10:11 AM
47	Depends on group	2/3/2016 10:11 AM

Q9 The City’s ethics policies are interpreted and used fairly by managers in my department

Answered: 485 Skipped: 21

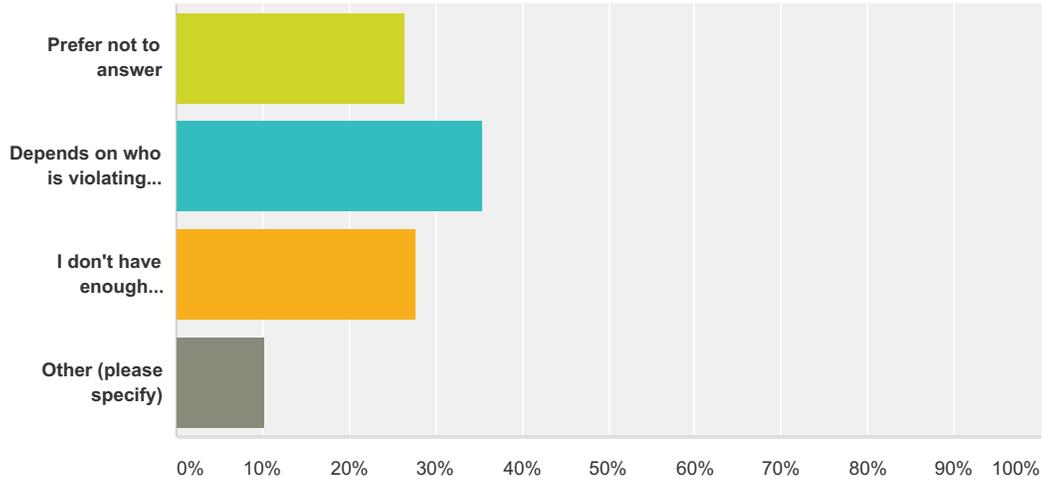


Answer Choices	Responses	
Strongly Disagree	6.39%	31
Disagree	13.81%	67
Neutral	16.49%	80
Agree	46.60%	226
Strongly Agree	16.70%	81
Total		485

#	Other (please specify)	Date
	There are no responses.	

Q10 Please explain why you selected [Q9]

Answered: 79 Skipped: 427

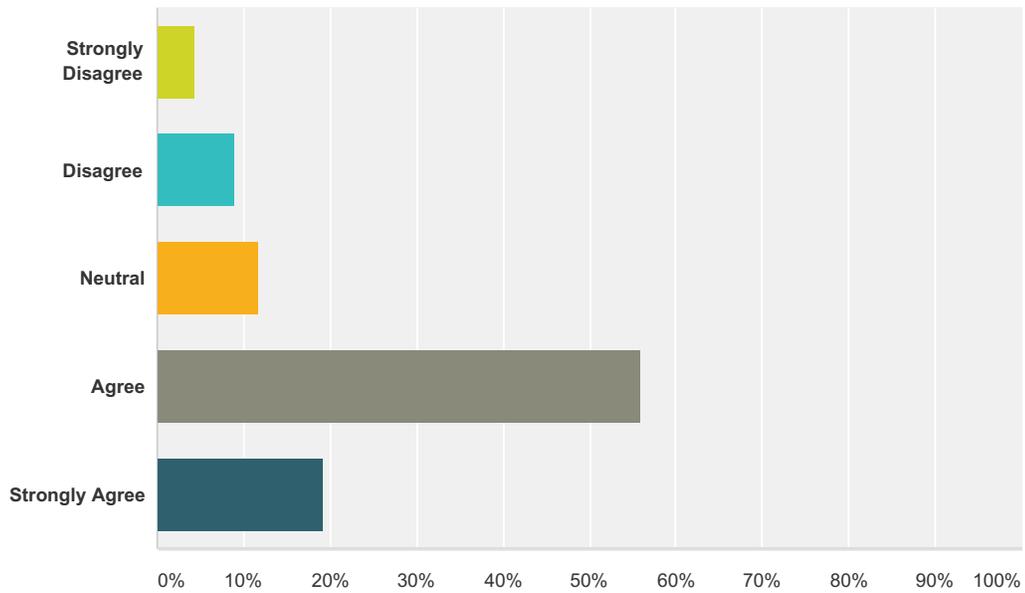


Answer Choices	Responses
Prefer not to answer	26.58% 21
Depends on who is violating the policy	35.44% 28
I don't have enough information to respond	27.85% 22
Other (please specify)	10.13% 8
Total	79

#	Other (please specify)	Date
1	It depends on who you are. If the Director doesn't like you, you have to follow the rules but if he likes you, you don't have to.	2/10/2016 12:30 PM
2	I cannot speak for others concerning that matter	2/8/2016 4:54 PM
3	There is a term used Management and HR "Case by Case basis" when sometimes reflect fairplay.	2/7/2016 8:00 PM
4	It appears there may be favoritism but I may be wrong. Short of my asking them why they do what they do and for what reasons.	2/3/2016 12:10 PM
5	I do not feel like the supervisor wants to write up an employee and just "talks" to the employee with no visible change is job performance.	2/3/2016 11:08 AM
6	I believe a former employee was unfairly fired for sexual Harassment	2/3/2016 11:02 AM
7	Not all managers	2/3/2016 10:32 AM
8	new hire	2/3/2016 10:27 AM

Q11 My values and the values of my department are similar

Answered: 483 Skipped: 23



Answer Choices	Responses
Strongly Disagree	4.35% 21
Disagree	8.90% 43
Neutral	11.59% 56
Agree	55.90% 270
Strongly Agree	19.25% 93
Total	483

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q12 Please explain why you selected [Q11]

Answered: 33 Skipped: 473

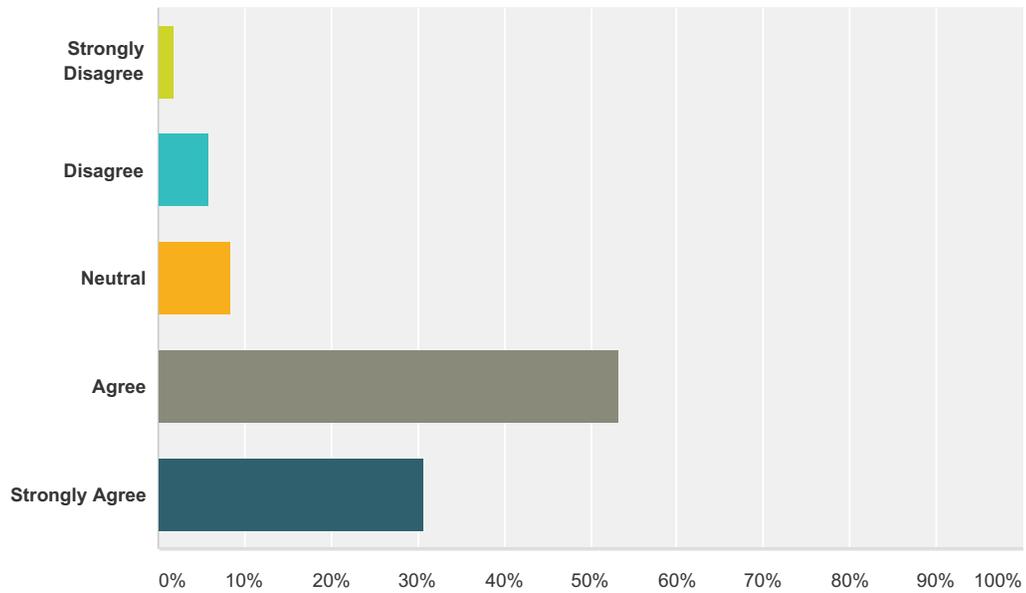
#	Responses	Date
1	I am a new employee and can't honestly answer the question.	2/12/2016 10:25 AM
2	What would it honestly matter to explain my answer. The dept. is always falling apart, in all areas. I come to work, do my job, go home.	2/12/2016 9:04 AM
3	because	2/12/2016 5:32 AM
4	I feel that employees need to have support from Mgmt	2/11/2016 7:04 AM
5	I believe some do not follow ethical behavior, I follow all the time	2/11/2016 1:19 AM
6	My view points are much more rigid in reference to accountability and accepting mediocrity by employees.	2/10/2016 3:01 PM
7	Two different animals, I guess I haven't compared them enough to answer that question with confidence. After putting some thought into it I can say I approach everything the same way which is in a positive way weather it is a negative or positive situation. Make the best of it.	2/10/2016 12:04 PM
8	I have my values, my coworkers have their own and it doesn't bother me.	2/10/2016 11:31 AM
9	Not sure how to answer that one.	2/10/2016 11:04 AM
10	HIGHER UPS GET AWAY WITH NOT BEING ETHICAL	2/10/2016 10:58 AM
11	My department consists of several sections. I could neither agree nor disagree.	2/10/2016 10:57 AM
12	the department has their own personal things in which they look out just for themselves and not the whole of the department	2/10/2016 10:56 AM
13	n/a	2/4/2016 12:56 PM
14	they make minor issues a huge deal.	2/4/2016 10:22 AM
15	Managers turn a blind eye with issues	2/4/2016 9:36 AM
16	I have found in my 9+ years working for the City that my values and those of people around me don't always mesh. What I think is good work ethic and what others think it is different.	2/4/2016 8:31 AM
17	We differ in our opinions on some points but it is not an issue right now, just a difference of opinion	2/4/2016 7:12 AM
18	Because we do not always agree	2/3/2016 1:58 PM
19	no	2/3/2016 1:55 PM
20	I really don't have knowledge of the other sections in my department.	2/3/2016 1:45 PM
21	it depends on who you are.	2/3/2016 1:45 PM
22	The values of individual members/supervisors of the department vary and do not always reflect those of the entire department. My individual values are same as the department's values.	2/3/2016 12:52 PM
23	Very complicated/multifaceted question	2/3/2016 12:40 PM
24	I'm not sure if the question means to ask my values vs. the departments expected values or the departments actual displayed values. The department I work in (Codes/Animal Control) displays a disappointing amount of favoritism and chauvinistic tendency. Certain rules and requests are applied to females that are not demanded of the males. In addition, the Codes officers are allotted more overtime projects and leniency when it comes to policy than the Animal Control officers are. These things seem to come directly from out department head and our secondary supervisors are unwilling or unable to stand up for us. It's very frustrating to see these things happening as I otherwise have a very high opinion of the City as an employer.	2/3/2016 12:34 PM
25	I have strong values and that is not always displayed by other employees that work here.	2/3/2016 12:21 PM
26	To some degree but not always.	2/3/2016 12:10 PM
27	The department is more interested in paperwork than actually helping citizens. We are beholden to the State of New Mexico's checkbook.	2/3/2016 11:06 AM

2016 City of Las Cruces Ethics Survey

28	I often feel that my goals & values conflict with those in my department.	2/3/2016 10:54 AM
29	It's not always the same	2/3/2016 10:48 AM
30	I do not believe personal grooming and extended personal visiting on company time is ethical.	2/3/2016 10:45 AM
31	Often time the fastest process to get a project done is the one selected by others/managers. I do not always feel this is the right way to get a project done.	2/3/2016 10:37 AM
32	Don't understand the question. Values or value of what?	2/3/2016 10:19 AM
33	It's a mixed bag where I work	2/3/2016 10:08 AM

Q13 Managers in my department insist that employees follow the laws and policies

Answered: 476 Skipped: 30

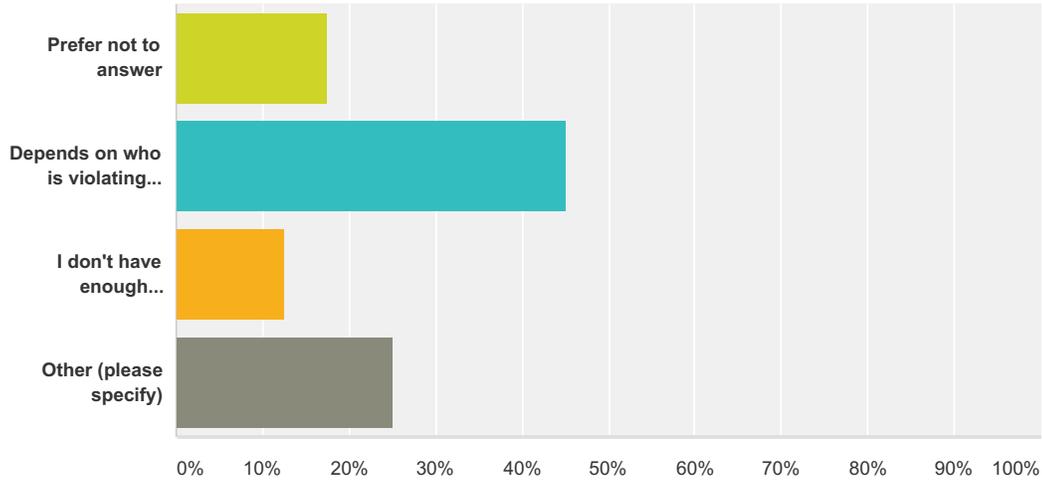


Answer Choices	Responses
Strongly Disagree	1.89% 9
Disagree	5.88% 28
Neutral	8.40% 40
Agree	53.15% 253
Strongly Agree	30.67% 146
Total	476

#	Other (please specify)	Date
	There are no responses.	

Q14 Please explain why you selected [Q13]

Answered: 40 Skipped: 466

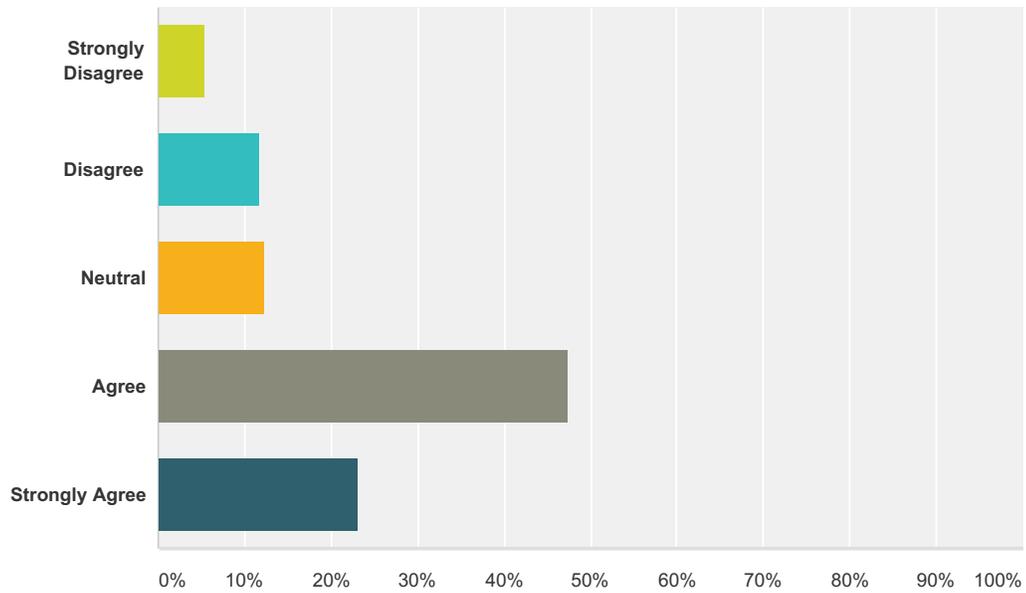


Answer Choices	Responses
Prefer not to answer	17.50% 7
Depends on who is violating the policy	45.00% 18
I don't have enough information to answer	12.50% 5
Other (please specify)	25.00% 10
Total	40

#	Other (please specify)	Date
1	Not even supervisors can stay on the same page. One tells us one thing, another..another. No right instruction in our dept ever.	2/12/2016 9:05 AM
2	It depends both on who is violating and what the ulterior motive is.	2/11/2016 10:33 AM
3	there is no communication between front line employees and management	2/11/2016 6:58 AM
4	There is a lack of consistency.	2/10/2016 3:02 PM
5	Again, it depends on who you are.	2/10/2016 12:31 PM
6	Mostly	2/10/2016 10:52 AM
7	Our department head will tell us to modify our behaviour based on policy, but seems to look the other way when certain individuals choose to ignore policy.	2/3/2016 12:36 PM
8	supervisors mostly adhere, the administrator does not	2/3/2016 12:15 PM
9	Some managers enforce ethics policies, some don't. The higher the manager/administrator in the organization, the less ethical the behavior, especially when dealing with those below them.	2/3/2016 10:54 AM
10	Vocally, that is the case, but behavior sometimes suggests a preference toward bending certain rules, particularly accounting rules.	2/3/2016 10:26 AM

Q15 Managers in my department set a good example by following the laws and policies that apply to their jobs

Answered: 474 Skipped: 32



Answer Choices	Responses	
Strongly Disagree	5.49%	26
Disagree	11.60%	55
Neutral	12.24%	58
Agree	47.47%	225
Strongly Agree	23.21%	110
Total		474

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q16 Please explain why you selected [Q15]

Answered: 43 Skipped: 463

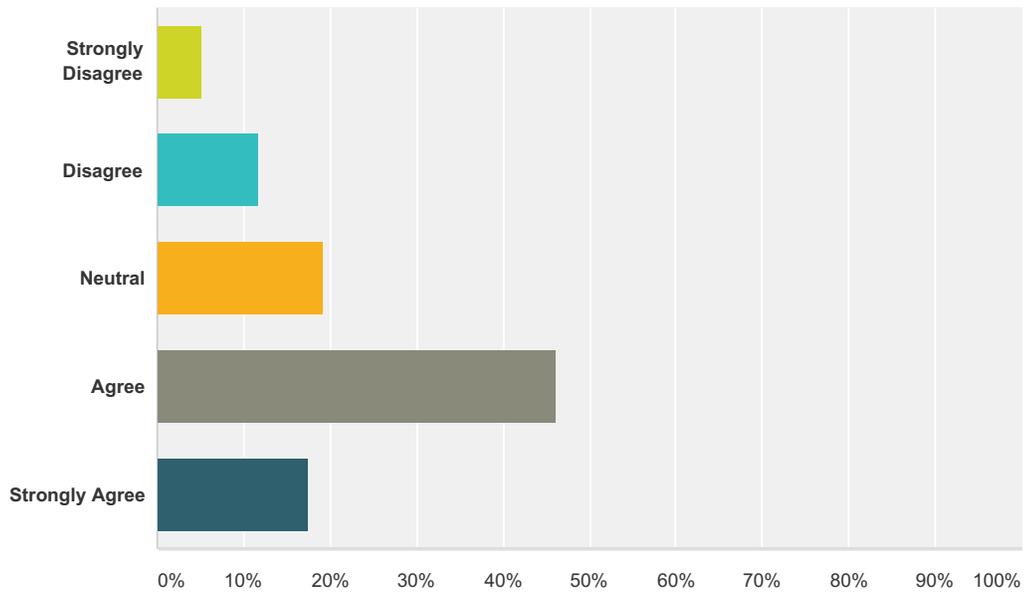
#	Responses	Date
1	It depends on the person.	2/17/2016 6:26 PM
2	I am a new employee and have not been able to observe in order to answer the question honestly.	2/12/2016 10:26 AM
3	because they are not	2/12/2016 8:41 AM
4	Not all manager set good examples to their employees. Some abuse their power.	2/11/2016 2:10 PM
5	When I did speak I got in trouble. Neutral	2/11/2016 8:12 AM
6	there is no involvement from management which leads to lack of communication between employees and management	2/11/2016 6:59 AM
7	some managers do not	2/11/2016 1:20 AM
8	There is a lack of consistency by some, not all.	2/10/2016 3:03 PM
9	Some need to set the example and reprimand does that choose to ignore the policies	2/10/2016 12:47 PM
10	There are managers who follow rules are the ones the Director doesn't like.	2/10/2016 12:32 PM
11	I do not have daily interaction with my managers	2/10/2016 12:15 PM
12	Communications in my department is not good therefore I'm not always aware of how the supervisors behave	2/10/2016 11:09 AM
13	They try and set a good example of how things should be , but get away with it if they don't abide. we hear that it is easier to find a regular employee than it is to replace supervisors and department heads so they get a slap on the hand, its swept under the rug and they get to continue on their merry way!	2/10/2016 11:01 AM
14	for the present and for the most part yes they now do, but in the past before they held these management positions they did not follow them	2/10/2016 10:57 AM
15	I work rotation shifts so I am not around managers all the time.	2/8/2016 5:00 PM
16	Not enough information	2/7/2016 1:31 PM
17	Some do, some don't.	2/5/2016 8:40 AM
18	My immediate supervisors yes but my Administrator has a different set of rules that she goes by that I see is unfair.	2/5/2016 8:16 AM
19	sometimes	2/5/2016 8:13 AM
20	Depends on the person and the needs of that manager or director	2/4/2016 10:46 AM
21	Those that manage me are very ethical. Those in my section feel that they are above certain rules and regulations and counseling sessions / mentoring sessions don't seem to work to change their minds. But, for the most part the managers in my overall section do the correct thing.	2/4/2016 8:33 AM
22	It depends on who you are.	2/3/2016 8:36 PM
23	I don't know if supervisors follow all of the city policies	2/3/2016 8:14 PM
24	no comment	2/3/2016 2:25 PM
25	no	2/3/2016 1:56 PM
26	It depends on who you are and who you know.	2/3/2016 1:46 PM
27	The supervisors in my department do just what is necessary to avoid complaints and internal investigations, but nothing more.	2/3/2016 12:37 PM
28	not enough information	2/3/2016 12:35 PM
29	There are lots of ways to do things. It is hard to distinguish what is correct, expedient, or gray.	2/3/2016 12:19 PM
30	They've been caught in the "act". Whether they believe they were acting ethically or not is up to them. Everyone's perception may be different.	2/3/2016 12:11 PM

2016 City of Las Cruces Ethics Survey

31	I don't know if they do or not since personnel matters are not open to everyone.	2/3/2016 11:07 AM
32	to much back stabbing talk of others	2/3/2016 11:02 AM
33	Again, the higher the manager in the organization, the less ethical the behavior of that person.	2/3/2016 11:01 AM
34	Because I don't see their behavior on a constant basis I am unable to make this assumption. However, from what I observe in interactions, I believe they do act ethically.	2/3/2016 10:50 AM
35	most managers do not set good examples in anything.	2/3/2016 10:47 AM
36	I do not know the exact processes others follow. They may be legal and within policy or they may not be.	2/3/2016 10:38 AM
37	Not up to lower people to judge	2/3/2016 10:33 AM
38	I witness management doing the complete opposite of what they expect employees to be doing. Such as coming in late, not completing task or jobs in a timely manner. In whole just plain out forgetting about the task or job needed done. Accumulating back logs of work not being done. While having policies in place for their staff on when work "NEEDS" to be done.	2/3/2016 10:29 AM
39	I don't have any real examples of unethical behavior I have witnessed firsthand. I have seen laziness, waste, disorganization...	2/3/2016 10:27 AM
40	I believe there are good intentions, but we are inconsistent and don't discipline in accordance with our professed core values. Again, I cite stealing from another - those who do this should not work here.	2/3/2016 10:27 AM
41	Do as I say, not as I do is not ethical behavior from Supervisor's.	2/3/2016 10:26 AM
42	rules some to some and not others	2/3/2016 10:18 AM
43	Some do, some don't	2/3/2016 10:12 AM

Q17 If I have an ethics complaint in my department, it will be handled fairly

Answered: 472 Skipped: 34

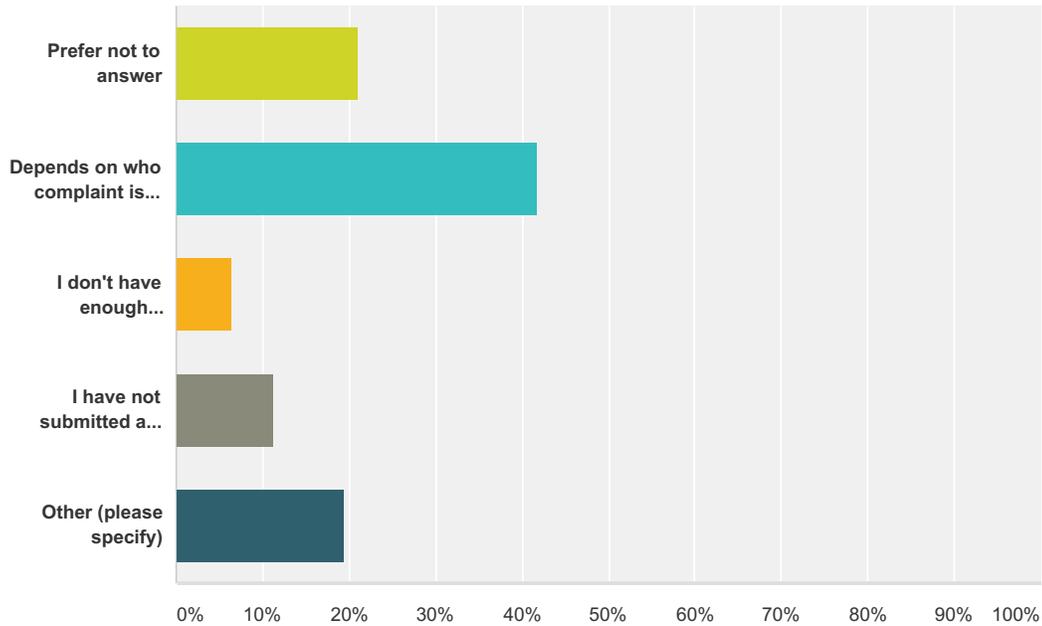


Answer Choices	Responses
Strongly Disagree	5.30% 25
Disagree	11.65% 55
Neutral	19.28% 91
Agree	46.19% 218
Strongly Agree	17.58% 83
Total	472

#	Other (please specify)	Date
	There are no responses.	

Q18 Please explain why you selected [Q17]

Answered: 170 Skipped: 336



Answer Choices	Responses
Prefer not to answer	21.18% 36
Depends on who complaint is against	41.76% 71
I don't have enough information to answer	6.47% 11
I have not submitted a complaint	11.18% 19
Other (please specify)	19.41% 33
Total	170

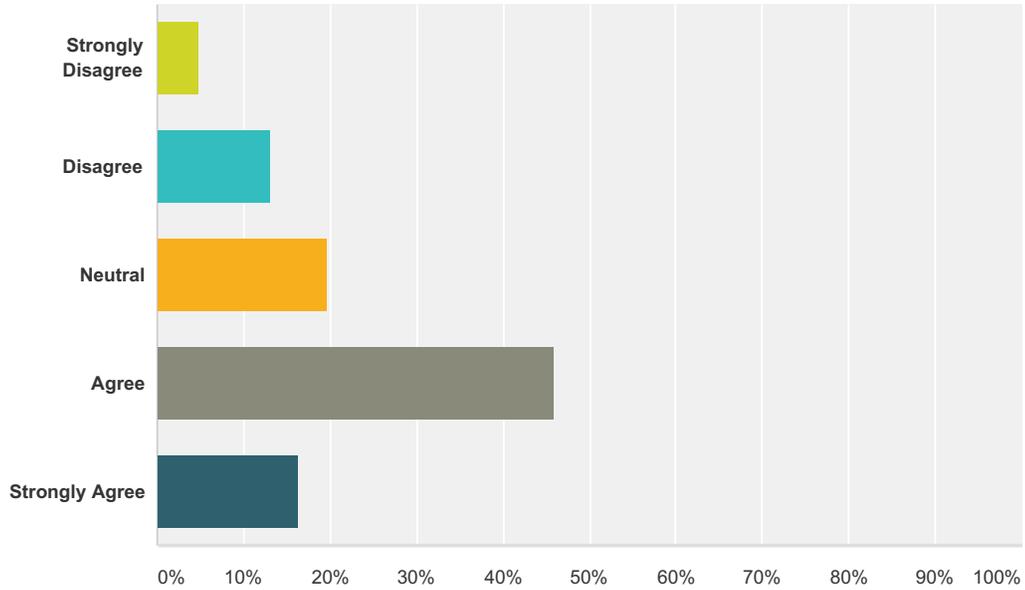
#	Other (please specify)	Date
1	upper management lack professionalism and staff are unable to report their bullying tactics of doing city business	2/12/2016 3:56 PM
2	I tried to submit a complaint and was told I would probably be moved to a different job if I did, or maybe fired.	2/11/2016 10:33 AM
3	I have submitted a complaint but do not know the outcome. Report only stated that the City Manager received a report. That doesn't tell me how it was handled.	2/10/2016 12:34 PM
4	I reported my supervisor as been unfair but nothing happened.	2/10/2016 12:32 PM
5	I will be black-balled!	2/10/2016 11:06 AM
6	You put in a complaint but then once managers get told what is gonig on and it needs to be corrected all your working rights get taken away and person(s) doing the wrong still employed and manager only covering up what was going on. They also go out of their way to get other work duties taken away without getting input or holding meetings as to what is going on. Such a joke too because also advised to file complaint with EEOC but can't prove that what is being done to employees based on protected class and it's supposedly perfectly legally to have really bad managers in workplace.	2/10/2016 10:54 AM
7	nothing ever comes of complaints unless youre from a certain ethnic background. the city protects some groups more than others	2/10/2016 8:25 AM
8	Never filed a complaint nor seen what happens on a complaint	2/8/2016 7:41 AM

2016 City of Las Cruces Ethics Survey

9	There is an underling concern that if you report unethical behavior the rest of section will not trust you as a coworker.	2/8/2016 7:27 AM
10	Administrator has a bad preconception of our dept.	2/6/2016 8:28 AM
11	It has been my experience that upper management will overturn disciplinary action for unethical behavior and poor work performance	2/5/2016 4:22 PM
12	when something has been reported it has been dismissed, and it depends on who the complaint is and who the complaint is on	2/5/2016 2:37 PM
13	Depends on who the complaint is against AND which "manager" handles the complaint.	2/5/2016 8:40 AM
14	I think it depends who the complaint is against and how long they've been working at the City and who in the City's upper management is willing to back them up. I'm amazed at how many chances some employees are given.	2/3/2016 4:26 PM
15	Our Administrator to disconnected from our section	2/3/2016 1:35 PM
16	Depends on who handles the complaint and who it is against.	2/3/2016 12:53 PM
17	I don't feel safe lodging a complaint	2/3/2016 12:41 PM
18	Its my belief but I can't speak for my supervisors.	2/3/2016 12:13 PM
19	I expect so, but couldn't say with certainty that it "will be" handled fairly.	2/3/2016 11:52 AM
20	I have complained about a person that has violated City Policy and nothing was done about the violation. The employee has not changed their work habits. There are a couple of us that end up having to fix the issues that this employee causes.	2/3/2016 11:10 AM
21	Consequences seem to vary by situation	2/3/2016 11:05 AM
22	Refer to question 7 & 11 above	2/3/2016 11:03 AM
23	Because I cannot assume that those issues are handled in a certain way; I HOPE they but I have no knowledge that they ACTUALLY are.	2/3/2016 10:51 AM
24	if you are liked by our director, you are protected	2/3/2016 10:48 AM
25	complaints have been known to be handled in a round about way rather than directly with the employee in question	2/3/2016 10:47 AM
26	repercussions. Hopefully not for the surveys too!	2/3/2016 10:34 AM
27	have brought up issues do not see change	2/3/2016 10:29 AM
28	too new to rate	2/3/2016 10:28 AM
29	some complaints were not handled properly in my opinion.	2/3/2016 10:28 AM
30	I have experienced a lot of retaliation. Instead of handling the problem at hand I am the one that is treated unfairly. I have had numerous reports to my director which in turn she turns around and tells the person what I have reported. I have never worked in a place where ethics are not respected.	2/3/2016 10:16 AM
31	It depends who is investigating. I have lost complete faith in the process. I see it being used as retaliatory, and for personal interest and gain.	2/3/2016 10:15 AM
32	In my exeriance CLC has always been lax on discipline. In some cases problem employees are just moved or promoted. It looks horrible.	2/3/2016 10:12 AM
33	fear	2/3/2016 10:11 AM

Q19 I am confident that quick and decisive action will be taken if wrongdoing is discovered in my work group or department

Answered: 470 Skipped: 36

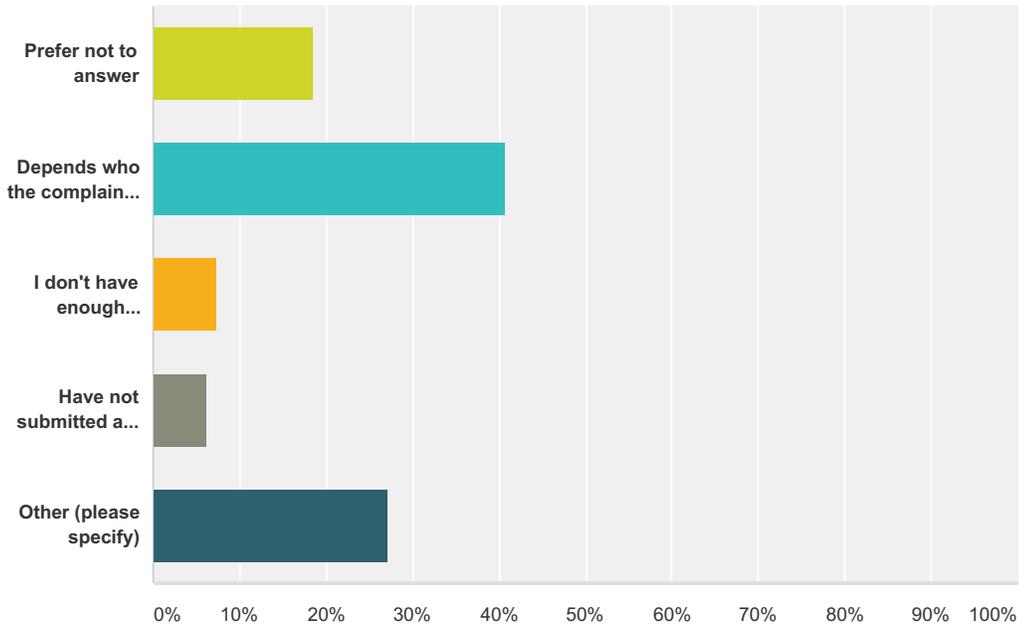


Answer Choices	Responses	
Strongly Disagree	4.89%	23
Disagree	13.19%	62
Neutral	19.57%	92
Agree	45.96%	216
Strongly Agree	16.38%	77
Total		470

#	Other (please specify)	Date
	There are no responses.	

Q20 Please explain why you selected [Q19]

Answered: 177 Skipped: 329



Answer Choices	Responses
Prefer not to answer	18.64% 33
Depends who the complaint is against	40.68% 72
I don't have enough information to answer	7.34% 13
Have not submitted a complaint	6.21% 11
Other (please specify)	27.12% 48
Total	177

#	Other (please specify)	Date
1	there was physical violence in the work place and HR has done nothing about it.	2/17/2016 7:43 AM
2	It is never quick, it always takes forever	2/12/2016 1:07 PM
3	process may take longer than expected	2/12/2016 8:59 AM
4	because	2/12/2016 5:33 AM
5	I submitted a complaint of sexually harassment and it was thrown out and the parties who witnessed it were never asked a single question, I know this cause I asked all of them	2/11/2016 10:02 PM
6	This would not happen.	2/11/2016 10:34 AM
7	My whole department reported wrongdoing by our administrator a week ago and it involved assault allegations and she is still our administrator	2/10/2016 3:19 PM
8	Depends on the nature of complaint and results. Process may take more time to be done right	2/10/2016 1:03 PM
9	Have previously exposed ethical lapses and there were no visible repercussions	2/10/2016 12:35 PM
10	not if the complaint is against any part of the management	2/10/2016 12:17 PM
11	Have seen some people get black-balled.	2/10/2016 11:07 AM

2016 City of Las Cruces Ethics Survey

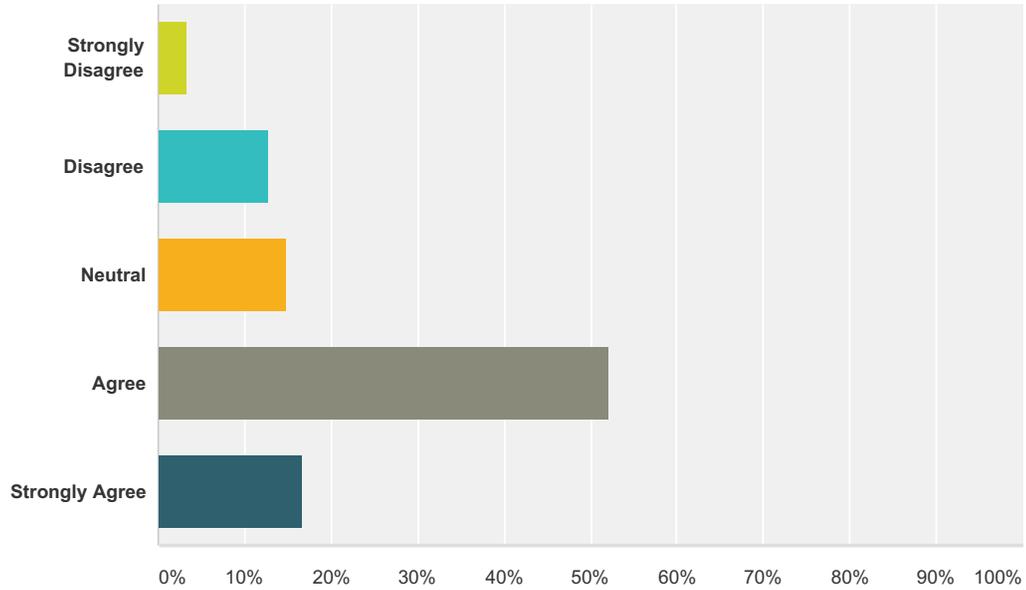
12	I have observed too many instances of non-action and catering personalities and personal agendas to have faith that action will be taken	2/10/2016 10:59 AM
13	No, it does not. It took so many complaints over the course of two years. Finally internal auditor listened and talked with management about what was going on but nothing else was done only retaliation done to workers by revoking their working privileges. It's funny that expected to meet quotas that set forth but don't even have access to keep track of our work within the system.	2/10/2016 10:56 AM
14	Nothing in the CLC is quick and decisive	2/8/2016 7:28 AM
15	The process and investigative process is inherently lengthy.	2/7/2016 8:05 PM
16	For wrongdoings in my section, this can take two to three months and drag on longer.	2/5/2016 4:25 PM
17	"Action" is neither quick nor decisive around here.	2/5/2016 8:41 AM
18	You are guilty until proven innocent	2/4/2016 1:51 PM
19	due to nature of dept. sometimes way too busy to address problem until later	2/4/2016 1:29 PM
20	have not seen any actions taken toward those in charge	2/4/2016 1:04 PM
21	its the city nothing gets done quick	2/4/2016 6:12 AM
22	It depends whether Audit is involved. Otherwise, things move very slowly in my area.	2/3/2016 4:27 PM
23	No one reports - they sweep it under the rug and pretend it didn't happen or they use it as gossip to make others uncomfortable instead.	2/3/2016 2:40 PM
24	Sometimes the wheels turn slowly	2/3/2016 1:59 PM
25	submitted complaints seem to take a long time to process.	2/3/2016 1:55 PM
26	Our Administrator is bogged down with his own personal agenda	2/3/2016 1:36 PM
27	some issues take too long time to resolve and other complaints take on unwarranted attention	2/3/2016 1:16 PM
28	Again, depends on the violator.	2/3/2016 12:54 PM
29	They will take necessary action to justify that they did something about the issue. however, the root of the problems never truly get resolved as the behaviour is often exhibited by the same supervisor.	2/3/2016 12:39 PM
30	Sure, if they are called out on it.	2/3/2016 12:13 PM
31	During a recent recruitment selection panel, it was discovered the written test and interview questions had been compromised, i.e., provided to one or more candidates. HR representatives did not want to pursue any action to determine who compromised the process, and instead decided to proceed with the recruitment by making an adjustment to the selection criteria. Instead, the recruitment should have been cancelled and re-advertised in my opinion.	2/3/2016 12:03 PM
32	Things can take quite a while to get done.	2/3/2016 11:48 AM
33	I'm aware of several complaints that have been brought forward and nothing seems to get done.	2/3/2016 11:22 AM
34	I saw a City Policy violation, reported it to the supervisor, we had a meeting. Nothing was done to the person that violated City Policy.	2/3/2016 11:11 AM
35	Working with the City I notice that decisions take too long	2/3/2016 11:07 AM
36	Not convinced that consequences are the same across the board for ethical violations	2/3/2016 11:06 AM
37	Who complaint against and if Supervisors believe that it is worth their time looking into	2/3/2016 11:00 AM
38	Refer to previous for same answer.	2/3/2016 10:51 AM
39	our director is suppose to lead as an example for other departments, but his reputation is not fair with all staff in his group.	2/3/2016 10:50 AM
40	Many issues are not handled quickly or confidentially in my department.	2/3/2016 10:38 AM
41	If confidentiality is followed, then we wouldn't really know	2/3/2016 10:34 AM
42	i know about perceived unethical behavior and adverse consequences for people who were not guilty.	2/3/2016 10:33 AM
43	It's never decisive.	2/3/2016 10:28 AM
44	I see very little evidence that anything is done "quick and decisive" as at the least, due process takes time.	2/3/2016 10:27 AM

2016 City of Las Cruces Ethics Survey

45	Numerous reports have been made and nothing has been done. All reports with factual backup.	2/3/2016 10:17 AM
46	Never quick	2/3/2016 10:13 AM
47	Nothing is ever done. Continually told that they will be talked to and it never changes.	2/3/2016 10:12 AM
48	history	2/3/2016 10:11 AM

Q21 The City's personnel policies are interpreted and used fairly by managers in my department

Answered: 469 Skipped: 37

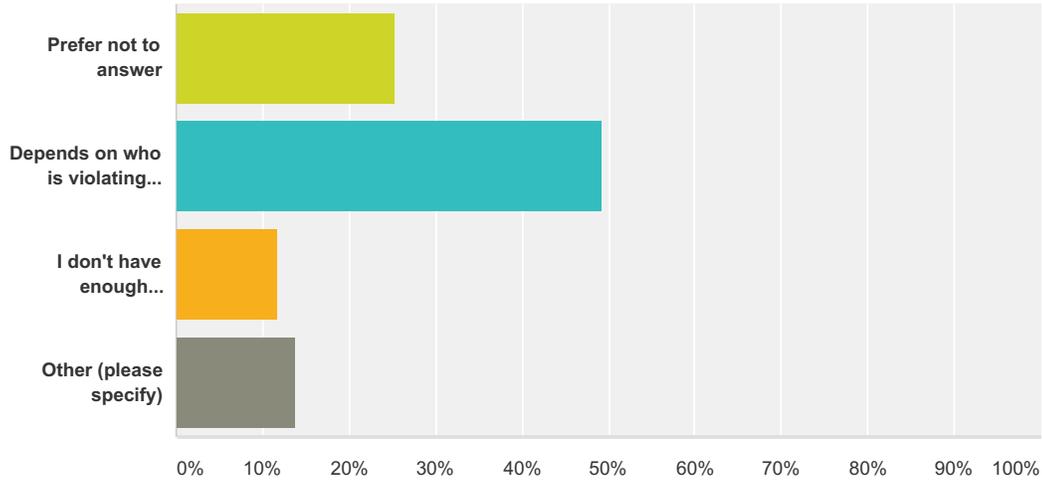


Answer Choices	Responses	
Strongly Disagree	3.41%	16
Disagree	12.79%	60
Neutral	14.93%	70
Agree	52.24%	245
Strongly Agree	16.63%	78
Total		469

#	Other (please specify)	Date
	There are no responses.	

Q22 Please explain why you selected [Q21]

Answered: 146 Skipped: 360



Answer Choices	Responses
Prefer not to answer	25.34% 37
Depends on who is violating the policy	49.32% 72
I don't have enough information to answer	11.64% 17
Other (please specify)	13.70% 20
Total	146

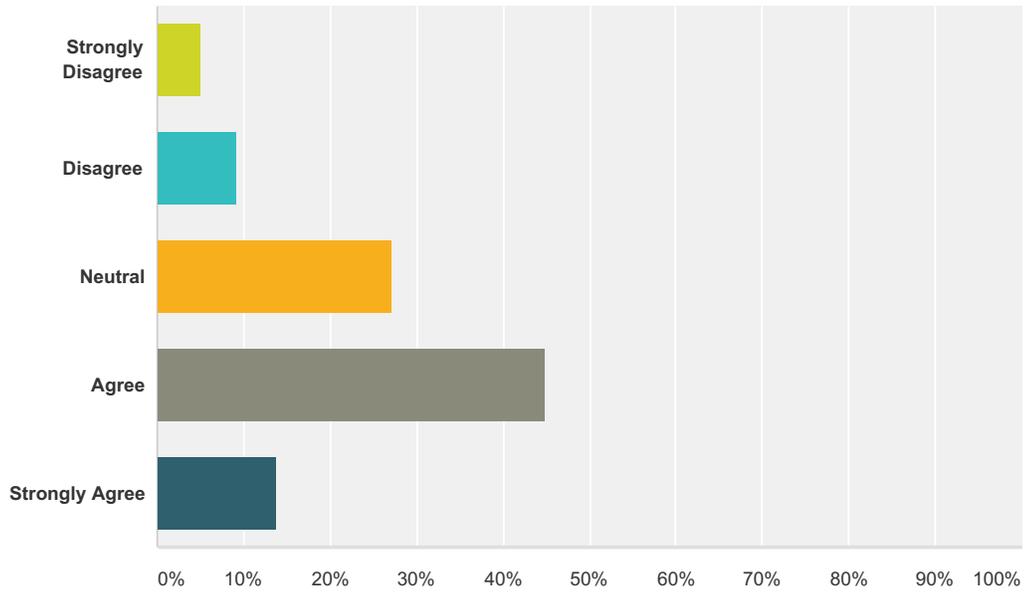
#	Other (please specify)	Date
1	They try to make thier own policy	2/12/2016 1:07 PM
2	My answer in the beginning of this survey answers all of these questions on why I disagree, etc.	2/12/2016 9:41 AM
3	deputy chief makes his own policies	2/10/2016 1:21 PM
4	There is not a lot of confidence or trust that it will be fairly investigated to conclusion	2/10/2016 12:57 PM
5	It depends on who you are and if the director likes you or not.	2/10/2016 12:34 PM
6	they do not follow the blue collar contract	2/10/2016 12:22 PM
7	Will get black-balled!	2/10/2016 11:08 AM
8	They interpret the policies to their benefit and not to correct the problems going on within the affected section.	2/10/2016 10:57 AM
9	there is no consistency, and it depends on who is violating the policy	2/5/2016 2:38 PM
10	Not sure exactly what is in the "Personnel Policies."	2/5/2016 8:42 AM
11	In my section, some managers believe that following policy hinders their ability to get the job done.	2/3/2016 4:30 PM
12	Manager does not stand up for employees.	2/3/2016 2:40 PM
13	Because I don't have a sense of fairness	2/3/2016 2:00 PM
14	Several city and department policies are interpreted and followed to benefit the supervisors personal agenda.	2/3/2016 12:55 PM
15	They are there but not followed.	2/3/2016 11:12 AM
16	Most cases are kept secret	2/3/2016 11:08 AM

2016 City of Las Cruces Ethics Survey

17	Depends upon who is violating the policy and who is responsible for enforcing the policy.	2/3/2016 11:02 AM
18	See previous answer.	2/3/2016 10:52 AM
19	depends on the situation - i think good intentions are there, but again, i disagree with some of the outcomes	2/3/2016 10:29 AM
20	They feel it applies to others and not them.	2/3/2016 10:18 AM

Q23 The City's personnel policies are interpreted and used fairly by Department Directors, Assistant City Managers and the City Manager

Answered: 467 Skipped: 39

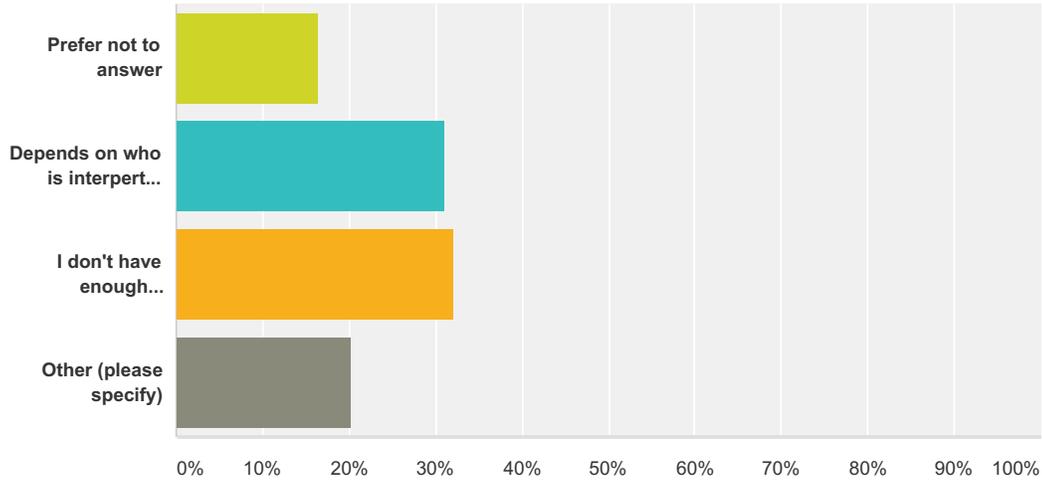


Answer Choices	Responses
Strongly Disagree	4.93% 23
Disagree	9.21% 43
Neutral	27.19% 127
Agree	44.97% 210
Strongly Agree	13.70% 64
Total	467

#	Other (please specify)	Date
	There are no responses.	

Q24 Please explain why you selected [Q23]

Answered: 193 Skipped: 313



Answer Choices	Responses
Prefer not to answer	16.58% 32
Depends on who is interpreting the policy	31.09% 60
I don't have enough information to answer	32.12% 62
Other (please specify)	20.21% 39
Total	193

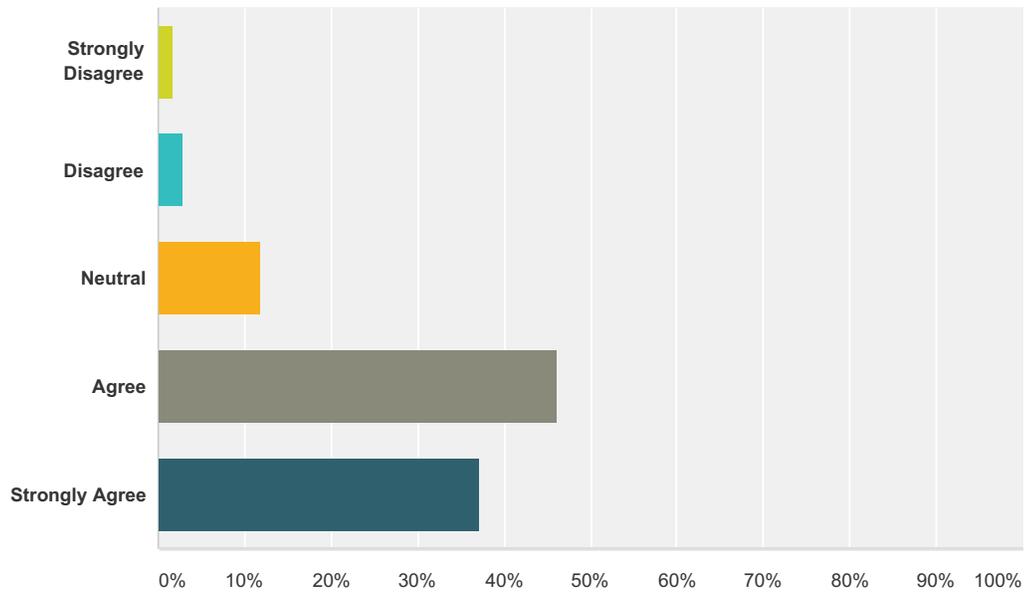
#	Other (please specify)	Date
1	once again, their tactics of bullying staff continues without change	2/12/2016 3:58 PM
2	As I said before, they at times try to make thier own policy	2/12/2016 1:08 PM
3	Situations have been brought up and instead of backing us up, when we have followed procedure, we are told we are in the wrong. Even thogh we followed the proceedures set by management	2/12/2016 10:47 AM
4	Not sure what goes on up the ladder.	2/12/2016 9:41 AM
5	I went to Garza himself and complainededucation about two managers and he told me not to worry about it because he didn't feel it was important but later I found out by Mary Pearce I could have filed in Santa February and won but I waited to long	2/11/2016 10:06 PM
6	seems decisions are made with little or no feed back from front line employees	2/11/2016 7:01 AM
7	Our administrator does not know how to talk to people without hitting them, cussingx or throwing something	2/10/2016 3:20 PM
8	It depends on who you are and who you align yourself with.	2/10/2016 12:34 PM
9	not if it varies from blue collar contract	2/10/2016 12:23 PM
10	Some don't even read it themselves.	2/10/2016 11:14 AM
11	Even the "top" city leaders are out of policy.	2/10/2016 11:09 AM
12	it also depends if an assistant city manager has a kid at a local school that may or may have not been in an altercation at a restaurant during the lunch hour and and that assistant city manager is getting involved by using his polictical status within city government to influence my upper management to take care of it to benefit his kid.	2/10/2016 11:01 AM
13	They don't care on how they are interpreted escpecially that the section is not represented and part of the "pink collar" employees.	2/10/2016 10:58 AM

2016 City of Las Cruces Ethics Survey

14	human resources picks and chooses whom they opt to help	2/10/2016 8:26 AM
15	Case by Case Basis	2/7/2016 8:06 PM
16	Have attitude that they dont pertain to them!!	2/7/2016 10:56 AM
17	Same answer as before.	2/5/2016 8:42 AM
18	only from our department Administrator	2/5/2016 8:18 AM
19	"there above the policies they make"	2/4/2016 6:13 AM
20	I think that the New Assistant City Manager cares, but changes need to be implemented from the top down.	2/3/2016 4:29 PM
21	routinly circumvent the policy to install preferred personell as desired, without open application process.	2/3/2016 3:33 PM
22	I don't typically deal with people outside my department	2/3/2016 2:00 PM
23	city employees are guilty tell they try to prove themselves.they belive public before employee and quik to punish	2/3/2016 12:54 PM
24	often HR, Directors, and Administrators have different views	2/3/2016 12:16 PM
25	In some cases, it's a pick and choose. I believe, the more common response, "it depends on the situation".	2/3/2016 12:14 PM
26	Being persecuted for an anonymous complaint is unfair.	2/3/2016 11:35 AM
27	not enough infermation to give an honest answer	2/3/2016 11:08 AM
28	I believe they are at the OCM level.	2/3/2016 10:57 AM
29	I feel the City Manager's Office makes political deals that are not always in line with the Ethics Policy or in the best long-term interest of the City.	2/3/2016 10:54 AM
30	See previous answer.	2/3/2016 10:52 AM
31	I am not sure upper management know that our department is not ethical	2/3/2016 10:51 AM
32	Why are so many jobs not advertised and promoted from within?	2/3/2016 10:35 AM
33	i know of at lease one person who was caught red handed selling City fuel who was reinstated for employment, and two long-term employees who were fired and whose charges were questionable and unfounded.	2/3/2016 10:35 AM
34	too new to rate	2/3/2016 10:29 AM
35	assistant mgr's and city mgr/director's no	2/3/2016 10:21 AM
36	I feel our City Manager is very ethical but for some reason that does not go for some of our Directors. My director is insecure and gossips about everyone.	2/3/2016 10:18 AM
37	I work out in the field all day long.... And I see dept. level administrators using city vechices for personal issues.... like going home during working hours	2/3/2016 10:17 AM
38	By some, not by all.	2/3/2016 10:15 AM
39	I am not aware how other departments or both ACM's apply the personnel manuel.	2/3/2016 10:10 AM

Q25 I am proud to tell people that I work for the City of Las Cruces

Answered: 467 Skipped: 39



Answer Choices	Responses
Strongly Disagree	1.71% 8
Disagree	3.00% 14
Neutral	11.99% 56
Agree	46.04% 215
Strongly Agree	37.26% 174
Total	467

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q26 Please explain why you selected [Q25]

Answered: 35 Skipped: 471

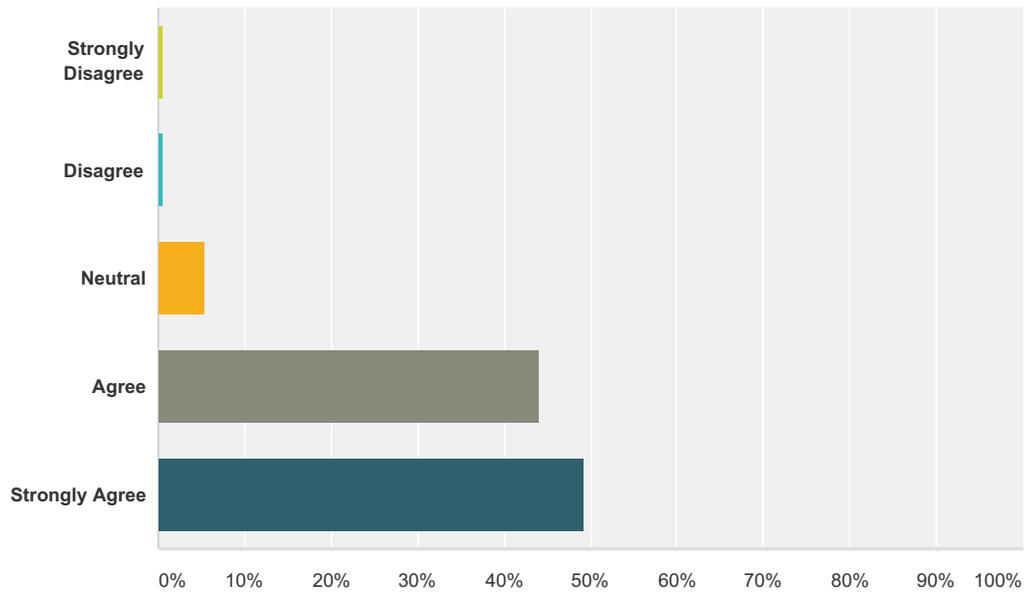
#	Responses	Date
1	due to others in the department that reflects badly on the city.	2/17/2016 11:18 AM
2	I'm frustrated how my department head makes mountains out of mole hills. Never wants to back down even when he is wrong.	2/12/2016 1:09 PM
3	I can say the pay is good. That's about all.	2/12/2016 9:07 AM
4	A lot of people think city workers are lazy & go about their work day in a lackadaisical way.	2/12/2016 7:11 AM
5	management problems no raises and Garza gets them	2/11/2016 8:29 AM
6	there is very little communication between front line employees and management leading to low morale within departments	2/11/2016 7:01 AM
7	We are judged by actions of others	2/10/2016 6:31 PM
8	It is not that I am not proud to work for the City in general. However, I am not proud to work in an environment that places more emphasis on personal agendas and personalities than what is best for the organization, and where people have been placed in high level positions who are not capable or professional.	2/10/2016 11:46 AM
9	Very political leadership.	2/10/2016 11:10 AM
10	I don't like telling people what I do for a living cause a lot of society do not like law enforcement.	2/10/2016 11:02 AM
11	because that's what I wanted to select	2/10/2016 10:51 AM
12	the city does not apply its rules and regulations fairly.	2/10/2016 8:27 AM
13	I don't like people to know who my employer is anyways. I don't mention the City because of the double standard that the other people have of local government employees.	2/8/2016 1:18 PM
14	some of the issues that have been raised that the public knows about, and the ones that are pending do not make the department/city look positive	2/5/2016 2:39 PM
15	The politics can be overwhelming when culture and people issues are not dealt with. This impedes productivity.	2/5/2016 11:57 AM
16	Because City employees have a bad reputation for being lazy and it is true because I have seen it for myself.	2/5/2016 7:46 AM
17	Sometimes is best not to boast due to angry public	2/4/2016 1:30 PM
18	My department lets me down on a regular bases. and they get supported by city administration. I believe the city could do better.	2/4/2016 11:43 AM
19	I love my job but the stereotype of all City Employees are lazy gets old.	2/3/2016 4:31 PM
20	Depends on the person I am talking to - some people have a negative view of the City, others are proud of the jobs we do. I personally don't like to advertise that I work for the City because I rather not hear their opinions of my employer; good or bad. It doesn't change who I work for and how I feel about my position.	2/3/2016 2:43 PM
21	I am neutral on this subject because I feel that the City of Las Cruces doesn't trust it employees .	2/3/2016 2:29 PM
22	Some citizens in las cruces still have this perception of wrongdoing within the city, to some aspect.	2/3/2016 2:27 PM
23	no	2/3/2016 1:57 PM
24	Not with what has happened in the street department a few years back. People ask if we can do stuff for them once they find out I work at the street department.	2/3/2016 1:15 PM
25	The general public thinks most city employees are overpaid and have a poor work ethic.	2/3/2016 12:16 PM
26	It's usually an ok place to work, depending on the state of employee morale. The morale currently is pretty low, though, which makes it unfun.	2/3/2016 12:06 PM
27	Depends on the citizen, and I try to not get involved in negative arguments with citizens, instead referring them to departments or councilors that can help.	2/3/2016 11:13 AM

2016 City of Las Cruces Ethics Survey

28	In a discussion with a city resident, they told me they thought about working for the city, but decided it was to corrupt. I wonder if that is a common belief, how the city gained that reputation, if we deserve it and if we are working hard enough to change it.	2/3/2016 10:56 AM
29	Cannot be proud of an organization that takes no pride in itself, what it does, how it does it or the people who really make things happen.	2/3/2016 10:49 AM
30	I am sick of the games people play, the manipulation, the scheming and the lack of teamwork and lack of COMMUNICATION across the organization. We have a culture with little focus on strategy, solutions or value add. Many people in management are too busy trying to control others; they get involved in other sections' business processes or functions rather than attending to their own house or work scope. The administration side fails to see that they are here to support the City operation; they insist on creating barriers rather than deploying customer service. Management and staff are not held accountable for their actions, they do not work effectively, nor do they tackle the real issues facing the organization. The Administration side of the house is the biggest barrier to Operations and excellence in this organization. It's time that executive leadership makes hard and needed changes to align people and culture. The house divide between Ops and Admin needs to be removed. Management and staff need attitude adjustments. They need to be held accountable. In many areas, we have way too many Chiefs and not enough Indians. The management herd needs to be thinned out. We need to insist on excellence from all. We need to be innovative, we need to achieve results through strategic application of technology to business challenges, and we need to act as change agents for others rather than creating bureaucratic barriers for those sections or people we don't like.	2/3/2016 10:41 AM
31	I like what I do at my job, however, I feel that new personnel know it all and those of us that have been here are not treated as if we know and help out.	2/3/2016 10:32 AM
32	I used to be proud to say that I worked here... Now I just stay quiet.... With the constant auditing of city vehicles and the current restrictions for stand by vehicle use. The city's take on this is it's a benefit to the employee rather than a benefit to the citizens of the COLC . I can no longer do anything other than sit at home and wait for the phone to ring. It just seems as the managers are out to prevent negative attention to them selves and there is NO trust towards employees who have never been in trouble. Seems as the majority are paying for mistakes made by a relatively few ex-employees. The current motto seems to be "Do as I say and not as I do" among management...	2/3/2016 10:27 AM
33	Aside from all the unethical there is good accolades to my position with the city.	2/3/2016 10:21 AM
34	I am proud to tell them about my programming, but I often wish I wasn't lumped in with my co-workers and department.	2/3/2016 10:14 AM
35	I use to be very proud to work for the City but recently some of the internal politics have changed my mind on the integrity of our organization.	2/3/2016 10:14 AM

Q27 I have a strong commitment to the City of Las Cruces as my employer

Answered: 464 Skipped: 42



Answer Choices	Responses
Strongly Disagree	0.65% 3
Disagree	0.65% 3
Neutral	5.39% 25
Agree	43.97% 204
Strongly Agree	49.35% 229
Total	464

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

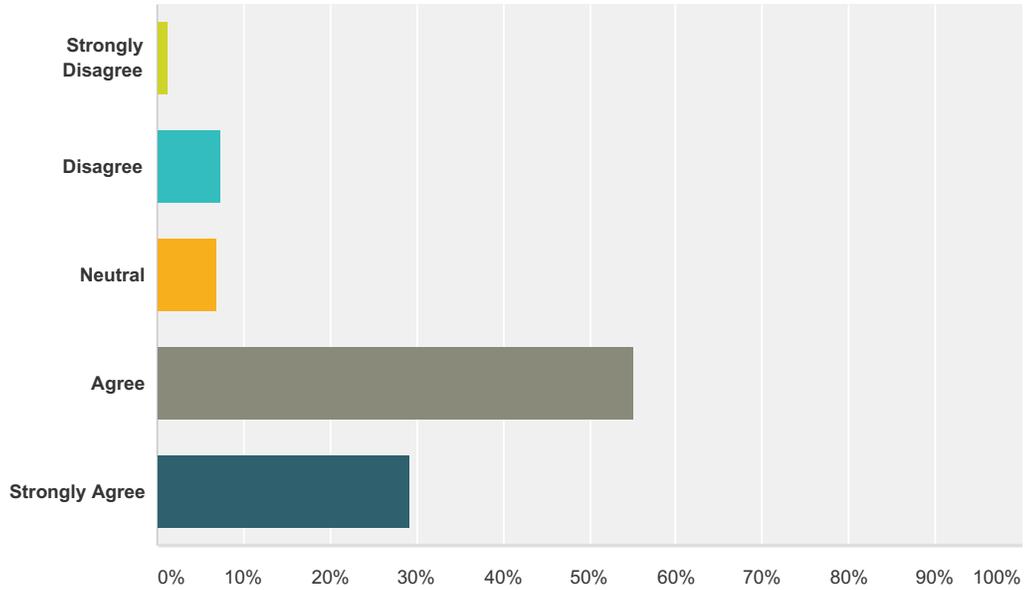
Q28 Please explain why you selected [Q27]

Answered: 15 Skipped: 491

#	Responses	Date
1	n/a	2/12/2016 9:07 AM
2	I come and do my job the best I can for my own ethics but not for city organization	2/11/2016 10:07 PM
3	The pay for my position with the City is the lowest pay I've had since I graduated college in 2005. I have a college degree and have been in this field 11 years, more than 3 years with the City and make 14.50/hour.	2/10/2016 11:27 AM
4	Don't know when I will be black-balled.	2/10/2016 11:11 AM
5	I work because I have a family to support and to start over with another employer just not feasible at this time.	2/10/2016 11:00 AM
6	my commitment is to the residents	2/10/2016 10:52 AM
7	About as much as it has to me as a employee	2/7/2016 10:57 AM
8	because of the disparate treatment throughout the department and city shows that "they" don't have the employees best interest at heart, very self-serving administrations.	2/5/2016 2:40 PM
9	I have a strong commitment to the organization I wish that it has the same commitment to me.	2/3/2016 4:32 PM
10	I would be more willing to commit to the City of Las Cruces as my employer if they were more willing to recognize my department as just as important as other departments. I would be more committed to the City as my employer if there was more transparency between departments. It's hard to believe that my department is valued for the work that we do when we have little empowerment or support from City as a whole.	2/3/2016 2:45 PM
11	It is difficult to feel in sync with an employer who considers me mostly a liability rather than an asset	2/3/2016 12:43 PM
12	After being employed for a while I feel that the advancement and benefits received depend on who know or who you have offended.	2/3/2016 11:15 AM
13	will be leaving soon, working hard and keeping good attendance is not valued in my department. Staff with attendance issues are protected	2/3/2016 10:52 AM
14	commitment to what? following rules and policies? yes, I do. Staying here? no, city is not good employer. Loyalty is a two way street.	2/3/2016 10:51 AM
15	If I could find a job doing what I love, which is what I do for the city, I would leave.	2/3/2016 10:14 AM

Q29 I am familiar with the anonymous hotline system for reporting fraud, waste and misuse of city resources

Answered: 464 Skipped: 42



Answer Choices	Responses	
Strongly Disagree	1.29%	6
Disagree	7.33%	34
Neutral	6.90%	32
Agree	55.17%	256
Strongly Agree	29.31%	136
Total		464

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q30 Please explain why you selected [Q29]

Answered: 57 Skipped: 449

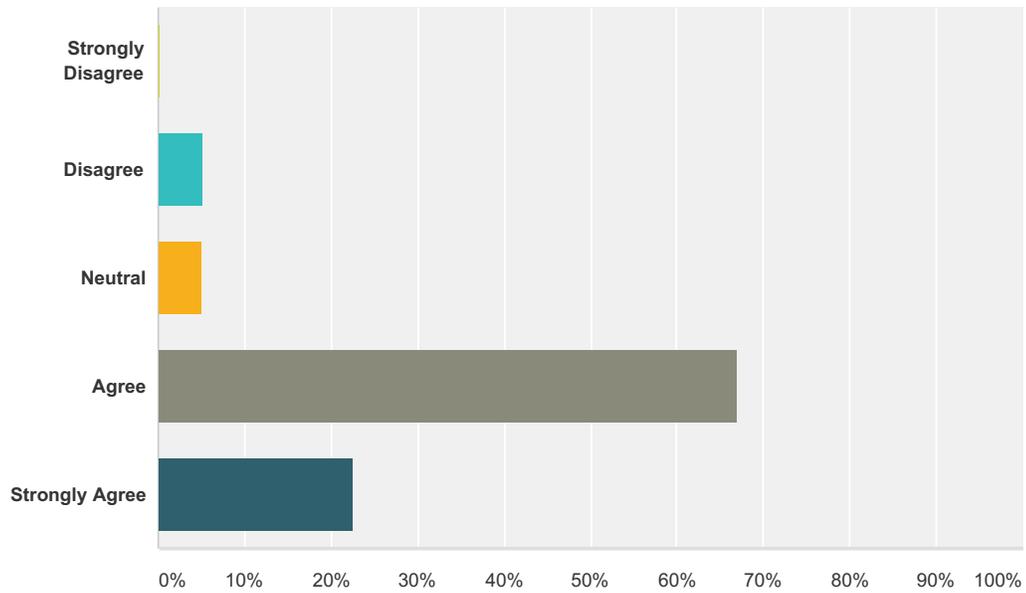
#	Responses	Date
1	Was unaware.	2/17/2016 6:27 PM
2	need a refresher course	2/17/2016 11:18 AM
3	Didn't even know we had one.	2/12/2016 10:47 AM
4	Didn't know about the number.	2/12/2016 7:11 AM
5	because	2/12/2016 5:34 AM
6	i was unaware of a hotline	2/11/2016 7:34 PM
7	I know about it, but I am not familiar with it.	2/11/2016 5:44 PM
8	I would have to look it up.	2/11/2016 7:27 AM
9	I am not aware of the hotline	2/11/2016 12:31 AM
10	I have not heard anything about a hotline	2/10/2016 8:54 PM
11	I have no idea how to send such a report	2/10/2016 5:23 PM
12	have not been issued any of this info from my dept	2/10/2016 1:22 PM
13	I was not aware that this existed	2/10/2016 11:46 AM
14	No one has told me where or who to call. And if you did call, who is taking the call?	2/10/2016 11:12 AM
15	It's there but nothing gets done. You have to make yourself known and what the complaint is to make anyone listen so they know who to retaliate against.	2/10/2016 11:01 AM
16	Received the information in training, but unsure how to obtain it now, years later.	2/9/2016 2:03 PM
17	I am not familiar with such hotline at all.	2/8/2016 5:06 PM
18	Was not Aware	2/6/2016 4:33 PM
19	I wouldn't know where to locate that number but I will ask my supervisor to make sure I know if ever I need it.	2/5/2016 3:22 PM
20	I know that there is a hotline, but I don't know what the number is or where to find it.	2/5/2016 8:43 AM
21	because im not familiar with it.	2/4/2016 10:25 AM
22	I didn't know we have the option	2/4/2016 9:56 AM
23	I'm not familiar with it.	2/3/2016 8:48 PM
24	Was not aware of it.	2/3/2016 6:00 PM
25	I didn't know there was an anonymous hot line.	2/3/2016 2:03 PM
26	Because I don't. My department has different methods of reporting.	2/3/2016 2:01 PM
27	no	2/3/2016 1:58 PM
28	Cause nothing really happens. Its a waste of my time.	2/3/2016 1:52 PM
29	I am not familiar with process. However, it does not mean information is not available to me or that I cannot find out how to do so.	2/3/2016 12:57 PM
30	I'm sure this hotline is listed on the city website somewhere, I have just not taken the time to seek it out.	2/3/2016 12:40 PM
31	I know there is one but don't know what it is.	2/3/2016 12:36 PM
32	Did not know there was a hotline. I knew there was an office to report, but not a phone number for it.	2/3/2016 11:54 AM
33	I have not seen any information on it.	2/3/2016 11:47 AM
34	I have never used it.	2/3/2016 11:13 AM

2016 City of Las Cruces Ethics Survey

35	don't know about the hotline	2/3/2016 11:12 AM
36	at this time I don't the number and where to find it	2/3/2016 11:09 AM
37	I DID NOT KNOW ABOUT THE HOTLINE	2/3/2016 11:02 AM
38	I do not think the hotline is as effective as it should be, I hope that departments that are suppose to be ethical and are the very departments that employees that staff and supervisors can go to are reviewed. You must be liked or you are overlooked.	2/3/2016 10:55 AM
39	It is not readily explained by higher ups how to go about reporting or where I need to go. I believe I can find it by looking on the intranet or the web if it is necessary.	2/3/2016 10:52 AM
40	While I know there is the hotline for reporting. I personally have not used this avenue.	2/3/2016 10:47 AM
41	The question was a friendly reminder that the hotline existed. I would normally use my chain of command to report violations.	2/3/2016 10:46 AM
42	haven't heard of it	2/3/2016 10:45 AM
43	It is not clearly listed.	2/3/2016 10:44 AM
44	I am aware that a hotline exists but I do not know the number or the process.	2/3/2016 10:39 AM
45	Good system, but bottom line is, even if you aren't the one to turn them in but in the position to do so...there are repercussions. And you aren't even aware to be able to defend yourself. Has not happened to me, but have seen it happen to others.	2/3/2016 10:37 AM
46	I did not know there was a hotline to report unethical behavior.	2/3/2016 10:34 AM
47	Because I am not fully familiar with it.	2/3/2016 10:32 AM
48	don't know where to report other than immediate supervisor	2/3/2016 10:30 AM
49	I do not know of the hotline	2/3/2016 10:30 AM
50	I didn't realize we had a hotline.	2/3/2016 10:28 AM
51	Because I am not familiar with the hotline #.	2/3/2016 10:26 AM
52	it's ok	2/3/2016 10:20 AM
53	I don't remember where to find the number.	2/3/2016 10:19 AM
54	because I am not familiar with it	2/3/2016 10:18 AM
55	Not enough information	2/3/2016 10:18 AM
56	know of it. Wouldn't bother using it.	2/3/2016 10:15 AM
57	i am not familiar with the hotline	2/3/2016 10:10 AM

Q31 I am familiar with the City Managers Policy on 'Fraud, Waste, and Abuse Prevention'

Answered: 464 Skipped: 42



Answer Choices	Responses	
Strongly Disagree	0.22%	1
Disagree	5.17%	24
Neutral	4.96%	23
Agree	67.03%	311
Strongly Agree	22.63%	105
Total		464

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q32 Please explain why you selected [Q31]

Answered: 36 Skipped: 470

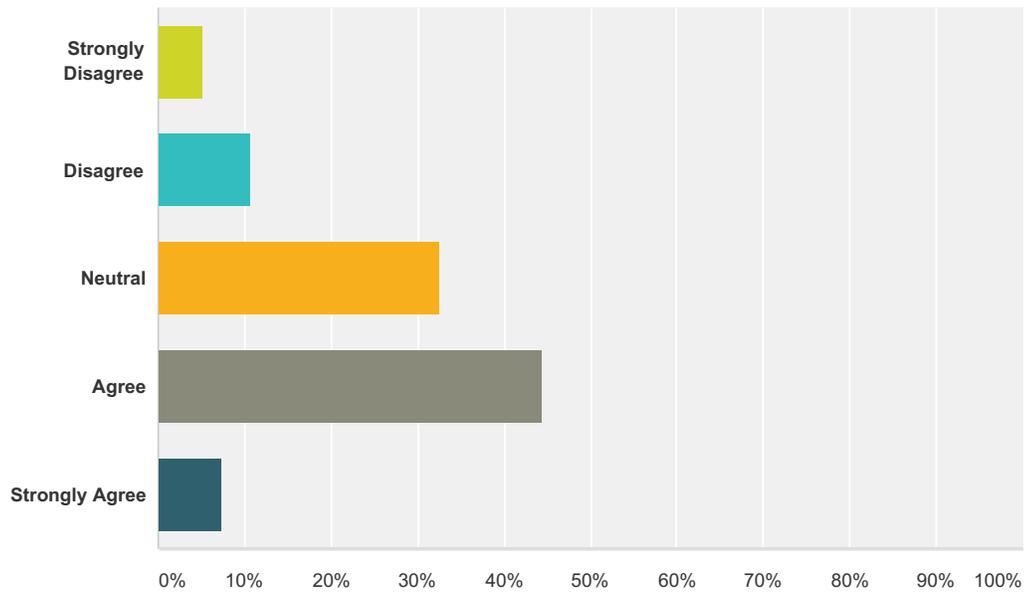
#	Responses	Date
1	need a refresher course	2/17/2016 11:18 AM
2	have not read it	2/12/2016 1:10 PM
3	They misuse items, time and money all the time but everyone turns their head so that they can pretend they know nothing	2/11/2016 10:09 PM
4	I am not sure of it	2/11/2016 7:34 PM
5	Again, I know about it, but I am not familiar with it.	2/11/2016 5:44 PM
6	I am not aware of that policy	2/11/2016 12:32 AM
7	I have never needed to read it.	2/10/2016 5:24 PM
8	I have not reviewed it recently. I would need to go back and review if I had a concern	2/10/2016 1:04 PM
9	I did not know this was an available.	2/10/2016 11:46 AM
10	Never heard of the policy.	2/10/2016 11:33 AM
11	We have busy schedules. A lot of times we are told to hurry up and sign the paperwork stating you acknowledge the policy so they can submit it stating you understand it but make sure you read it later.	2/10/2016 11:14 AM
12	Again there is the policy but only certain situations are taken into account. Not all are taken seriously.	2/10/2016 11:02 AM
13	I am not familiar with such policy.	2/8/2016 5:07 PM
14	I may be wrong but did not hear about this	2/8/2016 9:46 AM
15	Because I am not familiar with it, duh!	2/5/2016 8:46 AM
16	same reason	2/4/2016 10:25 AM
17	i do not know nothing about it	2/4/2016 9:57 AM
18	I am not familiar with this.	2/4/2016 8:56 AM
19	I have not taken the time to educate myself .	2/3/2016 6:18 PM
20	because I see waste in other depts. regarding resources and materials from dept managers	2/3/2016 2:33 PM
21	never time to attend cause work hours. schedule	2/3/2016 1:58 PM
22	I am not familiar with this process, however I do know where I can find out more information about it.	2/3/2016 12:57 PM
23	Need to look at the policy to check for any added information.	2/3/2016 12:18 PM
24	Not really sure if I understand it completely.	2/3/2016 12:01 PM
25	I would need to re-read to become adequately familiar	2/3/2016 11:14 AM
26	some what familiar	2/3/2016 11:10 AM
27	Not sure I am familiar or have seen this document	2/3/2016 10:56 AM
28	I have not read the policy in some time.	2/3/2016 10:52 AM
29	Only the fraud policy. Don't know of the waste and abuse policy. Is that regarding wasting and abusing staff or resources?	2/3/2016 10:41 AM
30	Have heard of City Manager's Policy but haven't had an opportunity to read it over	2/3/2016 10:38 AM
31	I do not know the policy very well.	2/3/2016 10:34 AM
32	Because I am not fully familiar with it.	2/3/2016 10:32 AM
33	I do not know of this fraud waste prevention	2/3/2016 10:31 AM

2016 City of Las Cruces Ethics Survey

34	Didn't know this existed either.	2/3/2016 10:28 AM
35	Not sure where to find this	2/3/2016 10:26 AM
36	I am not familiar with it	2/3/2016 10:20 AM

Q33 Overall, the ethical climate has improved in the last 12 months

Answered: 464 Skipped: 42



Answer Choices	Responses
Strongly Disagree	5.17% 24
Disagree	10.56% 49
Neutral	32.54% 151
Agree	44.40% 206
Strongly Agree	7.33% 34
Total	464

#	Other (please specify)	Date
	There are no responses.	

2016 City of Las Cruces Ethics Survey

Q34 Please explain why you selected [Q33]

Answered: 164 Skipped: 342

#	Responses	Date
1	Deteriorating morale as a result of attempted self-promotion by administrators.	2/17/2016 6:28 PM
2	depends on whos working during my shift.	2/17/2016 11:19 AM
3	prefer not to explain	2/17/2016 7:46 AM
4	has stayed the same	2/16/2016 8:40 AM
5	Upper management's attitudes don't change	2/12/2016 3:59 PM
6	I don't see much change	2/12/2016 1:10 PM
7	I am a new employee and have not been able to observe in order to answer the question honestly.	2/12/2016 10:27 AM
8	no changes	2/12/2016 10:22 AM
9	I have been with the City of Las Cruces for 13 years and I have seen such a drop in positive, ethical practices.	2/12/2016 9:43 AM
10	I wouldn't know, you get tired of so much nonsense. I come in to do my job as said and go home.	2/12/2016 9:08 AM
11	I do not have enough information to make this determination.	2/12/2016 9:01 AM
12	Once again we have managers who hold their titles because they slept with the boss, we have managers in our department that will set up employees for their own gain, and we have a manager who dated our ex-boss who is incompetent and has several complaints to the old directors and our newest director, who continually has no professional skills or quality to do her job, but we all get told that a person who is given the title won't be removed shirt of her getting caught doing something really wrong and we all have to understand incompetence isn't a wrong doing	2/11/2016 10:15 PM
13	I don't know, as I have only been employed by the city since August.	2/11/2016 5:45 PM
14	Ethical climate goes up and down.	2/11/2016 2:11 PM
15	Prefer not to answer	2/11/2016 1:50 PM
16	I do not have enough info to judge other departments. The ethical behavior in my department has been good in the past and continues to represent the values the city expects.	2/11/2016 10:00 AM
17	the same	2/11/2016 8:31 AM
18	Nothing has changed in that time - better or worse.	2/11/2016 7:35 AM
19	I have no way to guage	2/11/2016 7:28 AM
20	have not seen any improvement or change this last year	2/11/2016 7:02 AM
21	It has become worse	2/11/2016 1:21 AM
22	Why wasn't anything done when the detectives found out that ray the sprayers girlfriend was the one offering round up	2/10/2016 6:33 PM
23	I HAVE CHANGED DEPARTMENTS AND AM EXPERIENCES A NEW SET OF PROBLEMS	2/10/2016 5:44 PM
24	Our administrator is misusing her power	2/10/2016 3:22 PM
25	same as always	2/10/2016 2:32 PM
26	My department is already strong ethically. I have not seen a change good or bad	2/10/2016 1:04 PM
27	I am still not convinced that supervisors practice what is in the policies. There is a lack of confidence when it comes to reporting ethical violations or other violations in the workplace.	2/10/2016 12:59 PM
28	have not seen any positive or negative changes	2/10/2016 12:51 PM
29	I have not been here for 12 months	2/10/2016 12:44 PM
30	Not sure about this question.	2/10/2016 12:35 PM
31	not with the practices of our management in my department	2/10/2016 12:29 PM

2016 City of Las Cruces Ethics Survey

32	The definition of ethics is subjective. I can't say there has been unethical activity from a legal perspective. In my own opinion, the lack of professionalism of individuals in positions of power is unethical from the perspective that the City's best interests are not priority.	2/10/2016 11:53 AM
33	not sure	2/10/2016 11:47 AM
34	I am a fairly new employee	2/10/2016 11:47 AM
35	Rather not	2/10/2016 11:46 AM
36	I think it has remained, stayed constant and has not gotten worse.	2/10/2016 11:32 AM
37	Can't really see a difference. Higher-ups are always believed over a regular employee, doesn't matter the situation because a \$10.00 employee can be replaced easier than upper management and that is a well know fact considering some of the behavior that goes on around the City of Las Cruces.	2/10/2016 11:27 AM
38	Self serving management	2/10/2016 11:24 AM
39	It depends who has exhibited the unethical behavior.	2/10/2016 11:22 AM
40	We've have a strong ethical climate improving over the past twelve months would be nirvana	2/10/2016 11:18 AM
41	Morale is down city wide, no matter what department you are in. Everyone is afraid to be black-balled and eventually fired.	2/10/2016 11:16 AM
42	I don't have enough information to answer this one	2/10/2016 11:11 AM
43	I can't answer for other departments.	2/10/2016 11:06 AM
44	It hasn't changed in our department. It will not change. The complaints were put in. The auditor spoke with the director of the department but punished employees by taking away working privileges. Great way to show that you can make a complaint on unethical behavior in the workplace.	2/10/2016 11:04 AM
45	Because I have no idea. I haven't seen anything change.	2/10/2016 11:04 AM
46	I don't know that it has improved, I thought it was good before and good now.	2/10/2016 11:00 AM
47	I have not perceived a bad ethical climate overall at the City.	2/10/2016 10:59 AM
48	From my perspective, I do not feel there have been ethical issues that have been brought up and not resolved.	2/10/2016 10:58 AM
49	just because the managers don't hear about it does not mean it is not happening. and when it is reported nothing is done about it	2/10/2016 8:28 AM
50	Depending on who the complaint is about, effects how management handles the situation(s), which causes a trickle-down effect of how the other employees feel.	2/9/2016 2:05 PM
51	stayed about the same	2/8/2016 1:19 PM
52	I don't see any changes	2/8/2016 10:34 AM
53	no info	2/8/2016 9:37 AM
54	no change	2/8/2016 7:44 AM
55	Give it more time. Things may look good , but it might be temporary.	2/8/2016 7:30 AM
56	I think the culture has always remained consistant when it comes to ethics.	2/7/2016 2:50 PM
57	Not enough information	2/7/2016 1:37 PM
58	City still has the same old "good ol boy" system, choose friends, insiders who will do what the city wants them to do, over individuals who are more / better suited for the job	2/7/2016 10:58 AM
59	It's the same	2/6/2016 4:34 PM
60	Its difficult to say our Ethic`s are improving when our own Administrators are bulling the blue collar	2/6/2016 8:36 AM
61	I have not seen any changes in the last 12 months.	2/5/2016 4:25 PM
62	it has gotten worse along with morale	2/5/2016 2:41 PM
63	Politics impedes productivity when culture and people issues are not dealt with.	2/5/2016 11:58 AM
64	PROMISES AND NOYHING CHANGES	2/5/2016 9:01 AM
65	some times we have meeting in are department and they talk about some other stuff instead of what we need in our department	2/5/2016 8:57 AM

2016 City of Las Cruces Ethics Survey

66	Hasn't improved or gotten worse, it's stayed the same.	2/5/2016 8:46 AM
67	I feel our Administrator has used her position and authority to run a dictatorship in this department. Doing things unethically and demanding us to do the same. The morale in our department has gone down because of the work environment we work in.	2/5/2016 8:23 AM
68	I have not noticed a change one way or another in the past twelve months. I can say there has been improvement over the past few years.	2/5/2016 8:01 AM
69	Moral is the lowest city wide	2/4/2016 1:53 PM
70	it has created more tension in workplace and improved very slightly	2/4/2016 1:31 PM
71	see the same issues being ignored by management. its ok as long as the project gets done.	2/4/2016 1:06 PM
72	only been employed 1 1/2 years	2/4/2016 12:06 PM
73	I do not believe it has improved. I believe it has stayed the same.	2/4/2016 11:44 AM
74	Can't say one way or another.	2/4/2016 10:49 AM
75	Moving to a new department with in the City don't foresee any issues however, previous department I was employed with employees seemed to not understand the importance of ethical behavior.	2/4/2016 10:47 AM
76	because its the same	2/4/2016 10:26 AM
77	I am not aware of any ethics issues in my section that would allow me to judge if it is better or worse	2/4/2016 10:26 AM
78	it is what I perceive.	2/4/2016 10:25 AM
79	The police department's incident that was in the paper this year (for beating a handcuffed man) has done much to harm the overall ethical feel of the City.	2/4/2016 9:33 AM
80	It is the same. I have not seen any changes.	2/4/2016 8:57 AM
81	I am not in a position to determine any degree of change regarding this.	2/4/2016 7:14 AM
82	No change noticed	2/4/2016 6:24 AM
83	Have only been employed with the city for a year.	2/3/2016 8:48 PM
84	don't have any information about the previous 12 months to compare	2/3/2016 8:16 PM
85	I think it's about the same	2/3/2016 6:19 PM
86	I have not been employed with City long enough to agree with this question.	2/3/2016 4:50 PM
87	without time clocks and holding staff accountable for being punctual theft of City time will continue to be an issue abused by hourly and salaried employees.	2/3/2016 4:50 PM
88	the city ethics needs starts at the top ,fix it at top then the rest will follow	2/3/2016 4:37 PM
89	Stayed about the same level	2/3/2016 4:29 PM
90	Things have gotten worse in my department over the last year. I have noticed more gossip and unethical behavior towards co-workers over time with little repercussions or formal discipline.	2/3/2016 2:46 PM
91	I think the policies have been more stressed but I don't see it has gotten better or worse	2/3/2016 2:34 PM
92	I'm not sure that it was bad to become better.	2/3/2016 2:04 PM
93	Because I neither agree or disagree	2/3/2016 2:02 PM
94	no	2/3/2016 1:58 PM
95	I do not have enough information to be able to answer this question.	2/3/2016 1:57 PM
96	water department is in bad shape someone needs to really investigate the supervisor.	2/3/2016 1:52 PM
97	The past year showed some very unethical behavior in this department.	2/3/2016 1:48 PM
98	Over and over and over again you see anything from hiring procedures to procurement issues being dealt differently amongst various departments across the City. One person gets fired for violating procurement code, another doesn't even get disciplined, one group hires from within without posting jobs, another reposts until the person they want for the job applies.	2/3/2016 1:43 PM
99	I see departments out for their own priorities and agendas rather than trying to work together for what's best for the City.	2/3/2016 1:39 PM

2016 City of Las Cruces Ethics Survey

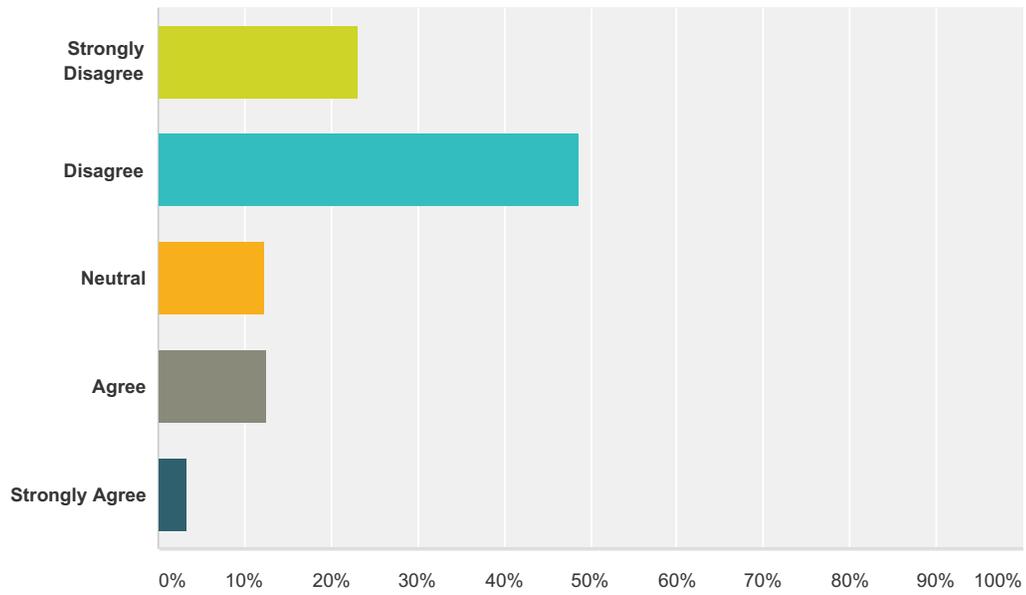
100	Not enough information	2/3/2016 1:38 PM
101	I do not think there has really been change, rather fewer instances of reported ethical violations.	2/3/2016 1:23 PM
102	Need more time to tell.	2/3/2016 1:20 PM
103	I did not see unethical behavior from back then and now..	2/3/2016 1:10 PM
104	Not familiar with all the other City Departments on how they handle unethical behavior.	2/3/2016 1:07 PM
105	I do not know, honestly I believe that it has remained the same.	2/3/2016 12:59 PM
106	GPSing vechicles is a big negative ,we untrustworthy	2/3/2016 12:56 PM
107	I am not sure that the ethical climate has improved over the last 12 months. There have been ethical issues in the past that may have influenced the way employees think about their decisions when it comes to ethical issues, but it is difficult to know whether it has. Are there statistics that can be shared with employees that would show that we are making progress?	2/3/2016 12:49 PM
108	Prefer not to comment on specifics	2/3/2016 12:44 PM
109	There has been no notable improvement in my department.	2/3/2016 12:41 PM
110	I have not quite been here 12 mos	2/3/2016 12:23 PM
111	Not enough information.	2/3/2016 12:19 PM
112	The ethical climate has neither improved or fallen in the past 12 months. There has been more talk but, no change.	2/3/2016 12:18 PM
113	More complaints are being reported. Its yet to be determined how they are addressed since all you get when following up on a response is "its a personnel matter and its being addressed."	2/3/2016 12:16 PM
114	Unsure if it has improved.	2/3/2016 12:00 PM
115	Just not sure I can agree with that statement is all.	2/3/2016 12:00 PM
116	I haven't directly experienced ethical problems around my City work, so can't say particularly that our ethical climate has improved.	2/3/2016 11:56 AM
117	I don't think it has changed any. Same people do the same things as they always have.	2/3/2016 11:55 AM
118	Those I work with have, in the past and currently, conducted themselves in an ethical manner.	2/3/2016 11:50 AM
119	It's gotten worse. Because managers and directors have gotten away with unethical behavior with no repercussion	2/3/2016 11:39 AM
120	Unaware of any improvements. Not saying it is bad just not improving	2/3/2016 11:36 AM
121	Complaints that are brought forward are never resolved and not discussed with the employee directly; therefore, problem is never solved.	2/3/2016 11:24 AM
122	I don't know what other department's are doing or not doing.	2/3/2016 11:17 AM
123	Not from my point of view; at least I don't fee it is any worse.	2/3/2016 11:16 AM
124	The department I work in has always been ethical.	2/3/2016 11:15 AM
125	I have not been around 12 months.	2/3/2016 11:14 AM
126	I have only worked for the City for about 6 months.	2/3/2016 11:13 AM
127	Things have been good around here at work and have remained good.	2/3/2016 11:12 AM
128	not enough information for an honest answer	2/3/2016 11:11 AM
129	That is difficult to quantify, but in the last year Ethics has definitely been more at the forefront of City dialog.	2/3/2016 11:09 AM
130	Ethical behavior by administrators has deteriorated over the last year.	2/3/2016 11:03 AM
131	Just not sure.	2/3/2016 10:58 AM
132	We need a director that treats everyone in his department the same, not give raises, staff help, lunches and protection to just certain staff members.	2/3/2016 10:56 AM
133	Not sure.	2/3/2016 10:53 AM
134	Haven't really dealt with anything different	2/3/2016 10:51 AM
135	I don't see much different, at least in my area	2/3/2016 10:50 AM

2016 City of Las Cruces Ethics Survey

136	Not much really can be seen.	2/3/2016 10:46 AM
137	its been ethical	2/3/2016 10:45 AM
138	I have seen no change in the ethical climate.	2/3/2016 10:40 AM
139	Don't know enough about the situation to form an opinion	2/3/2016 10:39 AM
140	I'm not sure that it has. I don't see hard evidence to that fact. Simply accusing and terminating employees publicly is not enough to convince me.	2/3/2016 10:37 AM
141	I have seen no improvement nor decline in the city's ethical climate.	2/3/2016 10:35 AM
142	no changes in ethics during the last 12 months, no ethics violations, no benchmark to determine if there has been any change.	2/3/2016 10:35 AM
143	I have worked here many years and get my work done without having to babysit adults.	2/3/2016 10:33 AM
144	Haven't been here long enough	2/3/2016 10:32 AM
145	it has not changed	2/3/2016 10:31 AM
146	too new to rate	2/3/2016 10:30 AM
147	recent examples of employee conduct have raised questions among our employees as to the outcomes of incidents.	2/3/2016 10:30 AM
148	Dept. administrators still do as they please...	2/3/2016 10:29 AM
149	I haven't seen an improvement, but it doesn't seem like things are getting worse.	2/3/2016 10:29 AM
150	Because just like the public I too see many employees just hanging around for 1/2 hour or more doing absolutely nothing. To me that is ethically wrong and is stealing from the City.	2/3/2016 10:27 AM
151	I have been an employee less than 12 months	2/3/2016 10:26 AM
152	Because it seems the same and the managers have time from the complaint to hide or cover up what the complaint was about. Then it makes the person placing such complaint look bad to upper management.	2/3/2016 10:22 AM
153	I have not been an employee with CLC for 12 months yet	2/3/2016 10:21 AM
154	I have not been here for 12 months	2/3/2016 10:20 AM
155	NOT AWARE OF WHAT ETHICS CLIMATE WAS 12 MONTHS AGO.	2/3/2016 10:20 AM
156	No climate change. Ethical environment is strong here.	2/3/2016 10:20 AM
157	it's ok	2/3/2016 10:20 AM
158	Because of what is happening. The misuse of the complaint process the targeting of complaints against workers while supervisors get away with everything	2/3/2016 10:17 AM
159	I have only been here for three months and am unable to answer this question due to the scope it requires	2/3/2016 10:15 AM
160	I have become more aware of the internal workings of some departments and have been quite discouraged with the behavior.	2/3/2016 10:15 AM
161	Have not been here 12 months, not enough time to tell. Climate has not changed for better or worse in the 5 months I've been here.	2/3/2016 10:15 AM
162	It's the same	2/3/2016 10:15 AM
163	I am a new employee so am unable to measure this particular question	2/3/2016 10:11 AM
164	Not sure	2/3/2016 10:09 AM

Q35 I believe there maybe fraud, waste, and misuse of city resources in my work area.

Answered: 462 Skipped: 44



Answer Choices	Responses
Strongly Disagree	23.16% 107
Disagree	48.70% 225
Neutral	12.34% 57
Agree	12.55% 58
Strongly Agree	3.25% 15
Total	462

2016 City of Las Cruces Ethics Survey

Q36 Do you have any other comments, questions, or concerns?

Answered: 146 Skipped: 360

#	Responses	Date
1	i do fear retaliation for the answer to the questions i just answer. if this is not confidential.	2/17/2016 11:20 AM
2	no	2/17/2016 7:46 AM
3	no	2/16/2016 9:59 AM
4	none	2/16/2016 8:41 AM
5	no	2/12/2016 1:10 PM
6	I am a new employee and have not been able to observe in order to answer the question honestly.	2/12/2016 10:27 AM
7	what do they use these surveys for? I have filled them out over the years and have seen things just get worse.	2/12/2016 9:49 AM
8	No	2/12/2016 9:08 AM
9	No	2/12/2016 9:02 AM
10	we are under paid big time!!!! that's why we can not keep a full staff!!!!!!!!!!!!!! The trickle down effect is that we are over worked and under paid while being highly certified!!!	2/12/2016 5:37 AM
11	I don't understand why you bother asking us to take these surveysites when nothing is ever corrected	2/11/2016 10:16 PM
12	I don't know what it is, so I can't say that its rampant	2/11/2016 7:34 PM
13	None at this time.	2/11/2016 2:21 PM
14	N/A	2/11/2016 9:50 AM
15	raises for employees not just for CEO types income inequality	2/11/2016 8:34 AM
16	I not sure!	2/11/2016 8:14 AM
17	no	2/11/2016 7:28 AM
18	n/a	2/11/2016 7:08 AM
19	please require more communication from leaders to front line employees	2/11/2016 7:03 AM
20	The city manager needs to stop believing everything that is reported it's used as a way to harass people other people don't like	2/10/2016 6:34 PM
21	NOT AT THIS TIME	2/10/2016 4:18 PM
22	This survey will not get anything done but thanks for pretending to listen	2/10/2016 3:22 PM
23	no	2/10/2016 2:33 PM
24	no	2/10/2016 1:05 PM
25	Not at this time.	2/10/2016 12:59 PM
26	too many employees abuse the system knowing that they will not be terminated	2/10/2016 12:58 PM
27	No	2/10/2016 12:44 PM
28	Previously I reported an incident to the hotline using the web portal. Later when I went to get a report I called the hotline and was told the incident had been deleted because it was blank. I know I didn't submit a blank complaint and I know an investigation was conducted using the information I provided. This makes me doubt the integrity of the hotline reporting system. I was told by the hotline people to call in complaints and not to use the web system. Is there a problem with the web system?	2/10/2016 12:37 PM
29	when a employee puts a complaint in against any part of management nothing gets done but if management puts a complaint on a regular employee results are immediate and usually end in termination if management is found guilty of any wrong doing then it will get swept under the carpet or they just get moved. hardly ever any kind of punishment management is above the law	2/10/2016 12:36 PM

2016 City of Las Cruces Ethics Survey

30	Some employees have a lot of time on their hands.	2/10/2016 12:36 PM
31	NO	2/10/2016 12:21 PM
32	Not a this moment.	2/10/2016 12:07 PM
33	I see more and more discouragement from those in the field. So many just waiting to get their "time in", so they can "get out". Morale is easily quashed by micro-managers, and those placing rules on rules without regard to the extra burden for those who must comply. Guess I should get off my soapbox... -a Utilities stepchild	2/10/2016 12:01 PM
34	no	2/10/2016 11:59 AM
35	Questions 1-17 do not have end punctuation.	2/10/2016 11:53 AM
36	No	2/10/2016 11:46 AM
37	No.	2/10/2016 11:33 AM
38	Please explain in detail what Supervisors and Administrators are to do if they feel an employee has violated the ethics policy. HR has indicated that the Supers/Admin may not determine if an unethical occurrence has happened and write up an employee to try and correct the issue without a formal procedure. If it's mentioned in the discipline, the supervisor has to use a different work rule besides 611 or turn it in to the CM or the Ethics committee via 611.12.	2/10/2016 11:27 AM
39	Do you really care? ... And if you do, how will you make it better for everyone.	2/10/2016 11:18 AM
40	None.	2/10/2016 11:10 AM
41	Nothing will change unless upper management really cares on what is going on within their departments. So much waste that is done in our area. Supervisor leaves their light on in their office all night and is such a waste but has a fit when you ask for supplies needed for your desk and argues their point what you request is not needed. I came to work for the City as a truly dedicated employee but the way things work, I have lost all faith with how "Policy" is handled.	2/10/2016 11:07 AM
42	none at this time	2/10/2016 11:03 AM
43	How often is this survey done?	2/10/2016 11:01 AM
44	I feel that overall, the City's membership are ethical and are proud to be employed in such an organization. This is the perspective from my experience. While there have been issues in the recent past, I believe the organization overall is very committed to being a responsible organization.	2/10/2016 10:59 AM
45	no	2/10/2016 10:52 AM
46	No	2/10/2016 10:51 AM
47	City remains a great place to work. Great employees make it a very nice environment.	2/10/2016 10:39 AM
48	no	2/10/2016 8:29 AM
49	overall working for the city is great	2/10/2016 7:39 AM
50	People are abusing city time by running personal errands on city time, in city vehicles and other employees are afraid to say anything because of fear of retaliation because the group of people we work with is so small it would be very obvious who the complaint(s) came from. This would make a very hostile work environment.	2/9/2016 2:07 PM
51	Implement a "whistleblower" type protection clause and or provision	2/9/2016 9:23 AM
52	no i like my job	2/8/2016 3:48 PM
53	recycling!! people in the office do not recycle paper. they believe that the janitors just throw it away as normal trash, so they don't even try to recycle. We need more recycle bins (and bigger bins) in the offices	2/8/2016 1:20 PM
54	Lets have a good year!!!	2/8/2016 10:38 AM
55	no	2/8/2016 9:37 AM
56	Not saying.	2/8/2016 7:30 AM
57	I believe the trend is in a positive direction. Employees are better informed are showing a commitment to professionalism. Continue to lead and provide the much needed guidance.	2/7/2016 8:14 PM
58	Thank You!	2/7/2016 1:38 PM
59	Rather not say at this time	2/6/2016 4:36 PM
60	n/a	2/6/2016 8:36 AM
61	No.	2/5/2016 4:26 PM

2016 City of Las Cruces Ethics Survey

62	no	2/5/2016 3:23 PM
63	none	2/5/2016 2:41 PM
64	Please deal with the culture and people issues in the City.	2/5/2016 11:58 AM
65	would like to have a meeting with somebody that won't stab me in the back	2/5/2016 8:59 AM
66	Not that I feel like voicing here....	2/5/2016 8:47 AM
67	We have brought our concerns to the Human Resources department, I just hope actions are taken and this place is turned back into a great place to work without the fear of us having to do unethical behavior in fear of loosing our jobs or being reprimanded for it.	2/5/2016 8:26 AM
68	no	2/5/2016 7:48 AM
69	No	2/4/2016 9:42 PM
70	There is no trust coming from the Administration on up. This city runs on a "guilty till proven innocent" philosophy. You have no help from the HR dept.	2/4/2016 2:02 PM
71	still learning a lot about the cities policies. including, ethics policies and the rules and regulations on how they work to protect this city and us as employees.	2/4/2016 1:02 PM
72	No.	2/4/2016 10:25 AM
73	I will like to have more information about this topic	2/4/2016 9:58 AM
74	No.	2/4/2016 8:57 AM
75	N/A	2/4/2016 8:07 AM
76	How do you know if the hotline has truly followed up on your concern and that it is truly anonymous and confidential?	2/4/2016 7:17 AM
77	No.	2/3/2016 8:48 PM
78	No	2/3/2016 6:20 PM
79	None	2/3/2016 5:01 PM
80	City hall was built so that all area would be uniform. Some admin positions do not feel that they need to be uniform, abuse there position to get more expensive items to look classier. Uniform is uniform it should not matter where you work all cubicles and offices should be uniform.	2/3/2016 4:53 PM
81	not at this time.	2/3/2016 4:50 PM
82	friendship program still exist with in city policy which is against city eyhics	2/3/2016 4:46 PM
83	I think the city is fair.	2/3/2016 4:41 PM
84	none	2/3/2016 3:48 PM
85	None.	2/3/2016 3:23 PM
86	I think that the City of Las Cruces could benefit from providing Sensitivity Training to all departments regarding appropriate and ethical interactions with coworkers and customers alike. It is difficult to find support in the climate as it stands.	2/3/2016 2:47 PM
87	theres always fraud waste and misuse to some extent.	2/3/2016 2:35 PM
88	xx	2/3/2016 2:04 PM
89	I believe there is inefficiency and waste in any such pursuit.	2/3/2016 2:03 PM
90	no	2/3/2016 1:59 PM
91	I do not know what happens in other areas of my section to be able to answer fairly.	2/3/2016 1:58 PM
92	no	2/3/2016 1:58 PM
93	I see staff coming in from the field an hour early for lunch break (11AM) and an hour to an hour and a half early for the end of day. They finish their paperwork in 15 min and sit around the rest of the time looking at their phones. This work ethic sickens me to the point that I cant wait to retire. No matter how much that I love my job I cant stand to see laziness to this degree. Its really sad. I might have considered staying for the 30 yrs but I can only take so much. I really love what I do for the City and I have poured my whole heart into my job during my entire career. Its too bad that the work ethic in my area is at a all time low. Don't get me wrong there are some good hard working people in this section but we are about 50 50 here. 50% hard working and 50% lazy.	2/3/2016 1:55 PM

2016 City of Las Cruces Ethics Survey

94	no	2/3/2016 1:51 PM
95	Management needs to quit instilling the fear factor into their employees. Contrary to SOME managements belief, this is NOT the best, most effective way to get the BEST work out of your employees. Upper Management should take some of the leadership classes offered and practice what is preached.	2/3/2016 1:45 PM
96	The way the Downtown Plaza is being constructed seems to be unfair and unethical.	2/3/2016 1:21 PM
97	No	2/3/2016 1:16 PM
98	no	2/3/2016 1:11 PM
99	NO	2/3/2016 1:04 PM
100	with all negative changes one is trying to stay motivated and happy	2/3/2016 12:58 PM
101	I have not been here long enough to determine the previous question.	2/3/2016 12:24 PM
102	no	2/3/2016 12:19 PM
103	no	2/3/2016 12:18 PM
104	Would be less of a worry of disgruntled employees if morale could be improved.	2/3/2016 12:07 PM
105	No not at his time.	2/3/2016 12:02 PM
106	no	2/3/2016 11:40 AM
107	I dislike the anonymous hotline as it can (and has been) used against an employee unfairly. I also believe it violates our constitutional rights to face our accuser. It may not be a courtroom but the results can be life changing.	2/3/2016 11:38 AM
108	not at this moment	2/3/2016 11:37 AM
109	none	2/3/2016 11:26 AM
110	No	2/3/2016 11:16 AM
111	none	2/3/2016 11:14 AM
112	Until employees--especially administrators--start focusing their energy and time on helping staff more effectively perform their jobs instead of covering themselves in order to look more competent to Directors and others in charge, the poor ethical behavior will not improve.	2/3/2016 11:06 AM
113	The feedback loop or actions taken on the feedback do not seem apparent.	2/3/2016 11:05 AM
114	long lunches with the boss, great raises even though they have poor attendance, overlooking requests for some staff and granting others immediately if liked by our director.	2/3/2016 10:58 AM
115	Coworkers are good people, follow the rules. We work to protect the city, not take from it.	2/3/2016 10:53 AM
116	Some questions are too vague and rely on knowing privileged information.	2/3/2016 10:53 AM
117	Everyone should be treated with total respect regardless of your position. As city employees we are both internal and external customers. Practice what we preach.	2/3/2016 10:52 AM
118	No.	2/3/2016 10:52 AM
119	No	2/3/2016 10:52 AM
120	no	2/3/2016 10:52 AM
121	NO	2/3/2016 10:49 AM
122	In the past 12 months I feel the area where I work and the City as a whole has improved in the area of Ethics.	2/3/2016 10:49 AM
123	I believe that ethics is only being band-aided by the efforts made by the city. I don't believe there has been any actual action in order to improve city ethics.	2/3/2016 10:48 AM
124	Not all employees know the city policies and some take offense if anyone other than their boss might try to direct them to do something a different way. Sometimes bosses are just not aware of what is going on, most seem aware and want to follow policy.	2/3/2016 10:45 AM
125	Place a document in the CM Policy through the watermelon that is titled Ethics Policy. It would be easier to find. I found the Fraud Policy, except I did not think to look under Financial. Thanks.	2/3/2016 10:43 AM
126	Disgruntled employees using the hotline to air false accusations that have nothing to do with fraud or waste, which actually wastes tremendous time.	2/3/2016 10:42 AM

2016 City of Las Cruces Ethics Survey

127	no.	2/3/2016 10:37 AM
128	I strive to exceed the Ethical standards for the City, but as an organization, we need to understand the benefit-cost relationship in attempting to reduce fraud/misuse/waste. Elimination is a fine goal, but the resources utilized to approach that goal would be wasteful in itself. Aside from seeking ethical employees, some attempt at incentivizing ethical behavior and reporting may be more effective than significant programs designed to catch and punish unethical behavior. An example is that some workplaces reward "exempt" employees for extra effort and efficiency with bonus time off as opposed to punishing them with additional work to fill their time. Just an example as food for thought.	2/3/2016 10:34 AM
129	Not at this time.	2/3/2016 10:33 AM
130	no	2/3/2016 10:32 AM
131	I don't think managers put enough emphasis on safety or efficiency, not just for their employees but also the contractors. The infighting among departments is also sad and creates greater disorganization.	2/3/2016 10:31 AM
132	We need to foster more of a culture of accountability starting with the managers who oversee their departments.	2/3/2016 10:31 AM
133	None	2/3/2016 10:29 AM
134	Hard to answer these questions I do not work in an area with ethical issues - how do I know if other department directors etc. handle it well - I am not there? Can only "assume" they will do the right thing. I think moral issues are more a factor.	2/3/2016 10:25 AM
135	I hope this survey is taken seriously and that the gotcha attitude can stop. I hope that in the future when there is a complaint that the entire department (including supervisors and the director) are reviewed for the same complaint and not the just the person or section. I hope that what is going on now can be stopped so that confidence can be restored to the program.	2/3/2016 10:22 AM
136	No.	2/3/2016 10:21 AM
137	I think we are doing a great job but there is room to improve everyday.	2/3/2016 10:21 AM
138	nope	2/3/2016 10:20 AM
139	None	2/3/2016 10:20 AM
140	no	2/3/2016 10:16 AM
141	no	2/3/2016 10:16 AM
142	No.	2/3/2016 10:15 AM
143	No	2/3/2016 10:14 AM
144	none	2/3/2016 10:14 AM
145	I am proud to work for the City of Las Cruces.	2/3/2016 10:11 AM
146	Not sure	2/3/2016 10:10 AM