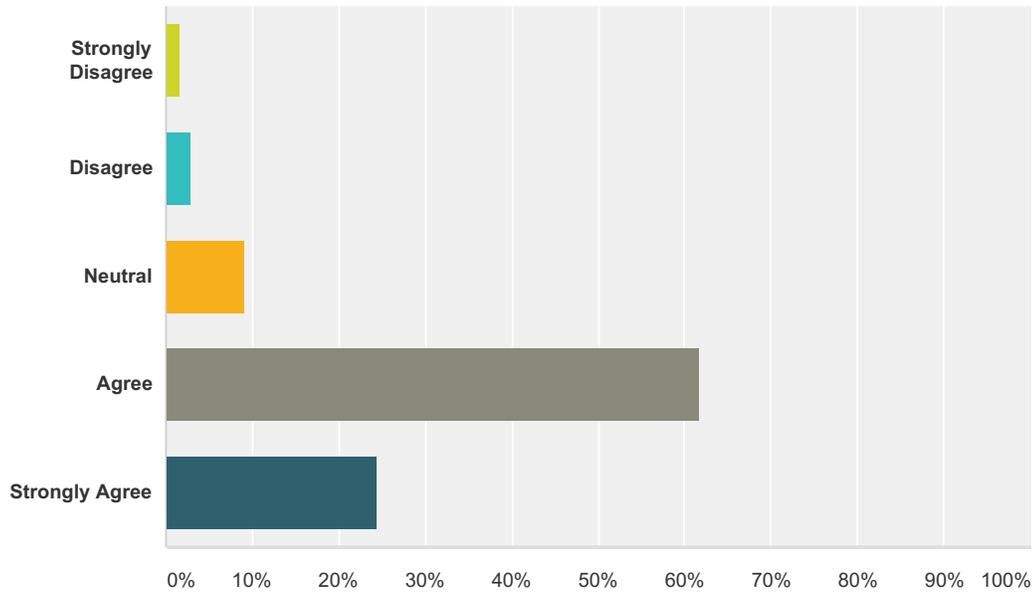


Q1 I am familiar with the City of Las Cruces Ethics Code

Answered: 509 Skipped: 0



Answer Choices	Responses
Strongly Disagree	1.57% 8
Disagree	2.95% 15
Neutral	9.23% 47
Agree	61.89% 315
Strongly Agree	24.36% 124
Total	509

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

2015 City of Las Cruces Ethics Survey

Q2 Please explain why you selected [Q1]

Answered: 31 Skipped: 478

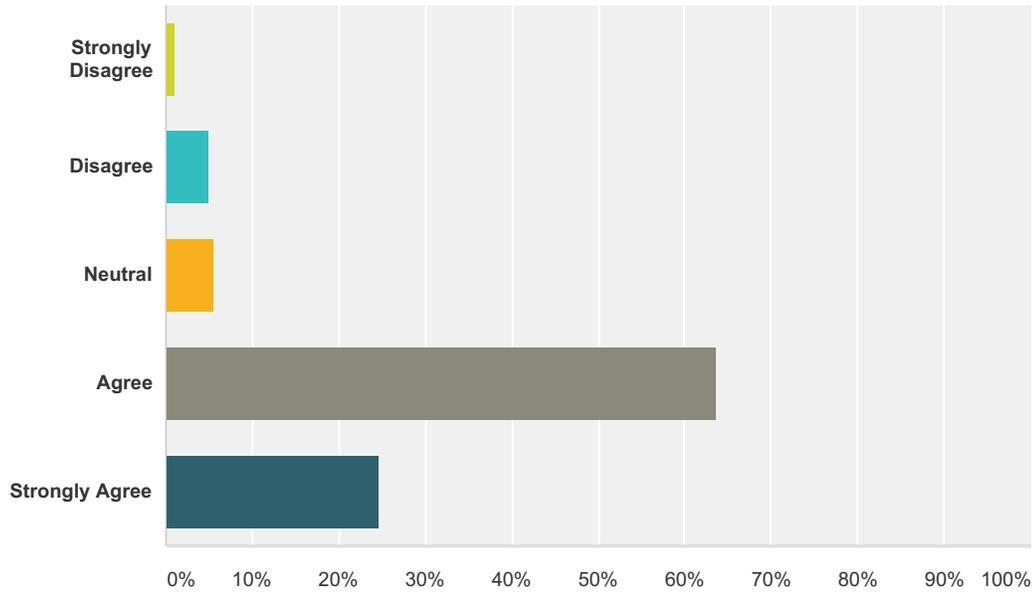
#	Responses	Date
1	I would prefer not to	3/5/2015 4:25 PM
2	Not too familiar	2/25/2015 4:36 AM
3	not sure if I have or have not read it	2/24/2015 10:47 AM
4	Because I know the city has them and I know where to locate them if I need to read them.	2/24/2015 10:09 AM
5	I have seen the policy but I don't have it memorized	2/24/2015 9:40 AM
6	THE REASON BEING IS THAT A REFRESH COURSE WOULD HELP KEEP KEEP THE INFORMATION RETAINED.	2/19/2015 5:38 PM
7	I am not sure I am "strongly"	2/19/2015 4:59 PM
8	I have probably read it when I started working here, but I don't specifically recall it.	2/19/2015 4:39 PM
9	I don't know much about it	2/19/2015 2:49 PM
10	I have not really been informed specifically on what the city's ethic code is, I just have basic common sense knowledge of what I would think the city's ethics would be.	2/19/2015 11:56 AM
11	611-11 Avoiding Appearance of Impropriety on or off the job doesn't sit well with me because appearance of impropriety can simply be a matter of opinion including the Ethics Committee's. I don't think that as an employee (non-management) the City should decide what they view as appearances influence what I do outside of work hours if I am not breaking any laws.	2/19/2015 11:32 AM
12	Not sure if I have read it or not.	2/19/2015 10:40 AM
13	I believe I have read the City's ethics code, and I am ethically aware, but I don't recall specifics of the code per se.	2/19/2015 9:36 AM
14	I am aware that it exists, but could not provide much detail on it without checking.	2/19/2015 9:27 AM
15	I'm aware that it exists, but I don't know where to find it and I have never been asked to refer to it for any reason.	2/19/2015 8:44 AM
16	Somewhat familiar	2/19/2015 8:42 AM
17	Aware it exists. Have read it in the past. Not currently cognizant of the exact details.	2/19/2015 8:17 AM
18	I am familiar with it through new employee training, but that is the extent of my knowledge.	2/19/2015 8:07 AM
19	I remember taking a class sometime back but I cant remember everything that was discussed or what the entire code is	2/19/2015 7:46 AM
20	Not sure if I totally understand it	2/19/2015 7:44 AM
21	not sure if I am familiar	2/19/2015 7:37 AM
22	I am not sure I know where to access the ethical code for the city. I have been through training but I have never actually read the code itself.	2/19/2015 7:23 AM
23	I know pretty much know about the policy but not the full specifics.	2/19/2015 7:15 AM
24	I have had ethics training at New Hire Orientation and have attended an additional ethics presentation by HR. However, some of the policies seem to be applied differently to different people. I do not understand the variation in the severity of penalties for violating (often inadvertently) the ethics code.	2/19/2015 7:10 AM
25	I feel like I could learn some more of the policies.	2/19/2015 6:59 AM
26	the way it is	2/19/2015 5:44 AM
27	prefer not to answer	2/18/2015 7:47 PM

2015 City of Las Cruces Ethics Survey

28	I know some of the basics, but not everything.	2/18/2015 6:46 PM
29	Ethics is common sense	2/18/2015 5:52 PM
30	I feel I'm in between yes and no.	2/18/2015 5:38 PM
31	Haven't seen it in detail to the best of my recollection	2/18/2015 5:22 PM

Q3 I know how to report unethical behavior

Answered: 499 Skipped: 10



Answer Choices	Responses	
Strongly Disagree	1.00%	5
Disagree	5.01%	25
Neutral	5.61%	28
Agree	63.73%	318
Strongly Agree	24.65%	123
Total		499

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

2015 City of Las Cruces Ethics Survey

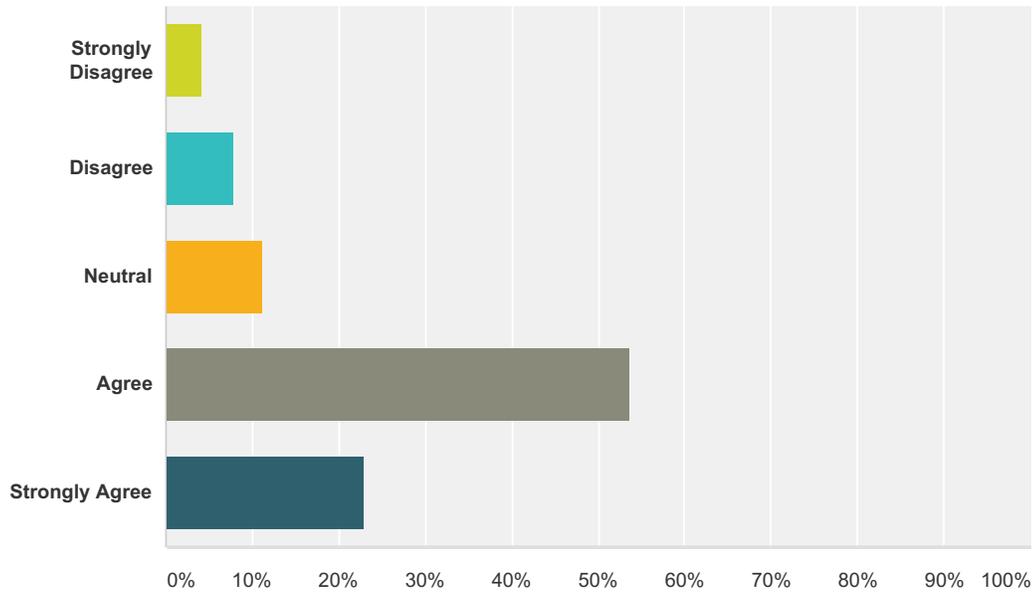
Q4 Please explain why you selected [Q3]

Answered: 16 Skipped: 493

#	Responses	Date
1	following chain of command has been proven to be a joke. The managers answers for things are, "talk to your supervisors," when we do, they brush things under the rug if they do not want to deal with it or if it is not important TO THEM, so I don't feel like there's any one to go to sometimes.	2/24/2015 3:56 PM
2	I don't immediately recall, but can easily find out.	2/24/2015 9:48 AM
3	cause somethings cant be reported retaliation	2/19/2015 1:03 PM
4	I know there is a hotline, but unsure of the number. I could find it on the website.	2/19/2015 12:24 PM
5	I donot remember the city ethicscode but know where I could find it and find out how to report unethical behavior	2/19/2015 11:11 AM
6	I do not remember who I would talk to about unethical behavior.	2/19/2015 11:06 AM
7	Because my assumption is that unethical behavior should be reported to my direct supervisor. In my department there is a definite lack of trust in the supervisor to do anything with info that causes more work.	2/19/2015 10:41 AM
8	You can't always speak to management as there is favoritism with employees.	2/19/2015 9:31 AM
9	I am a temp employee and this has not been discussed with me.	2/19/2015 9:15 AM
10	I'm assuming that I tell my boss, but I'm not sure.	2/19/2015 8:35 AM
11	It's been a while since we went to ethics training so I know there is process to report but I am not sure about the specifics.	2/19/2015 8:20 AM
12	In the past I have brought unethical behavior practices to the forefront but it seems to fall on deaf ears. If it involves a higher up...it's pretty much swept under the rug and with the fear of getting retaliated against, is it really worth it!!	2/19/2015 8:18 AM
13	I do not have the phone number memorized	2/19/2015 7:58 AM
14	Because it's not clear as who to talk to... Or if it concerns that particular individual. Who would we report to.	2/19/2015 7:46 AM
15	I'm not quite sure who one should talk to	2/19/2015 7:45 AM
16	I would go to my supervisor but now that I think about it, not sure that's right	2/19/2015 7:44 AM

Q5 Employees in my work group behave ethically in the workplace

Answered: 496 Skipped: 13



Answer Choices	Responses
Strongly Disagree	4.23% 21
Disagree	7.86% 39
Neutral	11.29% 56
Agree	53.63% 266
Strongly Agree	22.98% 114
Total	496

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

2015 City of Las Cruces Ethics Survey

Q6 Please explain why you selected [Q5]

Answered: 34 Skipped: 475

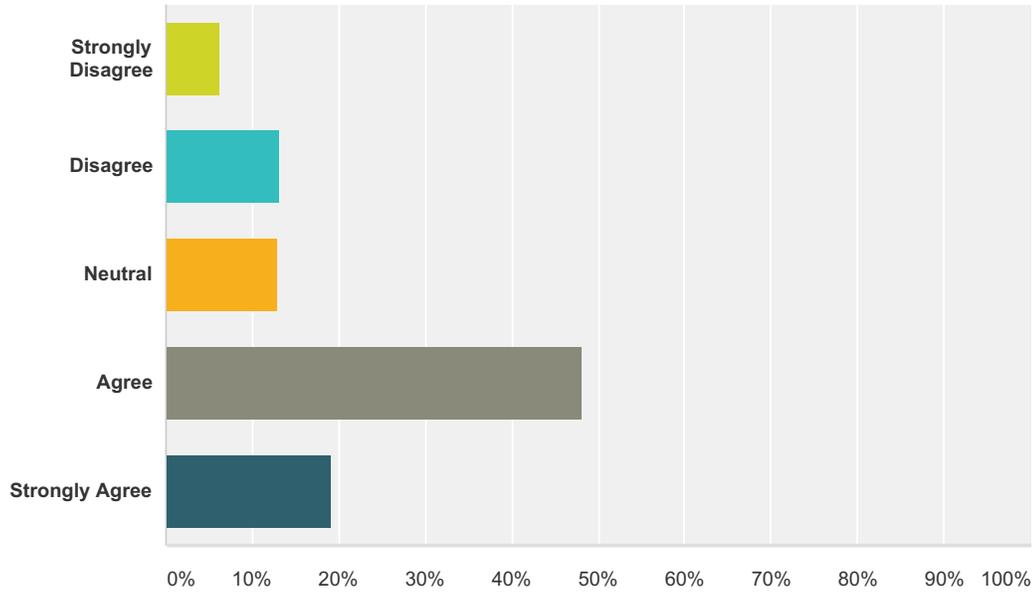
#	Responses	Date
1	Because my Section Administrator has time and time again made statements and decisions that are unethical and unprofessional and yet the Department Director is either oblivious or does not care about it.	3/5/2015 9:19 AM
2	Some are, some aren't.	3/5/2015 9:15 AM
3	for the most part every employee or co-worker that i work for or with behaves ethically. There tends to be some bad apples but administration will tend to those bad apples.	2/25/2015 9:56 AM
4	Some do and some don't	2/24/2015 10:14 PM
5	it depends who you are the higher the position the less is expected	2/24/2015 12:48 PM
6	The idea of ethical behavior or unethical is subsequent and very much a subject of personal opinion in many instances. If and individual is being unethical they themselves know the wrong they are participating in. I selected neutral because when I become aware of the behavior then that is when I can assess the action or behavior.	2/24/2015 10:36 AM
7	Ethical behavior is expected but not always practiced. When reported, nothing appears to happen.	2/24/2015 10:36 AM
8	Ethics is a broad term with many aspects. Personal ethics versus organizational ethics may be different so depending on what perspective you have peoples behavior may be ethical or not.	2/24/2015 10:35 AM
9	Sometimes I feel they push the envelope and it borders on being on unethical	2/24/2015 10:22 AM
10	say one thing reprimand one thing and then they get away with the same thing (manager)	2/24/2015 10:21 AM
11	I don't	2/24/2015 10:08 AM
12	Employees behave ethically for most part but there are little minor things that, depending on perception, could possibly be seen as not completely ethical.	2/24/2015 9:47 AM
13	everyone seems to be on their own agenda when it comes to work duties	2/24/2015 9:38 AM
14	prefer not to answer	2/20/2015 4:40 PM
15	Some are ethical others are possibly not	2/20/2015 9:10 AM
16	Do not enter act with most of the shop personal to give a agree or disagree response	2/19/2015 12:20 PM
17	most due, some do not.	2/19/2015 11:51 AM
18	Don't work with everyone just certain crews.	2/19/2015 11:15 AM
19	no one is perfect	2/19/2015 10:02 AM
20	Not all employees behave ethically in the workplace.	2/19/2015 9:54 AM
21	Ethical behavior involves demonstrating respect for key moral principles that include honesty, fairness, equality, dignity, diversity and individual rights. The tactic used most often in our section/department is to shame individuals into the desired behavior. There is an overall lack of respect shown to staff. And, although it is preached to us to treat others with respect, the persons preaching do not walk the talk. When it is pointed out that emails are rude and disrespectful, the tone of the conversation turns to blame and shame. There is no change in behavior due to denial of such behavior.	2/19/2015 8:34 AM
22	I believe that people that were let go in my department for no other reason other than they stood up for themselves to management after being treated badly by management and supervisors are able to justify their behavior with untruths and are believed, over the person that has come forward with true facts!	2/19/2015 8:23 AM
23	There are a couple of employees (including Supervisor) that are rude to their coworkers	2/19/2015 8:23 AM
24	For the same reason I won't report, there may be some small things that someone is doing, so until there is an unquestionable act that should absolutely get them fired, we have learned not to report. Even unanimous, it seems they can figure out who would know, and that person get harassed or fired. PS> it is absolutely NOT my boss, thankfully.	2/19/2015 8:07 AM

2015 City of Las Cruces Ethics Survey

25	cause it goes both ways	2/19/2015 7:57 AM
26	Supervisors seem to be mostly ethical with outsiders but ignore ethical responsibilities when it comes to some employees. Favoritism is clear.	2/19/2015 7:41 AM
27	not sure if I could	2/19/2015 7:38 AM
28	Different employees seem to be able to violate the ethics code without penalty because they are protected by folks above them. This impression is from hearsay, but this gossip does have an effect on morale.	2/19/2015 7:14 AM
29	Nobody cares, not even department head. Just pretends to follow but it's just for show	2/19/2015 7:07 AM
30	no comment	2/19/2015 6:57 AM
31	I don't care what other people do	2/18/2015 9:05 PM
32	They say they are looking out for best interests of the city or department when they screw people	2/18/2015 5:43 PM
33	Just did	2/18/2015 5:22 PM
34	Most behave ethically. Some think they do, but it wouldn't be ethical by my values.	2/18/2015 5:21 PM

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

Answered: 492 Skipped: 17



Answer Choices	Responses	
Strongly Disagree	6.30%	31
Disagree	13.21%	65
Neutral	13.01%	64
Agree	48.17%	237
Strongly Agree	19.31%	95
Total		492

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

2015 City of Las Cruces Ethics Survey

Q8 Please explain why you selected [Q7]

Answered: 45 Skipped: 464

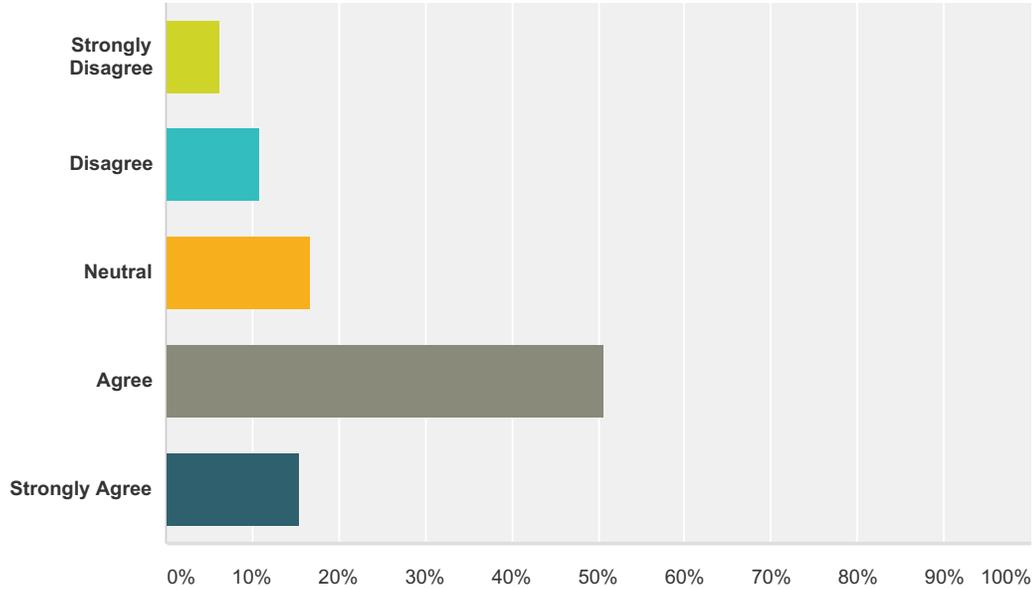
#	Responses	Date
1	people are people no matter what	2/27/2015 1:38 PM
2	Because I don't know how my fellow employees feel regarding this matter.	2/25/2015 10:58 AM
3	Have not experienced a situation where it has happened	2/25/2015 8:36 AM
4	Confidential information is not always kept confident	2/24/2015 10:14 PM
5	Enviornment	2/24/2015 1:47 PM
6	I do not know if employees feel they can report ethics violations without repercussion..	2/24/2015 1:14 PM
7	There are very few people in our section.	2/24/2015 11:30 AM
8	When reported, the behavior does not change. When that is reported, still nothing happens.	2/24/2015 10:37 AM
9	I can't be certain that certain ones would not retaliate.	2/24/2015 10:00 AM
10	Instinct.	2/24/2015 9:49 AM
11	There are some personalities that will always retaliate	2/24/2015 9:38 AM
12	not sure if everyone knows what the Ethics procedure is	2/24/2015 9:38 AM
13	Because	2/24/2015 8:08 AM
14	Have seen retaliation occur to others	2/23/2015 8:24 AM
15	prefer not to answer	2/20/2015 4:42 PM
16	I believe that there is no way to assure retaliation would not take place in some form or another due to human nature.	2/20/2015 10:38 AM
17	some employees may be afraid of retaliation	2/20/2015 7:08 AM
18	I think there is always fear of retaliation whether it is peer to peer or higher up.	2/19/2015 4:18 PM
19	I am not sure about if anything has been reported	2/19/2015 2:37 PM
20	Have not had any experience with this, so I am unqualified to answer.	2/19/2015 12:25 PM
21	Some people are put into positions where they are closer to supervisors than others and have influence to make you do things they want.	2/19/2015 11:58 AM
22	Employees still believe that if they something it will get back to them in one way or another.	2/19/2015 11:46 AM
23	I would hope they can but some still may fear it.	2/19/2015 11:15 AM
24	I do not know if there would be no retaliation if an employee reported unethical behavior	2/19/2015 11:13 AM
25	Because I am not confident that statement is true and I do not have faith that my supervisors would not retaliate.	2/19/2015 9:58 AM
26	I just don't know	2/19/2015 9:28 AM
27	Not here long enough to know.	2/19/2015 9:15 AM
28	I do not have complete trust in the City's upper management.	2/19/2015 8:49 AM
29	It depends on factors within the group, kind of like the who knows who, as to whether or not their will be repercussions. However, I think it is getting better for our area so at this time I am remaining neutral.	2/19/2015 8:41 AM
30	Never had this situation occur before to see any outcome of retaliation.	2/19/2015 8:26 AM
31	If I reported to my supervisor... there is no problem however if the staff that I report about find out they might retaliate	2/19/2015 8:22 AM

2015 City of Las Cruces Ethics Survey

32	don't know how	2/19/2015 8:22 AM
33	I do not know if they feel like they would be retaliated or not.	2/19/2015 8:20 AM
34	I am unsure if they are fearful or not.	2/19/2015 8:14 AM
35	Same as above.	2/19/2015 8:07 AM
36	not all employees are treated equally in a department.	2/19/2015 8:07 AM
37	people are still afraid to report.	2/19/2015 8:06 AM
38	I have reported unethical behavior, but others who have been aware of unethical behavior have not; so, I assume that not everyone is comfortable doing this.	2/19/2015 8:05 AM
39	YOU DONT KNOW HOW THE PERSON YOU ARE REPORTING TO IS GOING TO RESPOND.	2/19/2015 8:02 AM
40	Retaliation comes in many shapes, forms and sizes. Proving somebody is retaliating against you is very difficult. if a supervisor wants to retaliate, they will do it subtly because they know this. I'm not speculating, I've seen it time and time again.	2/19/2015 7:50 AM
41	If the person you are reporting to or someone else you might go to wants to be unethical there is no way the supervisor you report is not going to deny and retaliate.	2/19/2015 7:43 AM
42	is ethical or unethical to report	2/19/2015 7:39 AM
43	I believe everyone has fear of retaliation. They can also feel like they will not be "liked" anymore. Even if there is no retaliation there is still that feeling that they do not feel the same way towards you and that can bother you as well.	2/19/2015 7:26 AM
44	Nothing formal is made against the employee, but they are labeled as trouble makers	2/19/2015 7:08 AM
45	It highly depends on which employee is the subject reporting the unethical behavior, as well as their position, rank and who their supervisor is. Not all employees feel empowered to report unethical behavior.	2/18/2015 9:57 PM

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

Answered: 486 Skipped: 23



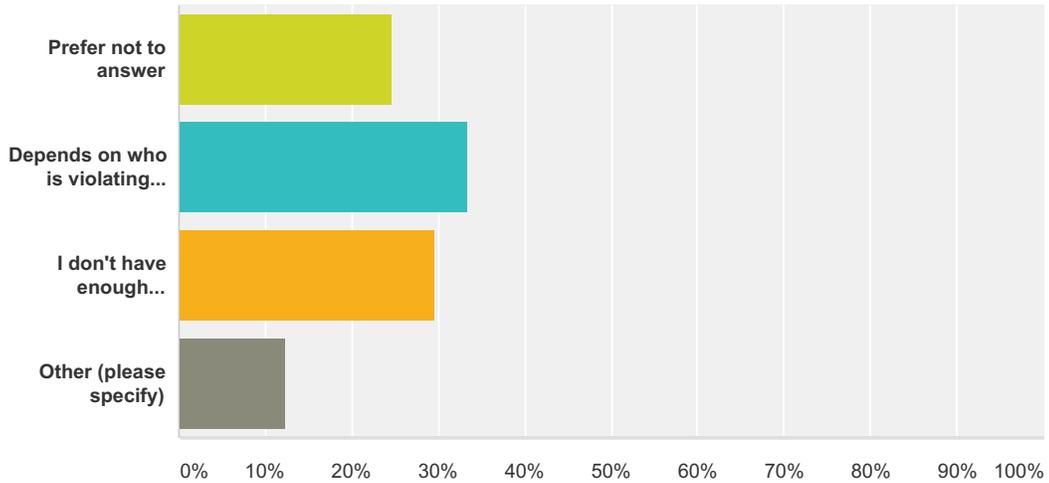
Answer Choices	Responses	
Strongly Disagree	6.17%	30
Disagree	10.91%	53
Neutral	16.67%	81
Agree	50.82%	247
Strongly Agree	15.43%	75
Total		486

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

2015 City of Las Cruces Ethics Survey

Q10 Please explain why you selected [Q9]

Answered: 81 Skipped: 428

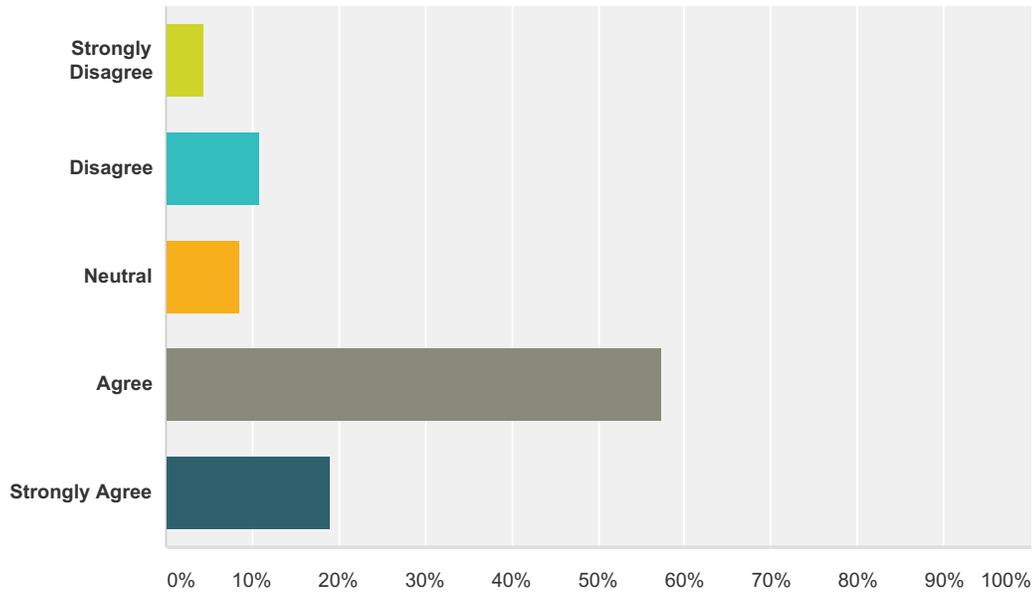


Answer Choices	Responses
Prefer not to answer	24.69% 20
Depends on who is violating the policy	33.33% 27
I don't have enough information to respond	29.63% 24
Other (please specify)	12.35% 10
Total	81

#	Other (please specify)	Date
1	Feel that one person uses her position to intimidate others and almost threaten in work related ways. Besides this person, all is great.	2/27/2015 8:12 AM
2	Have not heard of any Ethical violations to base my decision on, would assume that my managers would be fair.	2/24/2015 10:15 AM
3	I don't think their interpretation is consistent	2/19/2015 9:59 AM
4	I dont know the policy or when it has been used by Management.	2/19/2015 9:50 AM
5	I believe the managers (those with positions that include the title of manager) do exhibit ethichal behavior. It is those above that level that fail and are very capable of denial then retaliation.	2/19/2015 8:35 AM
6	Dont believe managers/supervisor know how to respond to untheical behaviors. Tend to see managers aviod situations where untethical behavior occurs.	2/19/2015 8:27 AM
7	I don't know how management would respond to an ethics complaint.	2/19/2015 8:19 AM
8	some hirings have been unethical in my view	2/19/2015 7:46 AM
9	No observation of behavior/use	2/18/2015 5:32 PM
10	I feel that the fraud hotline is being used as a retaliory tool for employees whom do not like other employees. Since this is 100% confidential it does not deter frudulant use of this system.	2/18/2015 5:22 PM

Q11 My values and the values of my department are similar

Answered: 483 Skipped: 26



Answer Choices	Responses
Strongly Disagree	4.35% 21
Disagree	10.77% 52
Neutral	8.49% 41
Agree	57.35% 277
Strongly Agree	19.05% 92
Total	483

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

2015 City of Las Cruces Ethics Survey

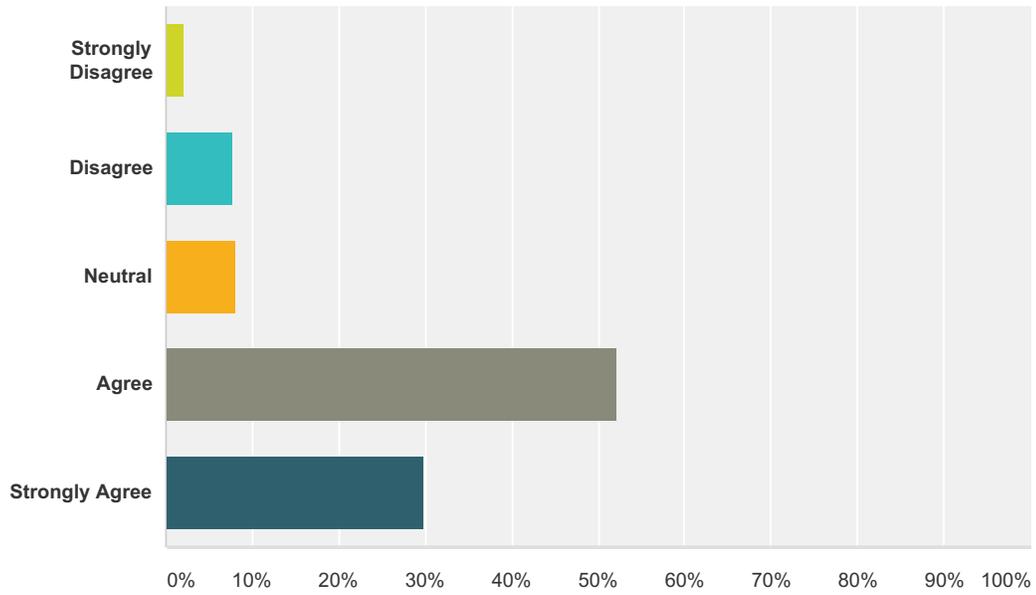
Q12 Please explain why you selected [Q11]

Answered: 22 Skipped: 487

#	Responses	Date
1	They are not always followed/fair.	3/3/2015 11:27 AM
2	Some issues appear to be held in higher importance than others	2/24/2015 4:48 PM
3	I believe that my ethics are more strict than what is required by my place of employment.	2/24/2015 3:01 PM
4	favoritism is rampant in my department	2/24/2015 10:22 AM
5	Too many people just don't care.	2/24/2015 10:12 AM
6	Because my ethics standards do not meet up with expected standard of my department. We say one thing but don't follow up when some are unethical with corrective action to change behavior.	2/24/2015 9:42 AM
7	Management talks the talk, but they do not abide by what they make others abide by. On paper our ethics are similar, but in practice they are not.	2/24/2015 9:42 AM
8	lack of communication	2/24/2015 9:39 AM
9	Not sure the context of, or how you define, values. If you're asking if my professional ethics are similar to those in my department...I believe so.	2/23/2015 9:57 AM
10	you don't really want to know.	2/21/2015 7:56 PM
11	I am a Christian who follows & obeys the Lord. those in my dept follow & obey the ethics policy only.	2/21/2015 12:37 AM
12	I can not say that all 148 employees have the exact same values	2/19/2015 4:02 PM
13	Basically within the same framework	2/19/2015 9:17 AM
14	Until recently I had thought so, but it has been brought to my attention that what applies to one does not always apply to another. As I have stated, I believe things are getting better.	2/19/2015 8:43 AM
15	Many issues which are important to me are dismissed as unimportant to their work by colleagues and management.	2/19/2015 8:20 AM
16	PEOPLE HAVE A DIFFERENT VIEWS ON THEIR BEHAVIOR. SOME PEOPLE DONT LIKE TO BE TOLD HOW TO BEHAVE.	2/19/2015 8:07 AM
17	I can't speak for other staff members and I don't know how other staff members interpret ethical.	2/19/2015 8:00 AM
18	some are given the job in to the position because they were good with the boss	2/19/2015 7:40 AM
19	Sometimes we agree. Sometimes we don't.	2/19/2015 7:15 AM
20	Because we have people on prescription medications and do not report it, these do have warnings of the side affects and certain people have side jobs and do not report that either. some of our coworkers work beyond their set schedule and are on a hourly rate. unauthorized time.	2/19/2015 7:14 AM
21	Sometimes some staff seems to feel that they are exempt from following ALL the rules/policies.	2/18/2015 5:21 PM
22	What exactly do you mean by department. The department doesn't have ethics, the individuals do. Each is different. Bad question.	2/18/2015 5:19 PM

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

Answered: 481 Skipped: 28

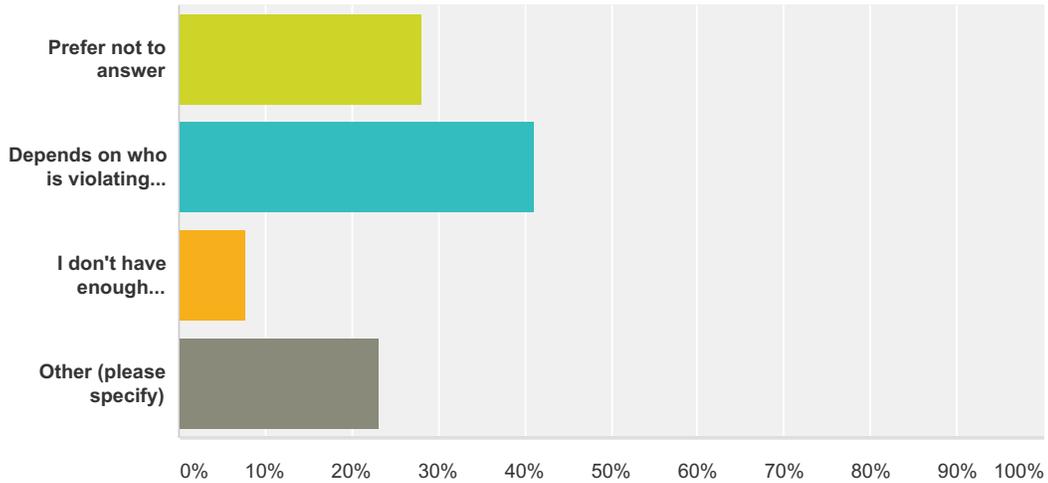


Answer Choices	Responses
Strongly Disagree	2.08% 10
Disagree	7.69% 37
Neutral	8.11% 39
Agree	52.18% 251
Strongly Agree	29.94% 144
Total	481

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

Q14 Please explain why you selected [Q13]

Answered: 39 Skipped: 470

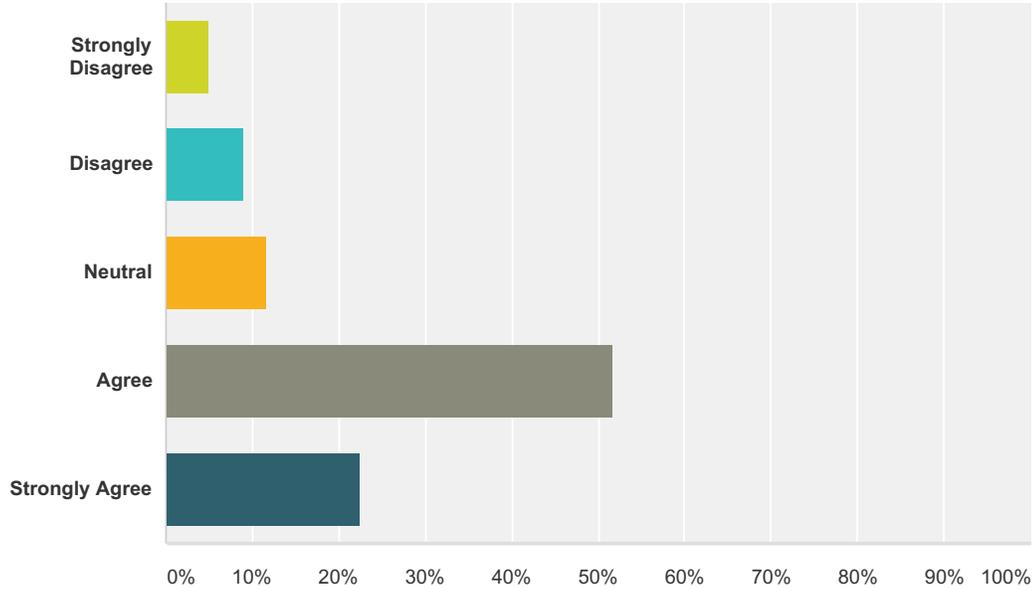


Answer Choices	Responses
Prefer not to answer	28.21% 11
Depends on who is violating the policy	41.03% 16
I don't have enough information to answer	7.69% 3
Other (please specify)	23.08% 9
Total	39

#	Other (please specify)	Date
1	on some occasions it is clear that the manager in my department does not know the law and policies	3/4/2015 8:27 AM
2	I would think that my department would want us to follow the laws and policies, but they are not insistent and in our face about it.	2/24/2015 10:19 AM
3	I believe employees follow laws but do not always follow policies and our manager do not make sure that they do follow them. I have seen managers allow policy violations by employees knowing that it was a violation.	2/24/2015 9:44 AM
4	depends on definition of manager and supervisor. managers should make an effort to find out what is going on in departments.	2/21/2015 7:57 PM
5	It's never been discussed	2/19/2015 4:40 PM
6	It all depends who the employee is - various ethic values	2/19/2015 3:27 PM
7	Never been stated by a supervisor about ethical behavior or insisted to refer to a policy.	2/19/2015 8:29 AM
8	It's not something we discuss very often.	2/19/2015 8:03 AM
9	Manager looks the other way or too busy to deal with the issue.	2/19/2015 7:20 AM

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

Answered: 479 Skipped: 30



Answer Choices	Responses	
Strongly Disagree	5.01%	24
Disagree	8.98%	43
Neutral	11.69%	56
Agree	51.77%	248
Strongly Agree	22.55%	108
Total		479

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

2015 City of Las Cruces Ethics Survey

Q16 Please explain why you selected [Q15]

Answered: 36 Skipped: 473

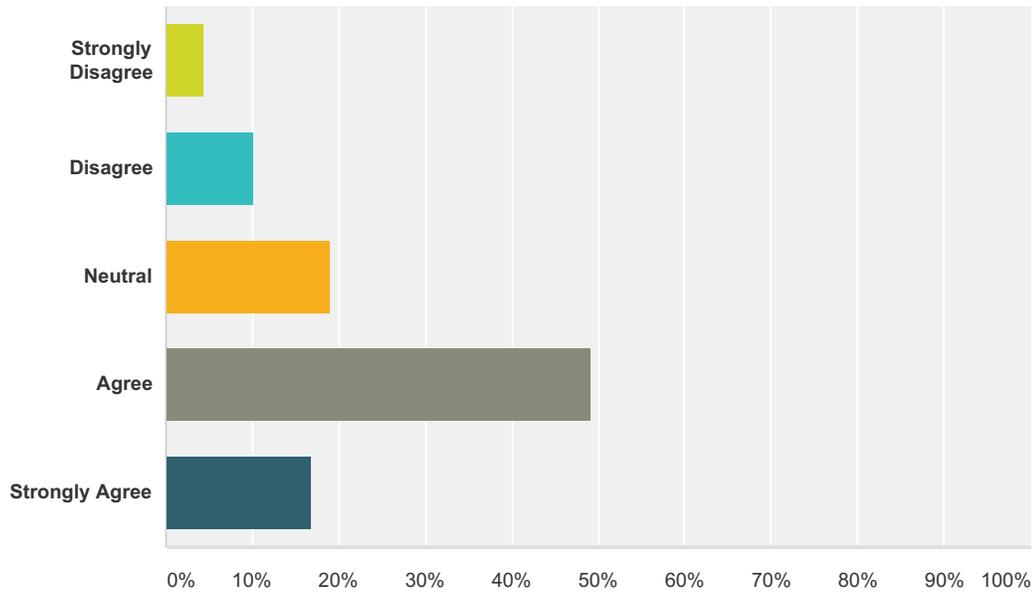
#	Responses	Date
1	Sometimes they do, sometimes they don't.	3/5/2015 9:16 AM
2	depends on the policy, manager does not always read the policy before trying making decisions involving that policy.	3/4/2015 8:29 AM
3	It feels like management enforce laws and policies in very biased ways. Management is not held accountable and employees are to be made an example of.	2/27/2015 8:21 AM
4	The perception is that some policies hinder processes and getting things done.	2/24/2015 4:51 PM
5	I don't know if they do.	2/24/2015 1:15 PM
6	Been only at City Hall for a couple weeks and working with a new group of employees.	2/24/2015 12:02 PM
7	Only when it's convenient for them.	2/24/2015 9:41 AM
8	lack of communication	2/24/2015 9:39 AM
9	Because	2/24/2015 8:08 AM
10	I haven't been in this department long enough to have had a chance to work with all managers and form an opinion about whether they are following laws and procedures across the board.	2/23/2015 11:59 AM
11	Some take our unifrom policy and make us follow it, but set a good example.	2/20/2015 11:14 AM
12	It sometimes feels like they are micromanaging things. Instead of focusing on bigger, more important problems in our dept., they are spending time/energy on the smaller things.	2/20/2015 9:19 AM
13	don't know what they do either way	2/19/2015 3:40 PM
14	Some (not all) facility policies are not enforced. Job duties are are being given to employees whom are not responsible, paid, or allowed to receive credit for doing them, according to their job description.	2/19/2015 2:58 PM
15	Sometimes	2/19/2015 2:50 PM
16	I don't spend enough time with them	2/19/2015 2:04 PM
17	Again depends on who it is. Surely not themselves.	2/19/2015 11:34 AM
18	Sometimes inconsistent	2/19/2015 10:50 AM
19	I think that in our section we try our best to follow policy however I feel that the City Managers officer overrides the rules and regulations on a regular basis which is unethical rules are put in place for a reason and all employees should abide.	2/19/2015 10:49 AM
20	not here long enough to know	2/19/2015 9:16 AM
21	Managers would not contradict City Administration.	2/19/2015 9:07 AM
22	Allow some employees to take way too many smoke breaks when those that don't smoke get their standard 1 break per AM/PM. Smokers seem to be gone up to 5 breaks AM and PM - with the management joining in the smoke breaks	2/19/2015 9:01 AM
23	MANAGERS PICK AND CHOOSE WHICH POLICIES TO FOLLOW	2/19/2015 8:59 AM
24	Doesn't occure	2/19/2015 8:50 AM
25	Prefer not to.	2/19/2015 8:36 AM
26	Prefer not to answer.	2/19/2015 8:36 AM
27	Some do and some don't.	2/19/2015 8:29 AM
28	meaning of ethics to that person is a very different definition compared to the city's definition	2/19/2015 8:27 AM

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29	some do some don't	2/19/2015 8:24 AM
30	Micro management shows no trust, and sometimes statements are said that are offensive to their employees.	2/19/2015 8:20 AM
31	No one keeps track of their coming and goings	2/19/2015 8:19 AM
32	retaliation	2/19/2015 8:18 AM
33	some service departments are treated with special schedules when some are not.	2/19/2015 8:09 AM
34	It depends on which employee the policy applies to.	2/19/2015 8:05 AM
35	My managers can be very neutral about certain things that go on here.	2/19/2015 7:57 AM
36	I don't know what managers do with situations that I'm not privy to	2/18/2015 5:39 PM

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

Answered: 477 Skipped: 32

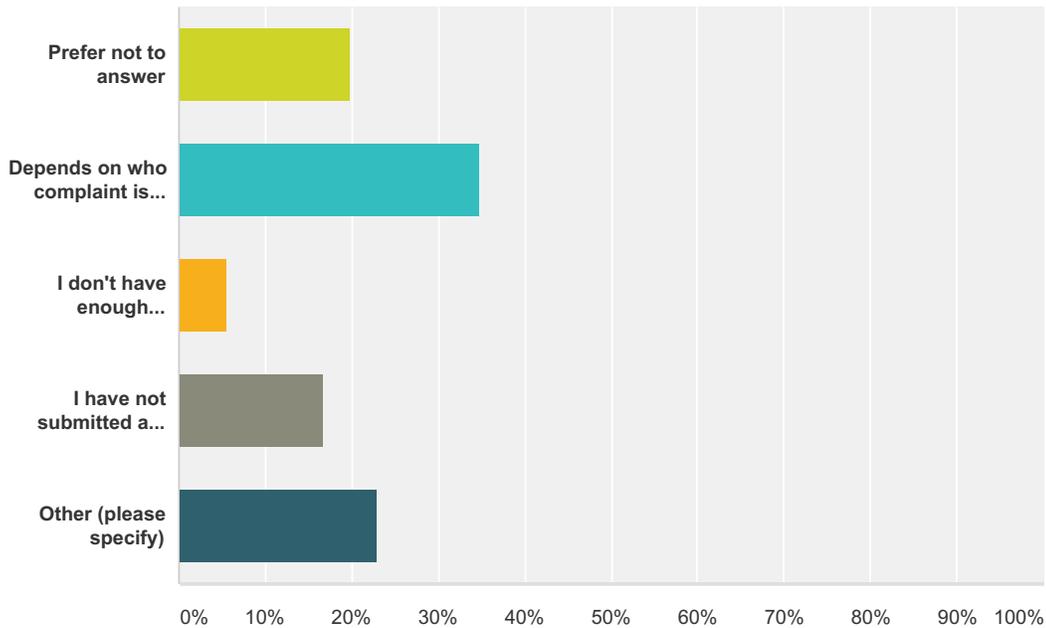


Answer Choices	Responses
Strongly Disagree	4.40% 21
Disagree	10.27% 49
Neutral	19.08% 91
Agree	49.27% 235
Strongly Agree	16.98% 81
Total	477

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

Q18 Please explain why you selected [Q17]

Answered: 161 Skipped: 348



Answer Choices	Responses
Prefer not to answer	19.88% 32
Depends on who complaint is against	34.78% 56
I don't have enough information to answer	5.59% 9
I have not submitted a complaint	16.77% 27
Other (please specify)	22.98% 37
Total	161

#	Other (please specify)	Date
1	COMPLAINTS HAVE BEEN BROUGHT UP TO THE ATTENTION OF SUPERVISOR AND MANIPULATION OF THE DOCQVOICE CONTINUES. OTHER TRANSCRIPTIONISTS FOLLOW STANDARD OPERATION PROCEDURES ONE INDIVIDUAL MANIPULATES THE DOCQVOICE ON A DAILY BASIS AND COMPLAINTS ARE IGNORED.	3/5/2015 9:27 AM
2	I feel things may be different now but, in the past, when I had reached out to upper management regarding my supervisor at the time, I was basically ignored and blamed. I even had a meeting with the EEO officer. During that meeting she spent the entire time explaining why it was okay for my supervisor to bully me and that i was a "bad employee" (her words). In fact, I actually recorded that meeting on my phone but, without her knowing. Since she and my ex-supervisor have since left the City, i do feel that things may be better now.	2/27/2015 8:56 AM
3	i would hope so anyways	2/25/2015 9:58 AM
4	I have seen employees under investigation for complaints of unethical behavior get promoted during the investiagation. It seems as if it depends who is complaining and who the complaint is against that determines action taken. Policy is just a suggestion on some cases.	2/24/2015 4:01 PM

2015 City of Las Cruces Ethics Survey

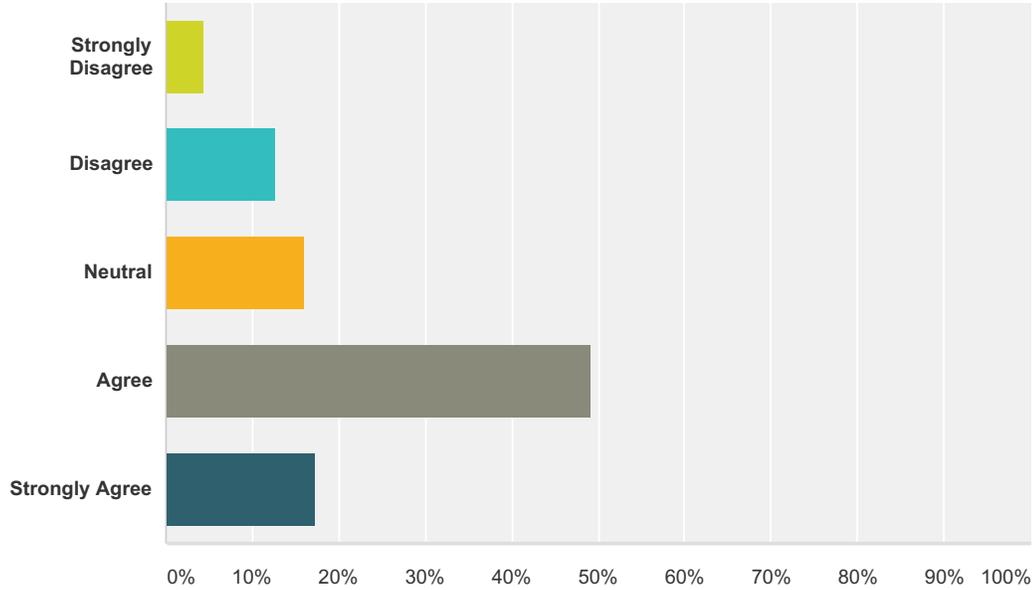
5	I have submitted several ethical complaints to the director and it not addressed. There is a manager that consistently calls in sick and uses her daughter as an excuse while it is well know that she is hung over or out of town.	2/24/2015 10:22 AM
6	Having never had a Ethical issue, I would only have to assume that they would handle it professionally	2/24/2015 10:20 AM
7	Depends on who handles it.	2/24/2015 10:14 AM
8	Many complaints have gone un-detected or not sustained due to interpretation of those handling complaint. In the end, whatever is best for the city and places the city in the least amount of litigious liability is the direction the results of complaints go.	2/24/2015 9:44 AM
9	Depends on who you are if the complaint will be handled fairly. When someone is doing wrong int he departmentm, it is ignored.	2/24/2015 9:41 AM
10	never needed use of it	2/24/2015 9:39 AM
11	It was reported and not dealt with because of their position	2/20/2015 2:45 PM
12	I brought up an ethical incident, and I told them I didn't want to bringit up because it would fall back on me. They insured me that it would not, but know i'm the rat, throuth the department. Thanks	2/20/2015 11:17 AM
13	I RATHER NOT SAY, DUE TO BEING RETALIATE AND NOT HAVING PROOF THAT I AM BEING TREATED UNFAIRLY ALONG WITH A HOSTILE WORK ENVIRONMENT. WHICH IS ORCHESTRATED BY GROUP PEOPLE ALONG WITH SUPERVISORS ASSISTING THE THEM. WHICH MAKS IT HARDER FOR ME TO OBTAIN PROOF OF THIS TREATMENT TOWARDS ME. THIS WHY I WILL NOT REPORT IT BECAUSE I WILL BE TERMINATED SINCE I CANT PROVE THAT THIS IS HAPPENING TO ME.	2/19/2015 5:46 PM
14	past expreince with a former employee	2/19/2015 2:04 PM
15	It wouldn't be handled at all let alone fairly, and their may be consequences for filing a complaint.	2/19/2015 1:26 PM
16	I've seen some injustice done in my section, not so much my department but I don't feel comfortable with the process. It is very one sided and whoever screams the loudes seems to always get their way wether they are wrong or not.	2/19/2015 11:41 AM
17	because i think the first second and third choices are true	2/19/2015 11:16 AM
18	Supervisor would not do anything because that would require action.	2/19/2015 10:43 AM
19	My personal experience reflects otherwise	2/19/2015 10:00 AM
20	timesheets are still not being completed truthfully	2/19/2015 9:55 AM
21	favoratism shown- overlook things that would be considered wrong for others	2/19/2015 9:43 AM
22	director does not make all parties follow the rules and does not do anything about it	2/19/2015 9:18 AM
23	It would be at great cost to bring it up.	2/19/2015 9:07 AM
24	Management will not walk the talk. Management has a very elitist point of view and by their actions show that the rules do not apply to them. Management does not lead by example. It is who you golf with, not what you do that counts here.	2/19/2015 8:56 AM
25	Never had to make a complaint.	2/19/2015 8:29 AM
26	Numerous employees have complained about employees who do not work their full schedules (come in late, leave early, take lunch when they are not supposed to, sick leave abuse) and nothing is done about it.	2/19/2015 8:22 AM
27	I have no experience with fair handling of complaints by management in my section.	2/19/2015 8:21 AM
28	No help from higher management (HR)	2/19/2015 8:20 AM
29	nothing will be done about it anyway, so Ive learned to tolerate it.	2/19/2015 8:13 AM
30	I've never reported an incident because it is usually one of our administrators behaving badly. Reporting someone might make me their next target.	2/19/2015 8:07 AM
31	i haven't reported an ethics violation in a while but when i did they were ignored.	2/19/2015 7:45 AM
32	When reported no actions are taken by the Administrator	2/19/2015 7:21 AM
33	certain people are people that the supervisor likes and gives alot of leway to.	2/19/2015 7:16 AM

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34	seems we are guilty before explanation	2/19/2015 7:16 AM
35	Are you kidding me? why on earth would I ever let my supervisors know?	2/19/2015 7:10 AM
36	Supervisor have there favorites. Nothing gets done!	2/18/2015 8:29 PM
37	There are a certain groups of co-workers that seem to be favored within the department and they can say and do what ever they want and have no problems. I have spoken up about the injustices and unfairness that goes on a daily basis and I have been verbally reprimanded and I have been written up once for being in the wrong place at the wrong time. I think that these surveys are a waste of time to certain extent because everyone sees what is going on and yet nothing is done.	2/18/2015 7:59 PM

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

Answered: 471 Skipped: 38

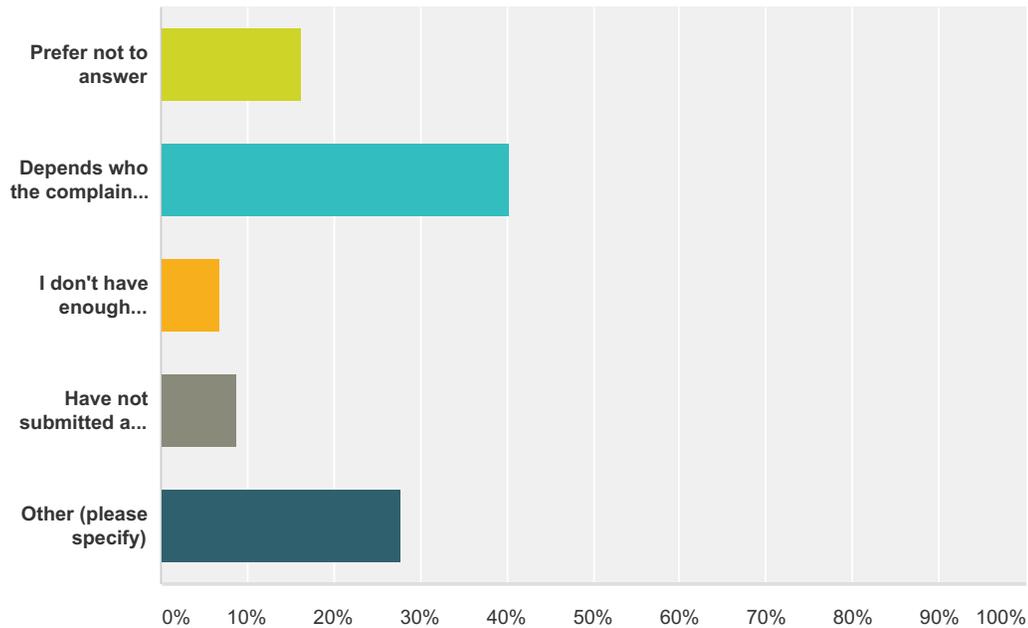


Answer Choices	Responses	
Strongly Disagree	4.46%	21
Disagree	12.74%	60
Neutral	16.14%	76
Agree	49.26%	232
Strongly Agree	17.41%	82
Total		471

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

Q20 Please explain why you selected [Q19]

Answered: 159 Skipped: 350



Answer Choices	Responses
Prefer not to answer	16.35% 26
Depends who the complaint is against	40.25% 64
I don't have enough information to answer	6.92% 11
Have not submitted a complaint	8.81% 14
Other (please specify)	27.67% 44
Total	159

#	Other (please specify)	Date
1	CALLS WERE PLACED TO FRAUD HOTLINE FOR UNETHICAL BEHAVIOR IN OUR WORK PLACE AND THE SPECIAL TREATMENT FOR ONE COWORKER HAS NOT CHANGED. ALL THE FRAUD HOTLINE TOLD US WAS THAT THE CITY MANAGER HAD THE INVESTIGATION REPORT AND THEY COULDN'T GIVE US ANY FURTHER INFORMATION. WE DON'T KNOW IF THERE WAS REALLY AN INVESTIGATION CONDUCTED SINCE COWORKERS WITH KNOWLEDGE OF THE UNETHICAL BEHAVIOR GOING ON IN OUR SECTION WERE NEVER INTERVIEWED.	3/5/2015 9:37 AM
2	Because I have and nothing was done about it. I was told it was not my concern.	3/5/2015 9:21 AM
3	There is too much favoritism and preference. It depends who is dealing with the issue as a manager and/or regular employee.	2/24/2015 4:06 PM
4	its the city, might take mounts to be taken care of.	2/24/2015 3:20 PM
5	I believe that effcent response time is hard to maintain wiht the current procedures that are in place.	2/24/2015 3:03 PM
6	Nothing is quick with the City, unless you mean a few months as a short time frame.	2/24/2015 12:15 PM

2015 City of Las Cruces Ethics Survey

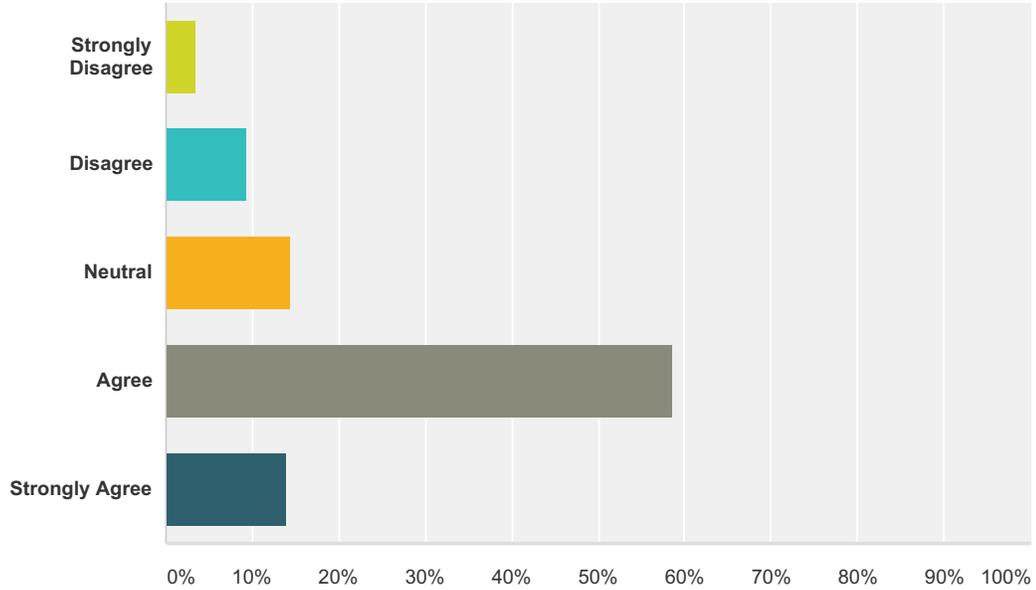
7	If the complaint is on an employee who works in another department, there seems to be no consequence, no follow-up from that department, the employee in question goes about their daily unproductive routine. If something is happening behind the scenes that should be communicated to the Department who has to work with said employee. Unethical behavior needs to be addressed immediately, taken seriously and followed up on.	2/24/2015 10:42 AM
8	With th seiousness of ethical violation I would hope that a quality decision i smade rather than quick.	2/24/2015 10:37 AM
9	the process from start to decision is lengthy	2/24/2015 10:34 AM
10	Because excuses are constintently made for the person not performing their job.	2/24/2015 10:24 AM
11	Because our manager will not make a quick decision and leave it to a prolonged investigation and wait for a recommendation.	2/24/2015 9:46 AM
12	No, because complaints have been put in on other coworker impeding on our workload and nothing is done. There might be an email explaining to everyone not to be doing what is being done but the issue is never addressed to the individual themselves.	2/24/2015 9:43 AM
13	Because when it was reported nothing was done, and the situation continued	2/20/2015 2:46 PM
14	The word "quick". For any little thing they have to have a group meeting and discuss the problem and come up with what thier going to do, and all have to agree. That takes time.	2/20/2015 11:19 AM
15	I HAVE TRYED REPORTING THE INCIDENTS THE PAST TO SUPERVISORS, BUT JUST TO BE PUNISH FOR SPEAKING UP.	2/19/2015 5:47 PM
16	DISCIPLINARY PROCESS MOVES VERY SLOW.	2/19/2015 5:22 PM
17	I believe it would be handled fairly, but from my observations it seems that the process can take quite a long time in some instances.	2/19/2015 4:19 PM
18	There is a culture of allowing negative behaviour to occur	2/19/2015 2:51 PM
19	I know decisive action will be taken	2/19/2015 12:51 PM
20	Most personnel actions seem to take a long time to resolve.	2/19/2015 11:56 AM
21	Process takes too long	2/19/2015 11:42 AM
22	i think the first second and third choices are true here.	2/19/2015 11:17 AM
23	General observation that quick and decisive actions take a long time and confusing	2/19/2015 10:24 AM
24	Our process is not quick or decisive	2/19/2015 10:02 AM
25	I know that the director handles these matters immediately. The Administer prefers to deflect and ignore.	2/19/2015 9:56 AM
26	My observations suggest the actions are seldom quick.	2/19/2015 9:30 AM
27	It depends on what type of grievance or unethical behavior	2/19/2015 9:13 AM
28	The Director takes a very long time to make a decision and sometimes never follows through if a decision is made.	2/19/2015 8:47 AM
29	There are workers in our department that waste a lot of time and this has gone on for years	2/19/2015 8:32 AM
30	There will be a quick resonse but no follow up leading to another incident to occur.	2/19/2015 8:31 AM
31	Because complaints have been made and concerns raised and yet supervisors dismissed those concerns and looked the other way. When evidence was presented to them, in one case nothing was done immediatelly, in another, the employee wasnt even questioned. It has happened, its happening and without the removal of department heads and section administrators who play favorites, nothing will ever change.	2/19/2015 8:29 AM
32	Process is very slow; some of employees which have been accused of unethical behavior have been waiting for over a month for resolution. I have seen this in four different cases.	2/19/2015 8:25 AM
33	Please see previous comments. It has been brought to the supervisor's attention, and nothing has been done.	2/19/2015 8:23 AM
34	It depends on who is making the complaint.	2/19/2015 8:22 AM
35	I raised an ethics issue and it was not initially addressed.	2/19/2015 8:07 AM

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36	Quick action is often taken. We are always presumed guilty. Thats living in the new hotline world. A coworker gets mad at you and calls in. Again, ive seen this time and time again.	2/19/2015 7:53 AM
37	Same answer as previously. The action is ignored.	2/19/2015 7:21 AM
38	Again, Higher ups only protect themselves and HR has no backbone	2/19/2015 7:11 AM
39	Some supervisors prefer to wait it out	2/19/2015 7:03 AM
40	have reported unethical behavior and nothing has changed	2/18/2015 7:30 PM
41	There is often a "be responsible and ethical, but don't rock the boat" mentality - not just within the department, but within the city.	2/18/2015 6:11 PM
42	Things take a while to go through the process it seems	2/18/2015 5:40 PM
43	Quick and decisive are not the words I'd use	2/18/2015 5:24 PM
44	In my past I have found that complaints aren't followed up timely.	2/18/2015 5:20 PM

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

Answered: 468 Skipped: 41



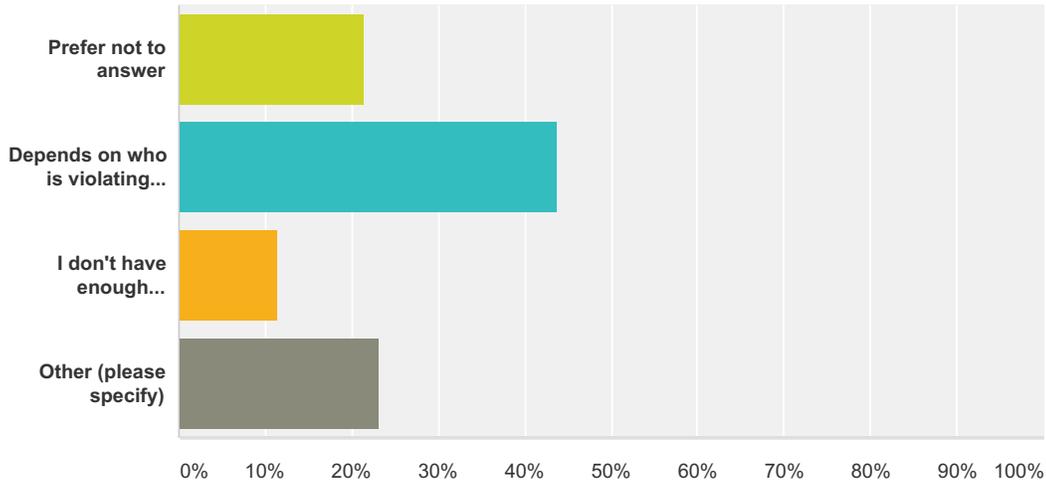
Answer Choices	Responses	
Strongly Disagree	3.63%	17
Disagree	9.40%	44
Neutral	14.32%	67
Agree	58.76%	275
Strongly Agree	13.89%	65
Total		468

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

2015 City of Las Cruces Ethics Survey

Q22 Please explain why you selected [Q21]

Answered: 130 Skipped: 379



Answer Choices	Responses
Prefer not to answer	21.54% 28
Depends on who is violating the policy	43.85% 57
I don't have enough information to answer	11.54% 15
Other (please specify)	23.08% 30
Total	130

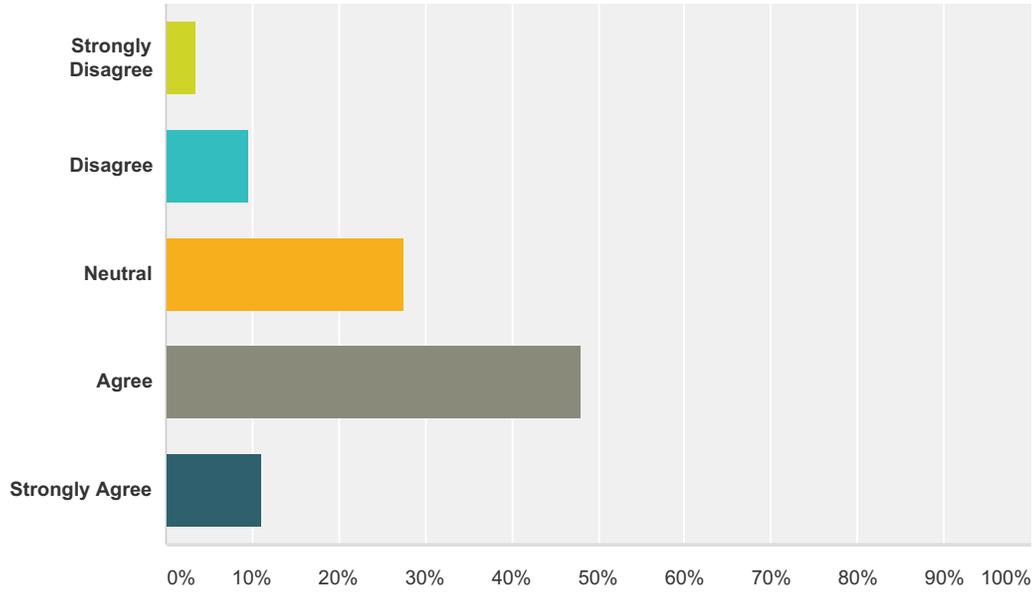
#	Other (please specify)	Date
1	THERE'S FAVORITISM, UNETHICAL BEHAVIOR (ISSUES ARE NOT BEING DEALT WITH AT ALL IN OUR SECTION)	3/5/2015 9:40 AM
2	not sure manager is aware of the all the policies and to apply them	3/4/2015 8:30 AM
3	Discipline should be used to educate and correct. All too often it appears to be used purely to punish and taken to the highest level of discipline regardless of the employees work history. I believe most employees want to do a good job. Many infractions to policy are mistakes of an uneducated employee who may just need to simply be informed.	2/27/2015 8:29 AM
4	Policies are interpreted and applied inconsistently. I think emphasis is placed in the wrong areas.	2/24/2015 4:54 PM
5	I'm not sure.	2/24/2015 10:27 AM
6	It only applies to some.	2/24/2015 10:24 AM
7	employees in my section are under union contract so some things have to be referred to their contract and do not line up with city personel polices at times.	2/24/2015 9:48 AM
8	Depends on who's interpretation it is. If employees are liked, then not much occurs. If employees are not liked and a history of bias prevails, employees are sanctioned to the extent their supervisor requests.	2/24/2015 9:47 AM
9	Depends on who you are in the department.	2/24/2015 9:43 AM
10	Supervisors have a "do as i say not as i do approach".	2/24/2015 9:39 AM
11	if they want to punished you will be with help from administration and HR and City Manager Office as well	2/23/2015 7:20 AM

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12	They are for non-management only	2/20/2015 2:46 PM
13	I believe there are some policies that are exactly that - interpreted. Not all managers have the same interpretation of some policies and have different perspectives on some of these policies.	2/19/2015 4:21 PM
14	Some policies chang depending on the situation	2/19/2015 3:02 PM
15	City hall is open 8-5 and in the morning work duties can not be preformed. Allowing employees an hour of coffee and gossip is unethical in itself. Their is no purpose of having staff in before 8 if we can not service the public. A large majority of staff members do not come in on time and leave early. I know that this is a City wide problem. Their is no way to track if staff is being honest. The city loses so much money on paying staff to no be here.	2/19/2015 10:55 AM
16	Sometimes applied inconsistently	2/19/2015 10:52 AM
17	Again, my personal experience dictates otherwise	2/19/2015 10:03 AM
18	If the FTA will not find out, anything goes	2/19/2015 9:57 AM
19	director does not like confrontation and therefore does nothing to address issues	2/19/2015 9:19 AM
20	policies can be enforced as a form of punishment with the intent of getting rid of someone.	2/19/2015 9:14 AM
21	MANAGERS PICK AND CHOOSE WHICH POLICIES TO FOLLOW	2/19/2015 9:01 AM
22	Because favoritism abounds, again it is all about who you know.	2/19/2015 8:57 AM
23	my opinion	2/19/2015 8:57 AM
24	Policies don't always apply, but we are told to use them which is not always fair to the employee	2/19/2015 8:46 AM
25	Each person reading it interprets it to their benefit on a case by case basis.	2/19/2015 7:55 AM
26	Hiring practices	2/19/2015 7:47 AM
27	I've seen my manager break policy and nothing happens	2/19/2015 7:22 AM
28	Depends upon the manager	2/19/2015 7:17 AM
29	I think some supervisors need to learn the policies	2/19/2015 7:03 AM
30	No direct observation and can only assume to the positive	2/18/2015 5:33 PM

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

Answered: 466 Skipped: 43



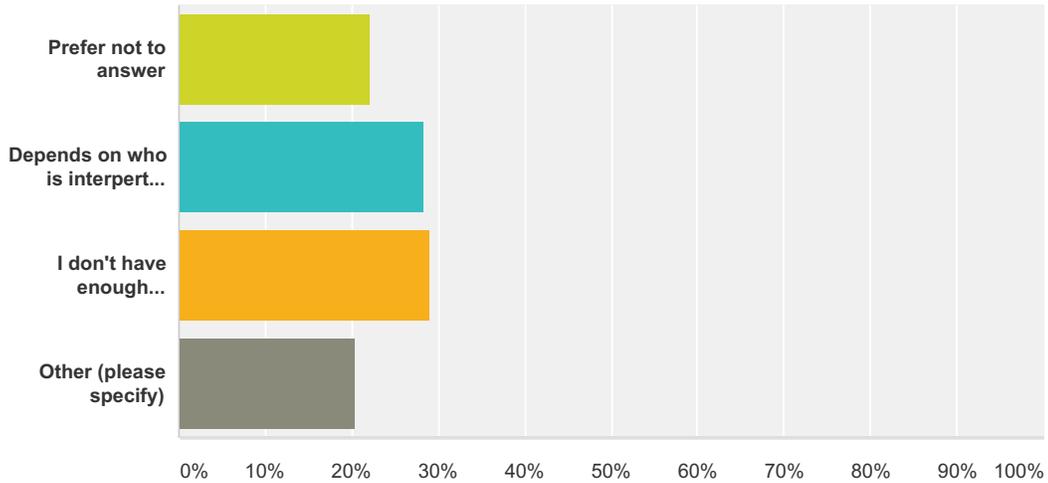
Answer Choices	Responses	
Strongly Disagree	3.65%	17
Disagree	9.66%	45
Neutral	27.47%	128
Agree	48.07%	224
Strongly Agree	11.16%	52
Total		466

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

2015 City of Las Cruces Ethics Survey

Q24 Please explain why you selected [Q23]

Answered: 190 Skipped: 319



Answer Choices	Responses	
Prefer not to answer	22.11%	42
Depends on who is interpreting the policy	28.42%	54
I don't have enough information to answer	28.95%	55
Other (please specify)	20.53%	39
Total		190

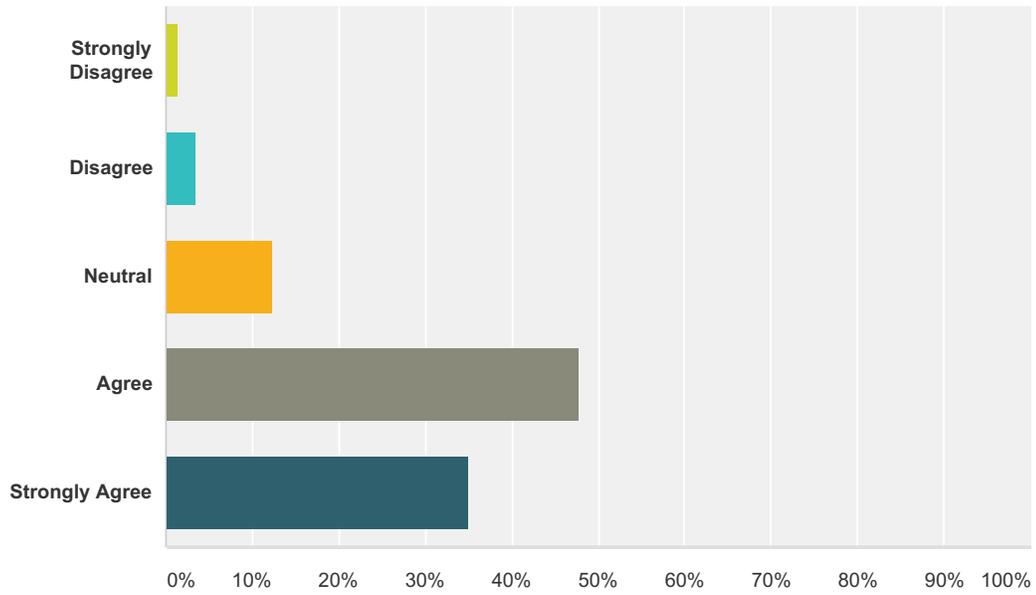
#	Other (please specify)	Date
1	I found the recent re classification to have been manipulated in such a way as to keep employee wages far below the national median adverage. That is very unethical .	2/27/2015 1:41 PM
2	It appears that directors and managers dont always complete a complete and fair investigation of infractions.	2/27/2015 8:32 AM
3	i would hope so. lead by good example not by the saying of do as i say, not as i do	2/25/2015 10:00 AM
4	they talk the talk but don't walk the walk. i have seen it first hand.	2/24/2015 12:51 PM
5	Favorites get preferential treatment. Don't ask for input from staff if your mind is already made up. This wastes time, makes the worker bees less productive and ends up hurting morale not improving it.	2/24/2015 10:48 AM
6	Hiring policies are not strictly adhered to.	2/24/2015 10:28 AM
7	I have not had any issues with having to address to the city managers or managers only the director. The director seems to not know how to deal with the complaints or how to address them.	2/24/2015 10:26 AM
8	Harry S. Connelly	2/24/2015 9:53 AM
9	Policies are not used fairly by city officials. Policies are introduced to employees who do not outwardly show support for superiors, whether the policy violation actually occurs or not.	2/24/2015 9:49 AM
10	Depends on who is not being ethical	2/23/2015 10:03 AM
11	It has been my experience with in the past	2/23/2015 7:21 AM
12	When complaints are filed nothing is done with them, fairly based on personal bias	2/20/2015 2:46 PM

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13	I said neutral because to the best of my knowledge i hope they are.	2/20/2015 7:08 AM
14	because how does an airport employee caught on pictures and with witness testimony stealing diesel not fired but other employees are accused and later found out that there is not evidence by the city and pd but yet they are still fired	2/19/2015 8:04 PM
15	Same reason I provided for managers - I believe there are cases where it is left up to one individual's interpretation which may vary amongst directors and other administrators and managers.	2/19/2015 4:21 PM
16	employees disregard the policy and depending on who is committing the violation it is overlooked and swept under the rug. the only time something is done is if it is an employee in the lower level positions. if it is a supervisor or they have some type of management role they are allowed to do whatever they want and if anyone says something they retaliate against you and make your life miserable.	2/19/2015 1:25 PM
17	both 2 and 3 i just do not know	2/19/2015 11:18 AM
18	Sometimes jobs seem to be awarded to employees who are not necessarily the best match.	2/19/2015 11:10 AM
19	actions reflect leadership. City Managers secretary is late everyday and delegates a majority of her work to other staff. City Manager staff tends to overlook complaints if they feel that the person is valued. At the CVB staff buys alcohol on the city issued credit card and claim they bought it for a guest. They are late everyday and expect the receptionist in the front to cover for everyone. Senior Programs management does not take accountability for their mistakes and they yell and put down staff in front of customers. Customer service they work hard everyday and they are not allowed bathroom breaks, cell phones, internet, or any of the other things that City staff is allowed. In our section Cell phones are abused and so is the internet for personal use.	2/19/2015 11:05 AM
20	Sometimes applied inconsistently	2/19/2015 10:53 AM
21	i HAVE HAD NO INTERACTION WITH THESE PEOPLE AND COULD NOT SAY HOW THEY WOULD BEHAVE	2/19/2015 10:44 AM
22	Not in my personal experience	2/19/2015 10:04 AM
23	HR is ambiguous and prefers to look at what is intended - his interpretation of course. If he sends an email about how something should be handled, the HR analyst can and has countered that with the Personnel Manual. Consistency is important	2/19/2015 10:00 AM
24	it is not the city manager or assistant managers who do not follow thru it is certain directors	2/19/2015 9:22 AM
25	people are moved into positions without a competitive process.	2/19/2015 9:14 AM
26	There is no policy that has been fairly applied by city management. A rule for one is a rule for all, but that is not the case here.	2/19/2015 8:58 AM
27	Some policies are not applicable to the situation, but we are told to follow / use them and it is not always in the best interest of the employee or does not apply to situation	2/19/2015 8:48 AM
28	As but one example, high level staff "permit" themselves to watch World Cup soccer online during work hours, while sending a blanket e-mail to their minion staff city-wide that such viewing is strictly prohibited.	2/19/2015 8:46 AM
29	HR interprets and uses policies subjectively - i.e. merit increases, class/comp studies, etc.	2/19/2015 8:38 AM
30	The Department Director does not.	2/19/2015 8:30 AM
31	Seems inconsistent	2/19/2015 8:12 AM
32	CM office seem to appoint positions and create positions as it suits them. They do not follow the hiring protocol.	2/19/2015 8:02 AM
33	Hiring practices	2/19/2015 7:47 AM
34	people put in newly opened positions usually get position. not a competitive system as per policy.	2/19/2015 7:31 AM
35	yeah right... they have HR in thier back pockets... guess who makes the rules	2/19/2015 7:12 AM
36	I have heard some other departments heads may not do as explained. I stay neutral as it is heresay.	2/19/2015 6:33 AM
37	COO does what he wants. Rules don't apply. Retaliates when challenged.	2/19/2015 4:47 AM
38	Again, no direct observation and can only assume the positive	2/18/2015 5:34 PM
39	I am not aware how other directors, mgrs, acm, cm act	2/18/2015 5:25 PM

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

Answered: 463 Skipped: 46



Answer Choices	Responses
Strongly Disagree	1.51% 7
Disagree	3.46% 16
Neutral	12.31% 57
Agree	47.73% 221
Strongly Agree	34.99% 162
Total	463

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

2015 City of Las Cruces Ethics Survey

Q26 Please explain why you selected [Q25]

Answered: 42 Skipped: 467

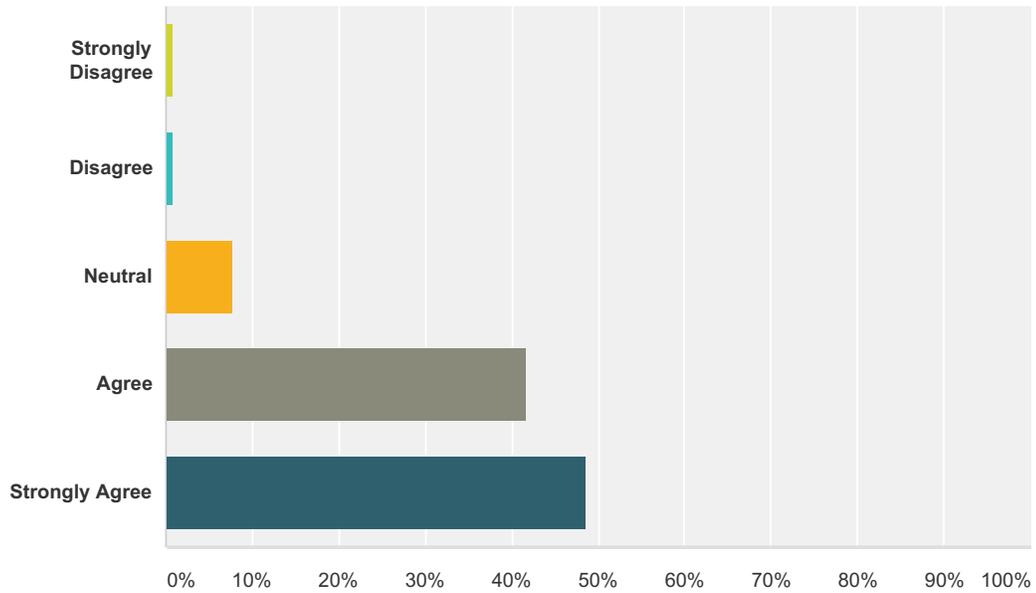
#	Responses	Date
1	I think there are numerous areas where the City could improve on communicating with and working with the community and special interests.	2/24/2015 4:56 PM
2	Too many opinions out there about city workers. Most unfounded, but many are.	2/24/2015 10:30 AM
3	In the past I was not at all proud that I worked for the city. It was a job and that was about it. Recently (past 2 years) this has changed. I can say now that I am more comfortable with the Idea of being proud of my job, and if trends continue, can see myself as being proud to work for the city.	2/24/2015 10:25 AM
4	I prefer not to explain	2/24/2015 10:12 AM
5	I am not embarrassed that I work for the City but there has been too much that has gone on in recent times to be proud that I work for the City and the Department that I work for.	2/24/2015 9:45 AM
6	The bad stigma associated due to recent incidents in other departments.	2/24/2015 9:43 AM
7	prefer not to answer	2/24/2015 9:41 AM
8	Because at one time, I was proud to work for the City because I thought the City took care of their employees. However, the City takes care of new employees and not those that have put time into the City.	2/23/2015 1:56 PM
9	Sometimes I am other times I am not	2/23/2015 8:26 AM
10	Personal Reasons	2/23/2015 8:14 AM
11	I used to be proud of working for the City, but now I see it as a problem-filled, toxic work environment that jerks employees around.	2/20/2015 2:05 PM
12	Only because of some of the reactions and comments I have experienced . It's ok because I know who I am, most people speak out of ignorance and I don't let it get to me.	2/20/2015 7:17 AM
13	Because decisions made on the third floor to make discipline or firing of employees and then give that information to the sun news makes us all look bad. That is depending on the employee they decide who they will feed to the wolves.	2/19/2015 8:07 PM
14	BECAUSE I CHOOSE NOT TO SAY WHERE I WORK. SO THAT PEOPLE WILL NOT SAY IM USING MY POSITION AT THE CITY FOR SPECIAL TREATMENT.	2/19/2015 5:50 PM
15	The public has a different point of view in what we do.	2/19/2015 3:42 PM
16	My department has mission and goals that are not followed. When I first started with the city I was happy but trying to move up my department, it seems to me my department really doesn't care me promoting or take it seriously. I am second on my list for promotion and feels they don't care or even remember I am on next on the list to promote. So in turn I have no trust in my department administration to help me or assist me in my future.	2/19/2015 3:32 PM
17	My position does not make me popular with the in-kids	2/19/2015 3:04 PM
18	I don't mind telling people I work for the City because I work hard and I am constantly trying to improve my dept but it bothers me when people say that city employees are lazy, thieves or that there is a lot of wrong doing going on because I know that it is true but I am not that way and I don't want to be labeled like that. There are so many employees from administrators to low level employees who have no integrity or are unethical and they make those of us that aren't look bad.	2/19/2015 1:31 PM
19	I am working here because I can't find a job in the city of Las Cruces in my field and I have to work. I can't say I'm proud of the fact that I am doing a job that requires a high school diploma, and barely pays over minimum wage when I hold a degree and several professional certifications.	2/19/2015 1:30 PM
20	People have misconception about city employees. I myself have not been here that long and have been called names for something other city employees did.	2/19/2015 11:44 AM

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21	I am proud to say that I Work for the City of Las Cruces. I am just disappointed that a majority of City staff feel that they are entitled to certain treatment. I am tired of hearing we should get raises and we need this and that. We have a job to do and we get paid to do it. All this entitlement and spoiling is what has got this wonderful once operating entity into the slum that it is. In order for change our leaders need to lead by example. Monitor the internet like you use to and implement time clocks city wide.	2/19/2015 11:08 AM
22	The city has a bad rep with a lot of people. I avoid telling people if I can.	2/19/2015 10:44 AM
23	I have been with the City of 12yr, in the last year to 6mth I can say I love what I do but I don't love who I do it for. I have given to my department so much and been scored over so many times. Its my passion for the youth and seeing them have fun in our programs that keeps me here.	2/19/2015 9:59 AM
24	The city management does what looks good to city council and the average citizen, but from the inside, this place is a train wreck.	2/19/2015 9:00 AM
25	You never know who's going to go into one of those "I pay your salary rants", which I just don't want to deal with.	2/19/2015 8:39 AM
26	Because there are too many employees in a supervisory position with a sense of entitlem	2/19/2015 8:31 AM
27	Neither agree or disagree	2/19/2015 8:31 AM
28	I am proud to tell people that I work for CLC because of my accomplishments and my work ethics. I know who I am, and that I do my job well!	2/19/2015 8:29 AM
29	Not sure city has overcome past reputation.	2/19/2015 8:27 AM
30	its a great job don't get me wrong, but the politics and favoritism that comes with it is what hurts the moral within our section. rules and regulations are applied differently depending on the person.	2/19/2015 8:17 AM
31	We become a focus point if there is a problem someone is having with the City & we represent ALL City employees in their eyes. I prefer to be invisible when it comes to work and the life I have outside of work. It seems as if City employees are held to a different standard than the rest of the workforce that is in the area.	2/19/2015 8:13 AM
32	service departments are not available.	2/19/2015 8:10 AM
33	too many people feel any government job is overpaid and underworked	2/19/2015 8:02 AM
34	We are not treated equally.	2/19/2015 7:56 AM
35	I get tired of the complaints from many citizens.	2/19/2015 7:46 AM
36	It's fine to work here, but nothing to brag about.	2/19/2015 7:34 AM
37	The general citizen knows how the city operates and they are write. The way the city handles wrong doing and or a complaint against a supervisor or director seems to go nowhere and or the complaintant is found not to be believeable and because they are only a lower level and are precieved to be lieing.	2/19/2015 7:21 AM
38	I used to be proud... until I started dealing with upper management and saw things first hand	2/19/2015 7:13 AM
39	prefer not to answer	2/18/2015 7:50 PM
40	prefer not to explain	2/18/2015 7:31 PM
41	I often feel that management is happy with mediocrity. That doesn't inspire pride in a place. We need to aspire to excellence and innovation.	2/18/2015 6:13 PM
42	I love my job, but not the City as a whole. There are some serious issues in the Human Resource Department and if I can't go to them who can I go to? It's a shame.	2/18/2015 5:21 PM

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

Answered: 462 Skipped: 47



Answer Choices	Responses
Strongly Disagree	0.87% 4
Disagree	0.87% 4
Neutral	7.79% 36
Agree	41.77% 193
Strongly Agree	48.70% 225
Total	462

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

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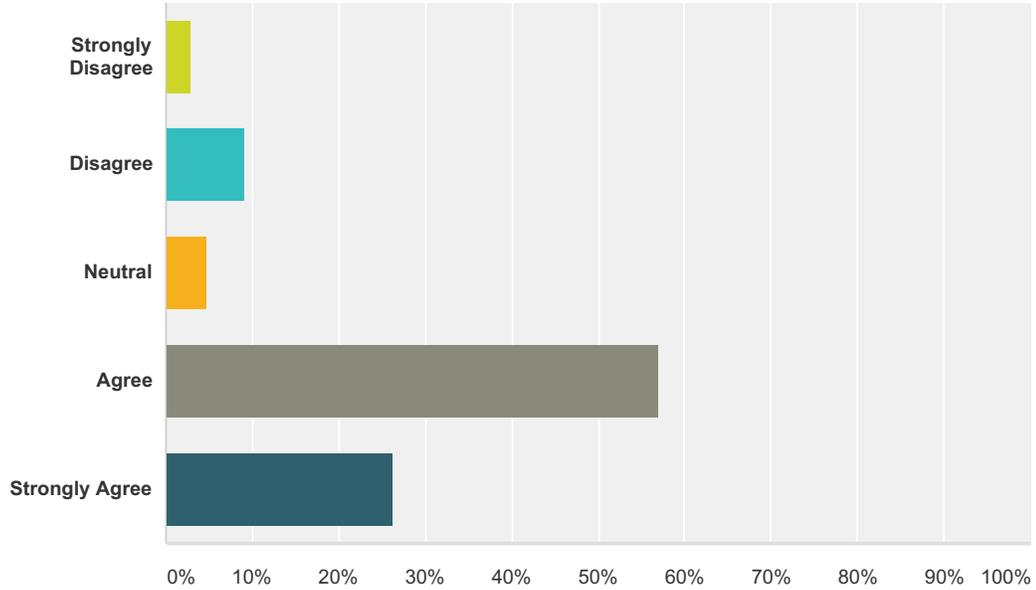
Q28 Please explain why you selected [Q27]

Answered: 21 Skipped: 488

#	Responses	Date
1	I love my Job. I carry a lot of liability for the city and feel the city would not show commitment to me if the need were to arise from a simple violation.	2/27/2015 8:37 AM
2	I have a strong commitment to my personal, ethical values that are developed through a myriad of networks. However, the focus of this commitment is not to an individual or organization, it is to internal expectations to do well, whoever I might work for.	2/24/2015 9:53 AM
3	lack of communication	2/24/2015 9:41 AM
4	CLC is not as employee friendly/pay grade friendly as years past. HR used to be for the employees to go to and now they have too much power and no fairness to all. I am proud to say for what section I work for but I leave out City.	2/23/2015 12:19 PM
5	Issues in the past have been swept under the rug due to personal bias of management	2/20/2015 2:47 PM
6	I used to be devoted to the City but believe it has changed for the worse in recent years. No longer an employer I would recommend.	2/20/2015 2:05 PM
7	I don't know what this question means.	2/19/2015 4:41 PM
8	Commitment started out extremely proud now taking proud on your work is a violation	2/19/2015 3:30 PM
9	I am a temporary hire	2/19/2015 2:52 PM
10	If I could secure another job right now I would. Have been looking for a couple of years.	2/19/2015 10:45 AM
11	I do not think the City's management has a strong commitment to me.	2/19/2015 8:52 AM
12	Commitment to the community, not to the City as an entity.	2/19/2015 8:43 AM
13	It is difficult to be proud of where you work when there is a general lack of professionalism, narcissism and finger pointing to see who can get out of work. If one dares to speak up they are invited to leave their employment with the City with statements such as "if you are not happy here then you should leave".	2/19/2015 8:41 AM
14	Have become disillusioned how the people at the top get all kinds of raises and the non-represented get little to nothing. Male-oriented jobs are union; female-oriented jobs are not. Gender disparity.	2/19/2015 8:39 AM
15	Other opportunities with county or state government may become to good to skip on	2/19/2015 8:14 AM
16	Coming from a large corporation, some of the actions of our City employees are totally unethical....if you work for a department that is suppose to handle complaints, the members of that department do not follow rules and have bad behavior off work, why would unethical behavior be handled?	2/19/2015 8:13 AM
17	It's not a bad place to work, and there are a lot of good people here, it's just frustrating sometimes.	2/19/2015 7:36 AM
18	I feel that all city employees are not treated the same as others in other city buildings.	2/19/2015 7:21 AM
19	prefer not to answer	2/18/2015 7:50 PM
20	prefer not to say	2/18/2015 7:32 PM
21	Moral can be poor when you don't feel like you're being supported from Administration regarding the classification and compensation study.	2/18/2015 5:41 PM

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

Answered: 461 Skipped: 48



Answer Choices	Responses	
Strongly Disagree	2.82%	13
Disagree	9.11%	42
Neutral	4.77%	22
Agree	57.05%	263
Strongly Agree	26.25%	121
Total		461

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

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Q30 Please explain why you selected [Q29]

Answered: 65 Skipped: 444

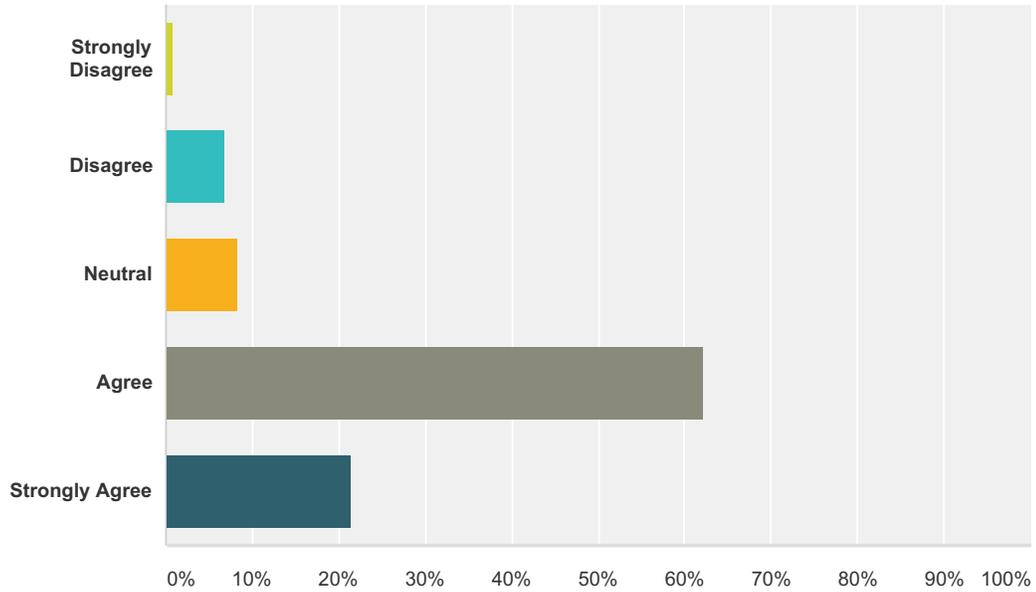
#	Responses	Date
1	Did not know there was a hotline	3/3/2015 9:49 PM
2	I was unaware of it.	2/27/2015 8:38 AM
3	Wasn't aware of the hotline	2/26/2015 8:54 PM
4	I'm aware there is a hotline.	2/26/2015 12:42 PM
5	i did not know of that information	2/25/2015 10:02 AM
6	Don't know the number	2/24/2015 10:16 PM
7	I've heard about a phone number that you can call, but I've also heard people say that they have used it and NOTHING was done. They were too afraid to go in person due to fear of retaliation.	2/24/2015 4:10 PM
8	Didn't know there was a hotline.	2/24/2015 3:09 PM
9	I'm currently not aware of the hot line number.	2/24/2015 1:02 PM
10	I am not aware of that anonymous phone number you are asking about	2/24/2015 12:17 PM
11	I do not know that number or where to find it.	2/24/2015 10:49 AM
12	I know about it but never heard anything back about the complaint only that it was on the City Manager's desk and that was all. There has been no outcome given as to if the complaint was founded or unfounded.	2/24/2015 9:47 AM
13	I am aware of the hotline, but I don't know what the number is, nor do I know where to find it, I would have to search around for a while.	2/24/2015 9:45 AM
14	not familiar with it	2/24/2015 9:41 AM
15	never heard of it	2/24/2015 9:41 AM
16	I'm not familiar with it.	2/24/2015 9:41 AM
17	it is not promoted	2/23/2015 7:22 AM
18	because im not really familiar	2/21/2015 7:59 PM
19	didnt know	2/20/2015 11:01 AM
20	I do not know how to use it	2/20/2015 10:10 AM
21	I don't know the hotline. Honestly, I didn't even know they had one.	2/19/2015 7:03 PM
22	NEVER HEARD OF IT.	2/19/2015 5:51 PM
23	I know there is one but I would have to go searching for the number.	2/19/2015 5:01 PM
24	Because I am not familiar with it.	2/19/2015 4:42 PM
25	Although I am aware of it, I have never used it so I can not say I am familiar with it.	2/19/2015 4:04 PM
26	I did not know about it	2/19/2015 3:43 PM
27	Because there is no communication about this process.	2/19/2015 3:33 PM
28	I don't know the system	2/19/2015 2:52 PM
29	I have heard about the hotline but I don't know how it works and I'm afraid that if I call and report what I've seen and heard that the people I report will try to retaliate against me and get me fired because I really need my job.	2/19/2015 1:33 PM
30	I wouldnt know where to report other than 911	2/19/2015 1:07 PM
31	Again, I know I could find this number on the website, but don't know if off hand.	2/19/2015 12:27 PM

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32	I'm not familiar with how to.	2/19/2015 11:18 AM
33	I am not familiar with hotline.	2/19/2015 10:32 AM
34	I DON'T KNOW WHERE TO FIND HOT LINE.	2/19/2015 10:31 AM
35	I was not sure if it was still around - had not seen any	2/19/2015 10:27 AM
36	I don't know the number.	2/19/2015 10:15 AM
37	I would not use it, I have issues with anonymous "tips"	2/19/2015 10:06 AM
38	I didn't know about it. No one has ever suggested it as a tool to deal with an issue.	2/19/2015 9:15 AM
39	I didn't know we have a hot line	2/19/2015 9:11 AM
40	I AM NOT FAMILIAR WITH THE HOTLINE.	2/19/2015 9:02 AM
41	I'm simply not aware of the hotline.	2/19/2015 8:51 AM
42	The information is hard to find on the intranet due to so many other policies and are not displayed or discussed regularly within my department	2/19/2015 8:49 AM
43	I just know there is a hotline but I don't know how it's handled or by who and what happens.	2/19/2015 8:43 AM
44	??	2/19/2015 8:43 AM
45	I didn't know we the City had a hotline	2/19/2015 8:42 AM
46	I just didn't know any hot line for anonymous complaints.	2/19/2015 8:28 AM
47	I do not know the hotline Number	2/19/2015 8:26 AM
48	I didn't know there was an anonymous line, we were always told not to break chain of command regardless of issues.	2/19/2015 8:18 AM
49	I don't know the number but I am sure I could find it out very quickly if needed.	2/19/2015 8:10 AM
50	I have never used it, so I don't know	2/19/2015 8:06 AM
51	I know it is there but I would have to look it up if I ever needed it.	2/19/2015 8:03 AM
52	I disagree because even with good intentions this hotline has given employees more stress. It's stressful enough to do my job and now it seems that we the employees are guilty until proven innocent. I can't even feel comfortable to stop to eat or take a break for fear of someone reporting about it.	2/19/2015 7:54 AM
53	have not called	2/19/2015 7:44 AM
54	The hot line does report the accusations and it seems somehow the caller is found out and the violation is not investigated by our staff in depth. selling of food for personal gain, NO LICENSE FOR SELLING FOOD, POLICE DEPT. look at computer use, office phone use for personal calls all day. Personal cell phone use all day. EXCT.	2/19/2015 7:27 AM
55	I am not familiar with this hotline	2/19/2015 7:26 AM
56	Do not know the number	2/19/2015 7:04 AM
57	I forgot there was a hotline.	2/19/2015 6:34 AM
58	I have never used the hotline so I'm a little unsure where and how to use the hotline. I'm sure if I needed to report an issue I could eventually figure out how to report it.	2/19/2015 5:20 AM
59	Has never been explained to me and frankly I can not and do not trust the whole "anonymous" hotline.	2/18/2015 11:26 PM
60	Never seen or heard about the hot line	2/18/2015 8:36 PM
61	am not aware of it	2/18/2015 7:50 PM
62	I am not aware of it.	2/18/2015 6:08 PM
63	Because I am unaware of the reporting hotline	2/18/2015 5:54 PM
64	heard of it but don't know where I can find it	2/18/2015 5:42 PM
65	I don't know about it.	2/18/2015 5:41 PM

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

Answered: 459 Skipped: 50



Answer Choices	Responses	
Strongly Disagree	0.87%	4
Disagree	6.97%	32
Neutral	8.28%	38
Agree	62.31%	286
Strongly Agree	21.57%	99
Total		459

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

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Q32 Please explain why you selected [Q31]

Answered: 56 Skipped: 453

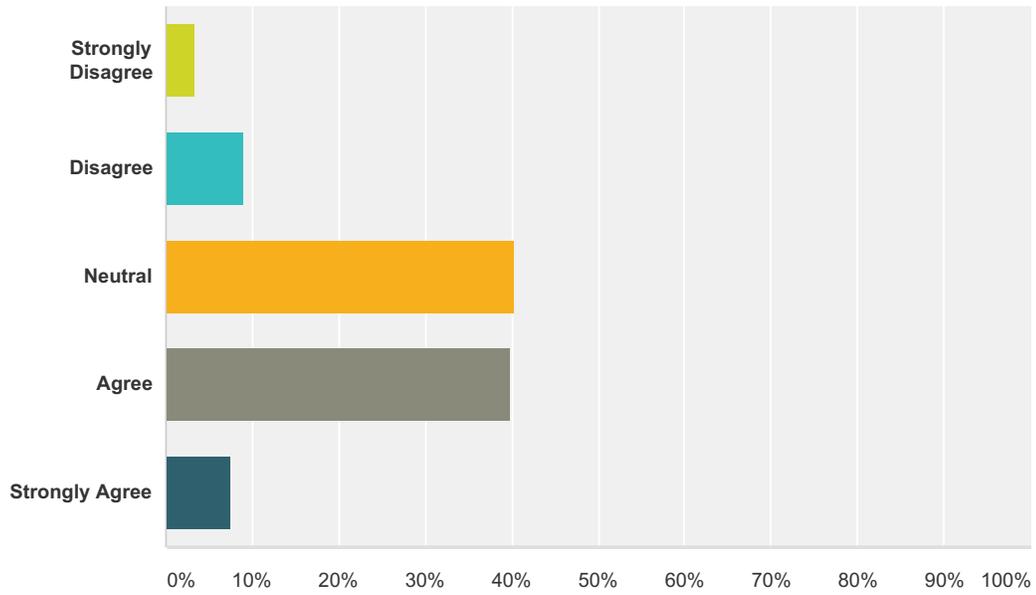
#	Responses	Date
1	I'm aware of it, but I have never read it, don't know where to find it and it has never been brought to my attention by upper management.	3/5/2015 9:18 AM
2	can't honestly say I have read it	3/4/2015 8:31 AM
3	Never heard of that policy	2/24/2015 4:29 PM
4	I have lost interest in keeping up with that because of the preferential treatment witnessed with previous incidents.	2/24/2015 4:11 PM
5	I have not read the section on fraud and abuse.	2/24/2015 1:03 PM
6	I am not familiar with that section of the policy which you refer to	2/24/2015 12:17 PM
7	This policy has never been explained. We have never been given opportunity to sit down, read and interpret policies.	2/24/2015 10:51 AM
8	I am aware that the policy exists but am unfamiliar with it.	2/24/2015 10:38 AM
9	Don't know it well. It is readily accessible.	2/24/2015 9:54 AM
10	Haven't read it yet; just know its part of City Manager's Policies.	2/24/2015 9:51 AM
11	I did not know there was a policy such as this. This is hilarious, because he is the worst abuser when it comes to fraud!	2/24/2015 9:46 AM
12	same	2/21/2015 7:59 PM
13	Prefer not to ask	2/20/2015 4:48 PM
14	The City of Las Cruces is a wasteful organization. Paperless v. paper. printer ink v. new printer. etc	2/20/2015 8:28 AM
15	I'm not familiar with it. I may have read it before but it's been awhile. I'll need to get with my supervisor so I can read it.	2/19/2015 7:14 PM
16	NOT SURE WHY BUT HAVENT HEARD OF IT	2/19/2015 5:51 PM
17	I HAVEN'T READ THE POLICY AS FAR AS I REMEMBER.	2/19/2015 5:24 PM
18	Because I'm sure it was given to me at one time, but I don't recall the specifics.	2/19/2015 4:42 PM
19	I have received no information about this program from the city.	2/19/2015 3:35 PM
20	I don't know it	2/19/2015 2:52 PM
21	some but not all	2/19/2015 2:07 PM
22	not too familiar	2/19/2015 1:07 PM
23	This information is vaguely described and with everyone having everyone's back reporting anything is the waste.	2/19/2015 11:14 AM
24	Need to find the City Manager's rule on this.	2/19/2015 11:11 AM
25	Do not know what it is.	2/19/2015 10:45 AM
26	I need to refresh myself with this policy.	2/19/2015 10:33 AM
27	I know about it and have read it but don't know exactly what it says.	2/19/2015 10:15 AM
28	really	2/19/2015 10:06 AM
29	Haven't looked at or seen the policy yet.	2/19/2015 9:53 AM
30	I haven't completely familiarized myself with policy.	2/19/2015 9:36 AM

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31	I'm aware of it, but haven't reviewed it often.	2/19/2015 9:32 AM
32	I AM NOT FAMILIAR WITH THE POLICY	2/19/2015 9:02 AM
33	Again, the intranet can be hard to navigate and there are several policies within my department, the personnel manual, and the CM policy manual, which can make it difficult to easily find a policy	2/19/2015 8:51 AM
34	i am not familiar with the City Managers Policy on 'Fraud, Waste, and Abuse Prevention'	2/19/2015 8:48 AM
35	I am not familiar with it.	2/19/2015 8:46 AM
36	Not familiar with it	2/19/2015 8:45 AM
37	I have not read up on the policy, but I'm sure I can find it in the Internet	2/19/2015 8:43 AM
38	Not familiar with the policy	2/19/2015 8:32 AM
39	not sure about this policy	2/19/2015 8:26 AM
40	Is the City Manager's policy the same as the City's policy? if it is then I am familiar. If his policy is somewhat different then I need to read it.	2/19/2015 8:16 AM
41	There is minimal training in our departments, seek good trainings so our employees understand policy and feel comfortable reporting.	2/19/2015 8:14 AM
42	I have not reviewed it.	2/19/2015 8:11 AM
43	As I said before, the only knowledge I have of the City's ethics is what I learned in new employee orientation I received about four years ago.	2/19/2015 8:11 AM
44	I have not read the policy	2/19/2015 8:11 AM
45	I am not familiar with that policy and will have to investigate it this morning	2/19/2015 8:11 AM
46	don't know	2/19/2015 8:06 AM
47	I've never read the policy.	2/19/2015 8:00 AM
48	Haven't reviewed it recently	2/19/2015 7:48 AM
49	I am not familiar with this policy	2/19/2015 7:26 AM
50	I recall only ethics training that covered employee behavior and use of time and using office products for personal use.	2/19/2015 7:18 AM
51	never looked up but i should	2/19/2015 7:05 AM
52	I dont recall hearing of this policy!	2/18/2015 8:31 PM
53	prefer not to answer	2/18/2015 7:51 PM
54	Because I'm not aware of it.	2/18/2015 6:09 PM
55	Because IDK	2/18/2015 5:54 PM
56	with all the policies we have to remember I am sure I have an understanding though we do not have enough refreshers on policies	2/18/2015 5:43 PM

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

Answered: 458 Skipped: 51



Answer Choices	Responses
Strongly Disagree	3.28% 15
Disagree	8.95% 41
Neutral	40.39% 185
Agree	39.96% 183
Strongly Agree	7.42% 34
Total	458

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

2015 City of Las Cruces Ethics Survey

Q34 Please explain why you selected [Q33]

Answered: 189 Skipped: 320

#	Responses	Date
1	OF THE 12 TRANSCRIPTIONISTS 11 FOLLOW THE STANDARD OPERATING PROCEDURES. COMPLAINTS HAVE BEEN BROUGHT TO THE ATTENTION OF OUR SUPERVISOR AND THE MANIPULATION OF THE DOCQVOICE BY MARY HAZEL CONTINUES. THE 11 OF US THAT FOLLOW THE STANDARD OPERATING PROCEDURES ARE TIRED OF BEING DISCRIMINATED BECAUSE THE SUPERVISOR CONTINUES TO MAKE EXCUSES FOR MARY HAZEL'S MANIPULATION OF THE DOCQVOICE, AS IF WE'RE STUPID AND DON'T KNOW WHAT'S GOING ON, IN ORDER FOR MARY HAZEL TO REACH HER DAILY QUOTA AND THIS HAS BEEN GOING ON FOR OVER A YEAR. OTHER TRANSCRIPTIONISTS HAVE BEEN TERMINATED FOR NOT REACHING THEIR DAILY QUOTA YET MARY HAZEL CONTINUES TO WORK AT THE POLICE DEPARTMENT. WHY BOTHER TO HAVE STANDARD OPERATING PROCEDURES IF EVERYONE FOLLOWS THEM, BUT MARY HAZEL?	3/5/2015 10:39 AM
2	Because it hasn't. If so, safety violations in City buildings would be dealt with instead of swept under the table, Safety Officers would be allowed to do their jobs without fear of retribution from the Fire Department, the guy at the Library would not be allowed to keep all that alcohol in his locker, etc., etc. Fraud, incompetence, and favoritism can be seen everywhere, all you have to do is look. If Senior Administration were truly serious about this, they should step out of their third floor offices and go talk to the people really doing the work and find out what is really going on.	3/5/2015 9:30 AM
3	Sort of has, sort of hasn't.	3/5/2015 9:18 AM
4	n/a	3/5/2015 8:55 AM
5	DO NOT WISH TO ANSWER	3/5/2015 8:29 AM
6	i feel it has remained at a good level since i began my employment	2/27/2015 1:42 PM
7	I don't know a to be true.	2/27/2015 11:26 AM
8	I know of higher individuals that have been unethical. I will not elaborate any further due to the possibly complicating my life.	2/26/2015 8:57 PM
9	not enough information to make decision	2/25/2015 8:38 AM
10	Don't know that I have seen any improvement	2/24/2015 10:17 PM
11	It has improved personally only because I removed/transferred out of the department that was creating an unhealthy work environment.	2/24/2015 4:58 PM
12	High publicity employee terminations and/or criminal prosecutions in the past year does not mean that employees overall are suddenly more ethical.	2/24/2015 4:34 PM
13	I don't have much faith in upper management at all.	2/24/2015 4:12 PM
14	I believe the staff I deal with to be ethical people. That has not increased, decreased or changed.	2/24/2015 1:49 PM
15	I have not been here 12 months.	2/24/2015 1:17 PM
16	the only change is that fear has gone up	2/24/2015 12:52 PM
17	I have not being here long enough. I have been here for a little over a year.	2/24/2015 12:49 PM
18	I have seen no change, good or bad in the ethical climate in our department	2/24/2015 12:18 PM
19	I feel I work in an ethical department and the majority of my co-workers practice good ethics. I feel this has been the case within the department year to year.	2/24/2015 12:17 PM
20	I do not have enough information to give a definitive answer.	2/24/2015 11:45 AM
21	no change in my department	2/24/2015 11:05 AM
22	I see it as the same.	2/24/2015 10:51 AM

2015 City of Las Cruces Ethics Survey

23	I don't know of any ethic improprieties that have occurred....	2/24/2015 10:40 AM
24	WASN'T HERE 12 MONTHS AGO.	2/24/2015 10:39 AM
25	I have not seen a difference.	2/24/2015 10:39 AM
26	I do not know. I believe that those who choose to be unethical will continue to act as such.	2/24/2015 10:31 AM
27	I have no Idea what other areas of the city are going through. I think our department is an ethical department, but then again I don't know. I guess I can say yes to this, but then again I am not sure.	2/24/2015 10:27 AM
28	I have not seen any changes in the people the continuously abuse their sick leave and their behavior is very unethical.	2/24/2015 10:27 AM
29	I don't know all of the issues regarding the City to agree or disagree	2/24/2015 10:26 AM
30	still favoritism and a lot of wasted time	2/24/2015 10:23 AM
31	have not seen a change	2/24/2015 10:02 AM
32	There is a climate amongst hierarchical members of self-aggrandizement and self preservation....too much "I" instead of "we".	2/24/2015 9:55 AM
33	Don't think its changed -- still same.	2/24/2015 9:55 AM
34	Bad apples make everyone suspect. Not positive atmosphere. One mayoral candidate ran against city employees last mayoral election.	2/24/2015 9:55 AM
35	I have not seen a change.	2/24/2015 9:50 AM
36	The ethical climate has stayed the same from the past year.	2/24/2015 9:50 AM
37	Maybe for the City overall but things in our department constantly get overlooked.	2/24/2015 9:48 AM
38	The ethical culture hasn't changed at all in the last 12 months. There's been more talk about it, but what's changed???	2/24/2015 9:47 AM
39	We here at Fleet are in limbo, we are heading in the right direction.	2/24/2015 9:46 AM
40	prefer not to answer	2/24/2015 9:44 AM
41	I have not seen any unethical behaviors, even prior to the last 12 months.	2/24/2015 9:42 AM
42	lack of communication	2/24/2015 9:41 AM
43	haven't seen a need for improvement so I haven't noticed one	2/24/2015 9:41 AM
44	seems the same	2/24/2015 9:41 AM
45	I haven't been here a full year yet.	2/24/2015 9:41 AM
46	Just don't know that it has	2/24/2015 8:09 AM
47	I cannot answer that question. I do not know.	2/23/2015 4:50 PM
48	Can not say with confidence if there has been improvement.	2/23/2015 2:01 PM
49	Nothing has improved, the department does what they want regardless of what HR has put into place and no one will object, but rather takes the side of the manager/supervisor/director. HR knows what is happening and does nothing. Anyone who speaks up will most likely be black-balled and not move up.	2/23/2015 1:58 PM
50	In our Department, we had no issues that I am aware of.	2/23/2015 12:20 PM
51	It depends on which employee you are talking about.	2/23/2015 10:04 AM
52	I feel it has gotten worse in some aspects and better in others	2/23/2015 8:28 AM
53	Can't speak for the rest of the organization outside the department.	2/23/2015 8:15 AM
54	Same as Before	2/23/2015 8:14 AM
55	I think it was good and has stayed good...	2/23/2015 7:55 AM
56	there is no repercussions for manager administrator just for lower level employees	2/23/2015 7:25 AM

2015 City of Las Cruces Ethics Survey

57	same stuff going on	2/21/2015 8:00 PM
58	prefer not to answer	2/20/2015 4:49 PM
59	You still see and hear of some of the same unethical behavior that occurred prior to last year's training. Training is not enough. It has to be a culture change that brings accountability for violations of expected behavior.	2/20/2015 3:00 PM
60	Because when issues are raised they are swept under the carpet because of personal bias of management	2/20/2015 2:48 PM
61	There is still unethical behavior that occurs, despite the recent high-profile ethics violations.	2/20/2015 2:07 PM
62	I have not seen a change	2/20/2015 11:20 AM
63	the same in my work area	2/20/2015 11:02 AM
64	not sure if it has improved or not as I do not interact with all city employees.	2/20/2015 10:40 AM
65	I have not been here 12 months	2/20/2015 10:10 AM
66	There have still been issues within the City. Those that I am aware of are being taken care of, but that they are still happening is concerning.	2/20/2015 9:58 AM
67	It is the same	2/20/2015 9:13 AM
68	I have not seen any change	2/20/2015 7:12 AM
69	Again unethical practices happen in all levels of the city organization it picking and choosing whom they discipline and fire doesn't help to improve the situation.	2/19/2015 8:09 PM
70	WELL TOWARDS ME ANYWAYS IT HAS NOT.	2/19/2015 5:52 PM
71	IT'S THE SAME. IT'S ALWAYS BEEN GOOD THOUGH.	2/19/2015 5:25 PM
72	I wasn't here 12 mos ago, so I'm not qualified to comment.	2/19/2015 4:08 PM
73	lack of accountability for the financial system.	2/19/2015 3:50 PM
74	seems the same	2/19/2015 3:43 PM
75	Everyone has there own interpretation of ethics, policy and procedure and each one is correct	2/19/2015 3:32 PM
76	Have seen no change.	2/19/2015 3:05 PM
77	I have not been here 12 months	2/19/2015 2:53 PM
78	I don't think it's gotten better or worse	2/19/2015 2:52 PM
79	Despite the ethics training that was conducted this time last year, there are still employees making wrong choices.	2/19/2015 2:51 PM
80	have not been here long enough to answer	2/19/2015 2:40 PM
81	It's being worked out	2/19/2015 2:20 PM
82	I question the ethics of the City Council and Mayor...	2/19/2015 2:19 PM
83	We are kept in the dark of a lot of things.	2/19/2015 2:08 PM
84	the meeting that the City Manager had regarding ethics was mostly focused on the blue collar workers and the lower level white collar but a lot of the things that are going on are being done by upper level management and they feel they are above the rules.	2/19/2015 1:35 PM
85	I have not noticed any improvement.	2/19/2015 1:31 PM
86	Same behaviors, patterns continue. I have seen them for quite some time.	2/19/2015 1:25 PM
87	I witness employee's talking on their cell phones while in City vehicles. I have seen police officers heading home (live in the same neighborhood) exceeding the posted speed limit.	2/19/2015 12:58 PM
88	there are still unethical activity going on and supervisors are allowing that to happen.	2/19/2015 12:38 PM
89	I have not seen any change - not positive or negative.	2/19/2015 12:28 PM
90	Not been employed by the city long enough to know.	2/19/2015 12:26 PM

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91	I don't have enough information in those matters to make a more decisive answer.	2/19/2015 11:58 AM
92	I feel it is about the same but most of my contact is with my department not the rest of the city	2/19/2015 11:54 AM
93	Haven't been here 12 months	2/19/2015 11:54 AM
94	It's been the same since I started here. I have not seen it changed.	2/19/2015 11:52 AM
95	I haven't seen any change in the area I work in. Management is the problem. There are some really great employees who work very hard for the City of Las Cruces and take great pride in what we do but if you are not on the "good" list your efforts could be seen as a waste of time but despite the feeling that I should fear retaliation (because I have been experiencing it for several years now) I don't because I try to keep focused and remind myself that because (I feel) that my immediate supervisor does not share my ethics and what I consider fairness especially in regards to how I treat others I will not sway from enjoying my work, co-workers and doing my best for the City of Las Cruces and its residents. I am discouraged that no action is taken by upper management to correct these type of issues. I think upper management has tried but I haven't seen any change or progress in my work environment, in fact I see it getting worse. The feeling here is that we exist in a constant witch-hunt. I don't know who will speak up but it has been discussed among ourselves. And not because we feel like we are in violation of committing any wrong doing its just the environment management in this area has created. And such a shame because there are many dedicated people who work hard for our area and we do strive to continually provide quality work and customer service.	2/19/2015 11:51 AM
96	I do not think it has	2/19/2015 11:19 AM
97	I feel it has stayed the same.	2/19/2015 11:18 AM
98	Hard to gauge that.	2/19/2015 11:16 AM
99	it has gotten worse. There are so many sections that really need to be investigated.	2/19/2015 11:15 AM
100	Still hearing about the same old problems the City has had for 20 years. People I thought would be terminated and moved to another job, etc.	2/19/2015 11:12 AM
101	Nothing has changed in the last year. It was excellent then and still is.	2/19/2015 10:35 AM
102	YOU KEEP HEARING ABOUT CITY WORKERS DOING WRONG.	2/19/2015 10:33 AM
103	I don't really see a difference. But I have not seen unethical behavior in my section.	2/19/2015 10:16 AM
104	Remained the same	2/19/2015 10:08 AM
105	I haven't seen anything to the contrary	2/19/2015 10:04 AM
106	No one has been arrested lately. I believe that there are personnel changes happening that will make it easier for employees to do what is right.	2/19/2015 10:01 AM
107	if I have to stop and think about the question and not sure of what to answer it Neutral	2/19/2015 10:00 AM
108	I am a new employee and do not have 12 months here.	2/19/2015 9:52 AM
109	I have no experience of the last 12 months	2/19/2015 9:48 AM
110	I don't feel that I monitor or know of the whole City's "ethical climate" broadly enough to say that it has improved in the past 12 months.	2/19/2015 9:39 AM
111	some things get better for awhile and then goes back to square one with the director	2/19/2015 9:23 AM
112	Other city departments may or may not relate to these policies	2/19/2015 9:20 AM
113	It has improved in some areas, but City Administration's lack of transparency is a red flag.	2/19/2015 9:17 AM
114	Hotline complaints seem to get no action taken at any level. Employee seen opening mail and no action taken.	2/19/2015 9:03 AM
115	writing policy does not a good place make. Fair and equal application of policy does make a good place, but again favoritism rules. Politics runs rampant here, there is no moral code nor if there was, would it be followed.	2/19/2015 9:02 AM
116	NOTHING HAS CHANGED IN MY DEPARTMENT	2/19/2015 9:02 AM
117	HAVEN'T BEEN HERE A WHOLE YEAR YET	2/19/2015 9:02 AM
118	has not gone up or down	2/19/2015 8:59 AM
119	no proof one way or the other	2/19/2015 8:58 AM

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120	Some levels of the organization are still operating as they did before. With questionable behavior but above oversight.	2/19/2015 8:56 AM
121	I have not had to deal with or been placed in a unethical situation. The training provided is minimal and there are too many employees stuffed into one room to make it a good environment to learn or ask questions. When questions are presented, the number of people in the room make it hard to hear. The training setting is more of a conference or lecture hall and not a training course.	2/19/2015 8:54 AM
122	Not enough information on the subject.	2/19/2015 8:53 AM
123	I've only been with the City of Las Cruces for several months.	2/19/2015 8:52 AM
124	haven't seen a real, tangible change in climate in the past 12 months	2/19/2015 8:50 AM
125	City Manager continues to receive merit raises for "saving the City money". Among what may be one of many factors contributing to this "savings" is the matter of allowing open staff positions to sit vacant for months at a time.	2/19/2015 8:49 AM
126	Again, those at the top get 8% raises and the workers get 2%. No incentive to do a good job - no merit increases for at least 4 years. There is money in our budget but none of it goes to the civilian staff.	2/19/2015 8:47 AM
127	The Ethics training was good and people have a sincere desire to do what is right; however, when you work in an environment where your skills and abilities are not valued or acknowledged, it affects you. It becomes more difficult to want to go to work where you are not encouraged to provide insight and voice opinions. Where you do the very best and try very hard until the next phone call or email that totally lacks professionalism and respect.	2/19/2015 8:44 AM
128	I don't know if it has or hasn't	2/19/2015 8:44 AM
129	Not sure.	2/19/2015 8:44 AM
130	I'm pretty confined to my office and I've never seen any problems here.	2/19/2015 8:40 AM
131	I've seen it with my own two eyes. Lip service by the City Manager about ethics is all well and good but if he really wanted to clean things up, he should get out of his office and talk to some of his employees and see first hand what is really going on.	2/19/2015 8:36 AM
132	Overall have tightened up on some policies but will be of no use of Managers/Supervisor are not held accountable	2/19/2015 8:34 AM
133	I have only been employed with the city of las cruces for one month. Therefore, I am not familiar with the ethical climate for the past 11 months.	2/19/2015 8:30 AM
134	I am a new employee.	2/19/2015 8:30 AM
135	I have only been with the City 13 months	2/19/2015 8:27 AM
136	For the most part, I believe issues are addressed timely, but the issue regarding my previous comments has never been addressed.	2/19/2015 8:26 AM
137	I agree that things have changed within the city, however there are still a lot of other issues that need to be addressed	2/19/2015 8:19 AM
138	depends on the group, departments that are suppose to be examples are not.	2/19/2015 8:15 AM
139	have been with the City for less than 2 years, don't have a previous reference point. Have not heard from other co-workers on how its improved greatly	2/19/2015 8:15 AM
140	I don't know of any changes	2/19/2015 8:15 AM
141	I have not had any issues in my section in the last 12 mo. but I can't speak for other sections.	2/19/2015 8:13 AM
142	Not sure things are reported or published.	2/19/2015 8:13 AM
143	People at the top administrative level seem to be more aware, but they of course don't see all that is going on in the trenches. It seems that they are trying to address the obvious at least.	2/19/2015 8:12 AM
144	The ethical behavior of the department is great. I see no need for improvement.	2/19/2015 8:12 AM
145	Don't have enough information	2/19/2015 8:11 AM

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146	I haven't seen it change for the better or for the worse in the time I have worked.	2/19/2015 8:11 AM
147	Ethics have remained pretty much the same.	2/19/2015 8:08 AM
148	don't know	2/19/2015 8:06 AM
149	I have not been a City employee long enough to make the determination. What I have witnessed in the past 4 months has been very positive.	2/19/2015 8:05 AM
150	I am only familiar with the climate in my section. The climate in my section has been excellent for several years.	2/19/2015 8:04 AM
151	The city is full of ethical people that take pride in doing their job. It's sad that to try and prove a point to the public, innocent people get arrested and plastered on the front page of the paper so city management can give the appearance that they are so ethical and the workers are thieves and frauds and liars and incompetent filthy pigs. I say these words because I have actually heard supervisors/ administrators say this TO their employees. sad	2/19/2015 8:02 AM
152	I do not know of any unethical behavior.	2/19/2015 8:00 AM
153	Nothing has changed in my department.	2/19/2015 7:57 AM
154	With all the implementations recently. It's hard to not feel as though we are paying in advance for things that we haven't done.	2/19/2015 7:56 AM
155	have not been here that long	2/19/2015 7:54 AM
156	I don't have enough information to know.	2/19/2015 7:48 AM
157	need more info	2/19/2015 7:46 AM
158	depends	2/19/2015 7:44 AM
159	Haven't really seen any improvement	2/19/2015 7:36 AM
160	eTHICS ARTE IN PEOPLE AND NO MATTER HOW MUCH UPPER STAFF TRIES TO TEACH THIS, IF A EMPLOYEE DOES NOT HAVE ETHICS THEY GENERALLY DONT CARE.	2/19/2015 7:30 AM
161	I have not been with the City long enough to determine whether it is better or not.	2/19/2015 7:30 AM
162	I could not answer this to the best of my ability because I have not been here for 12 months.	2/19/2015 7:28 AM
163	I have only been here 12 months	2/19/2015 7:26 AM
164	I haven't seen any change. We have always behaved ethically in my department.	2/19/2015 7:26 AM
165	It hasn't changed!	2/19/2015 7:24 AM
166	Is it ethical to treat other employees as they are not part of the city?	2/19/2015 7:22 AM
167	I don't see much change in people's behavior and attitudes. Perhaps because of low morale, employees have become less attentive to ethics.	2/19/2015 7:20 AM
168	no change	2/19/2015 7:14 AM
169	As a group it has neither increased nor decreased.	2/19/2015 7:08 AM
170	I feel that it remains neutral as a result of always upholding the ethical behavior in our section.	2/19/2015 7:03 AM
171	Haven't seen statistics to verify facts	2/19/2015 6:40 AM
172	Never hear the outcome of decisions due to the secretive nature of discipline. Lack of training to our managers shows in day to day operations and personnel decisions.	2/18/2015 11:28 PM
173	Different punishments for different people.	2/18/2015 11:17 PM
174	Most employees will still have to work in a department were they are known to the ones turning employees in !	2/18/2015 8:32 PM
175	prefer not to answer	2/18/2015 7:51 PM
176	department specific	2/18/2015 7:33 PM
177	As far as I know.	2/18/2015 6:49 PM
178	I don't have data to answer that question accurately.	2/18/2015 6:16 PM

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179	I have not seen any change in ethics	2/18/2015 6:09 PM
180	Don't know	2/18/2015 5:55 PM
181	I have not seen improvement but I have not seen it get worse either	2/18/2015 5:47 PM
182	same	2/18/2015 5:43 PM
183	.	2/18/2015 5:42 PM
184	Not sure?	2/18/2015 5:42 PM
185	Not sure how to answer.	2/18/2015 5:26 PM
186	Haven't noticed any changes	2/18/2015 5:23 PM
187	I think I never receive any information regarding ethical issues officially.	2/18/2015 5:21 PM
188	There are certain things that might seem minute so those employees are not told anything or corrected.	2/18/2015 5:20 PM
189	Recent issues with the Transportation Dept.	2/18/2015 5:16 PM

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Q35 Please place any additional comments here.

Answered: 81 Skipped: 428

#	Responses	Date
1	:o)	3/6/2015 3:35 PM
2	A CONFIDENTIAL INVESTIGATION NEEDS TO BE CONDUCTED IN THE TRANSCRIPTION SECTION AT THE POLICE DEPARTMENT. I SUGGEST PLACING AND HIDING A CAMERA IN MARY HAZEL'S CUBICLE, WITHOUT THE SUPERVISOR KNOWING, TO RECORD AND PROVE THAT SHE IS DEFINITELY MANIPULATING THE DOCQVOICE. MARY HAZEL IS EITHER TOO LAZY TO FOLLOW THE STANDARD OPERATING PROCEDURES OR SHE MANIPULATES THE DOCQVOICE TO REACH HER DAILY QUOTA BECAUSE THAT'S HOW SHE'S ALWAYS WORKED...DISHONESTLY! DUE TO THE SUPERVISOR ALWAYS COVERING UP FOR MARY HAZEL'S MANIPULATION OF THE DOCQVOICE MARY HAZEL HAS BULLIED OTHER COWORKERS. IF THE INDIVIDUAL WHO WAS CAUGHT ON CAMERA STEALING FOOD AT CITY HALL WAS TERMINATED WHY HASN'T MARY HAZEL BEEN TERMINATED FOR FAILURE TO REACH HER DAILY QUOTA, LIKE THE OTHERS WHO WERE TERMINATED? WRONG IS WRONG AND THIS HAS CREATED A HOSTILE ENVIRONMENT.	3/5/2015 11:22 AM
3	I would report everything that I have witnessed but several times I have tired to inform my Section Administrator of violations and have been ignored and I am afraid of retaliation if I call that fraud hotline.	3/5/2015 9:34 AM
4	one word, ACCOUNTABILITY	3/4/2015 8:31 AM
5	The requirement of ethical behavior is mandatory and requires constant oversight to reinforce the expectation and execution of this preferred behavior.	2/25/2015 5:38 PM
6	None	2/25/2015 4:38 AM
7	I was very excited to be part of a government agency/organization. However, over the years I feel that my own efforts, along with others, have been taken advantage of, and recognition given to the wrong people. Many ambitious, talented employees are 'used' for their ideas and efforts and then they simply hand things over to someone else who chose to put NO effort or even try Certain people have applied for specific positions and others who DO NOT have the qualifications, experience and knowledge end up getting promotions and positions. This is unfair, and how they do things and why is unethical in what I have witnessed. So much praise given to the wrong people. I see terrible judgment in character and work ethic in general. It seems if you work hard and put your heart into something, you are seen as a work horse, but they will let someone else step in after all the leg work is done and praise them.	2/24/2015 4:23 PM
8	I have worked for the city for a long time and have no regrets.	2/24/2015 3:31 PM
9	I believe that, as with all other City processes, if there were more consistency and communication required to carry out procedures,employees would feel better about the way that the City operates.	2/24/2015 3:07 PM
10	changes need to be made so that everyone sees a city employee as a role model person. We should help someone in need even if we are not on the clock. People should not a city employee as a lacy person who is wasting the tax payers money.	2/24/2015 1:07 PM
11	I think the City is a fantastic organization. I am proud to be a part of it. Thank you for taking the time to send out this survey.	2/24/2015 10:53 AM
12	As an organization we must ensure that we educate our employee on the organizational values and ethics. We must understand the conflicts may exist between personal and organizational values and ethics and we must handle this appropriately.	2/24/2015 10:41 AM
13	None	2/24/2015 10:41 AM
14	One of the finance managers is constantly on personal calls and has been known to make long distance personal calls from the city phone. She is never available because she is either on her personal pad or cell phone. I have gone by her office at least 4 times to see her and she is never available and she never returns phone calls.	2/24/2015 10:37 AM

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15	I REQUEST THIS REMAIN CONFIDENTIAL DUE TO EMPLOYMENT CONCERNS: Due to CLC having no control over judicial system, changes will probably not be made in the near future due to the fact that future management has already been chosen and is being trained by "old" management with same lack of indifference to it's employees.	2/24/2015 10:34 AM
16	In general I believe that the city of las cruces is quite ethical, and the majority of its employees are also ethical. Unfortunately there are the few employees that think they can get away with things. Which brings down the city as a whole.	2/24/2015 10:29 AM
17	None	2/24/2015 10:10 AM
18	To create an ethical culture, you start from the top down. The culture here will never change until the faces at the top change.	2/24/2015 9:48 AM
19	This is a great place to work, we talk about Ethics!	2/24/2015 9:46 AM
20	I have enjoyed working here and can only thank the city of las cruces for making my experience so wonderful.	2/24/2015 9:45 AM
21	n/a	2/24/2015 9:39 AM
22	NONE	2/24/2015 8:10 AM
23	There are two questions on this survey that most people probably cannot answer factually. I would recommend you remove them.	2/23/2015 4:51 PM
24	The City tries to claim they are here for the employees but if one complaint is made on an employee the City would rather fire them then hear what really happened. Employees who have worked hard and gone the extra mile are not rewarded in my department but are expected to do that all the time. HR doesn't allow promotions for individuals that can do a job but would rather the position be posted and re-train a new employee instead of keeping the individual who has been doing the job. Or once an employee has moved to a different section in the department have them continue to do duties from the old job, and not increase their pay. But rather bring them the job description highlighting that the old duties fall within your new job, so don't bother fighting this because you will lose. There is no team, and as we have been told we should be lucky we have a job.	2/23/2015 2:03 PM
25	I think there is always room for improvement in raising awareness of the ethical standards and obligations of employees, but I find the current environment to be generally positive.	2/23/2015 8:46 AM
26	I have only been employed 10 months.	2/23/2015 7:55 AM
27	I am disappointed with how complaints are handled and retaliation does take place and because of personal bias of management, nothing is done.	2/20/2015 2:49 PM
28	I hate, hate, hate, working here. And I used to love it. Toxic environment.	2/20/2015 2:07 PM
29	By the grace of God we will move forward.	2/20/2015 8:02 AM
30	I RATHER NOT SAY DUE TO RETALIATION.	2/19/2015 5:52 PM
31	I know that there are people out there that make false complaints but I really think that the City really needs to investigate and look into what Directors, Administrators, Office Managers are doing and start cleaning house. How can you expect your employees to follow the rules when all around them they see upper level management getting away with so much. We're being bullied and placed in hostile work environments and office managers make subtle remarks of retaliation if we say or do anything. At this time, I don't feel that I could come forward and say anything about all the injustice that is going on because I have seen employees try to make a difference and either nothing gets done or they end up losing their job.	2/19/2015 1:47 PM
32	I feel City Employees are dedicated to doing what is right. This I believe comes from the top down.	2/19/2015 1:01 PM
33	The Longevity Pay increases should be addressed more frequently. I have not heard of anyone being given one.	2/19/2015 12:31 PM
34	Thank you. This survey needs a little work as some answers are conflicting.	2/19/2015 11:54 AM
35	My Supervisor and Director are well aware of the issues I have brought forward but to no avail so I just try to keep my head up and keep trying to do good for the City and myself.	2/19/2015 11:52 AM
36	N/A	2/19/2015 11:52 AM

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37	It is disappointing that there in no accountability for actions. I personally have reported unethical behavior and I personally feel that it got swept under the rug. I sent my complaints to everyone and no a single person made effort to see if there was any truth. Instead I was perceived as the bad person complainer and a problem person. I have been a City employee for many years and never complained. So many employees have left that have had many years in the City due to mistreatment or unethical behavior that they do not want to be part of.	2/19/2015 11:24 AM
38	THERE IS A PERSON IN MY DEPT THAT ABUSES TIME OFF, SHE IS ALWAYS TAKING OFF ON MONDAYS OR FRIDAYS OR BEFORE OR AFTER A HOLIDAY, NOW ITS BEFORE & AFTER HOLIDAYS. I ALWAYS HAVE TO FILL IN FOR HER AND I CAN'T GET MY WORK DONE.	2/19/2015 10:38 AM
39	What do you do when your supervisor or higher continues to not take the high road and set an example? You've seen the ostrich with his head in the sand? Our employees have worn shirts with this Administrator's name on it. This puts a lot of extra stress on supervisors that have to carry his load because no one respects him, sees him, or values him. He does nothing to change this atmosphere of apathy. Frustrating and exhausting. Transit supervisors are the best but, they also need direction to complete the team. Someone please mentor the administrator to be a leader.	2/19/2015 10:09 AM
40	In my time with the City, I have found most of my co-workers to be ethical and dedicated with a small minority that seek to manipulate the system or violate policy for personal gain.	2/19/2015 9:35 AM
41	the directors need to go into additional training just like the employees	2/19/2015 9:24 AM
42	Rules, policies, and SOPs need to be consistently enforced.	2/19/2015 9:18 AM
43	Often times when there are ethical issues it is easier for managers to ignore it than to take action. That is the case most often.	2/19/2015 9:06 AM
44	Surveys are nice, it is a good place to start, but then you must take what is stated in the survey and do something about it. Along the way we must all look at ourselves in the mirror to see who we really are and how we really act. We should not always default to our ego for our reflection. Culture is what you allow it to be, no amount of policies or emails will change that. If you do not want it, you cannot allow it to be, and that all starts with you at the top. If you are unable to lead by example, then you are unable to lead at all.	2/19/2015 9:05 AM
45	Why have a complaint system if nothing is done about the situation. Happy to be here but the disparity in smokers taking frequent breaks up to 5 AM/PM and the non smokers only getting one is strikingly unfair to external and internal customers.	2/19/2015 9:05 AM
46	I'm at a loss as to how I would be in a position to render an opinion on the ethics or the practical application of the ethics of fellow employees at whatever level of responsibility.	2/19/2015 8:54 AM
47	There is a decided lack of equity between male- and female-oriented jobs in the city. Non-represented supervisors can have any disgruntled staff member call in to the hotline and lodge a complaint and that supervisor has no representation to stand for him or her. Only COLA raises - 2% for everyone else and 8% for the city manager. No incentive to do a good job. Very discouraging.	2/19/2015 8:53 AM
48	GIGO- garbage in garbage out. I spend most days making people do there job who ask me to do their work for them.	2/19/2015 8:53 AM
49	I am happy to be part of the City of Las Cruces. I will do anything to assure that our department are representing the City of Las Cruces in a positive manner.	2/19/2015 8:51 AM
50	I don't believe my survey comments will be communicated anonymously via this system	2/19/2015 8:50 AM
51	The City has really good personnel and ethics policies in place. I feel there has been improvement within the section/department where I work. As a manager, I greatly appreciate having these polices and the personnel manual to refer to when need arises.	2/19/2015 8:48 AM
52	I don't expect my comments will make a difference; however, you asked me for opinions and I assume you wanted honesty. I appreciate the opportunity to briefly state a few concerns.	2/19/2015 8:46 AM
53	I've seen improvement in my department as well as City wide. I enjoy the managers meetings that we attend to better knowledge myself on what's going on in the City I work and live in.	2/19/2015 8:45 AM
54	In our section our management is watered so bad that we cant monitor staff's progress. We have no lead or foremen staff however we have 13 tradesmen. For the most part we have good workers however there are a few that would constantly need monotoring. I catch one crew from time to time just sitting in thier truck	2/19/2015 8:40 AM

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55	Please don't get me wrong, I love working for the city, the problem is there are too many "yes men and women" at the section administrator and department director level who are not able or willing to tell their superiors what is really going on or who are willing to stand up when there is a problem and rules are being violated.	2/19/2015 8:40 AM
56	My working environment is very pleasant to be in.	2/19/2015 8:29 AM
57	I see a lot of people showing up late to work everyday	2/19/2015 8:28 AM
58	I believe it is ethically wrong for some people to work there full 8 hours and some drive around or sit around doing nothing. Then stating it's their union break or commenting that it's not their job when asked to help do something.	2/19/2015 8:23 AM
59	I believe that if you want employees to get on board with ethical behavior our administrators need to be the example to follow. Good behavior and communication that starts with our leaders will encourage us to follow in same way. Just my opinion.	2/19/2015 8:21 AM
60	It's appreciated that there is some effort to address unethical behavior. It is difficult to determine which complaints are the truth, coming from gossip, or someone just trying to make trouble. Thank you for the effort though.	2/19/2015 8:19 AM
61	I believe the City Manager and Executive Level officials are dealing with reported violations. the City has a positive image as a result.	2/19/2015 8:18 AM
62	there are still employees that get a slap on the hand when they screw up, but if a different person did the same thing, they would have gotten severely reprimanded.	2/19/2015 8:17 AM
63	hard to answer these questions as I have not had an issue but I "feel" confident it would be handled by policies set if one occurred. Myself I was raised to do things ethically and hate that a few bad seeds make us all look bad in the public's eyes.	2/19/2015 8:17 AM
64	Working in my Section Ethics is very important. I am fortunate to work with the level of professional that are here.	2/19/2015 8:13 AM
65	I have noticed that City employees, on a whole, are very professional and aware of their responsibilities.	2/19/2015 8:06 AM
66	The presentation encouraged us not to take pens home from work yet million dollar sweetheart deals are cut by the City Manager's office for political purposes. I think the huge abuse of city assets happens at the highest level of management.	2/19/2015 8:04 AM
67	N/A	2/19/2015 8:00 AM
68	PREFER NOT TO ANSWER	2/19/2015 7:59 AM
69	thank you	2/19/2015 7:44 AM
70	All this starts with upper management and employees do not believe upper management has no ethics or leadership, just collecting a healthy check.	2/19/2015 7:32 AM
71	I like working for the City, and it does seem that certain persons are afforded more leniency in doing things that might be gray. And, I know if it were me, I might be made an example, if it were me doing the same things.	2/19/2015 7:31 AM
72	Although we've had some "bad apples" in the past that may have tarnished the reputation of the City, I believe a strong majority of employees take pride in the work they perform and are happy to serve the citizens of Las Cruces.	2/19/2015 7:21 AM
73	Thankyou	2/19/2015 7:05 AM
74	I am proud to be as an employee and a citizen for the city of Las Cruces.	2/19/2015 6:12 AM
75	N/a	2/18/2015 8:37 PM
76	I think managers and supervisors should be held accountable for their ethical and unethical behavior, I also do not understand why some departments do not utilize a time clock, and instead go by an 'honor system' that is being abused by many.	2/18/2015 7:34 PM
77	Great that you are doing a survey but are you going to address the issues in real life or just pat yourselves on the back and say "Hey, look what we did about ethics!"	2/18/2015 5:49 PM
78	.	2/18/2015 5:42 PM
79	Many of these questions are difficult to answer because of lack of direct observation and the need to assume in the positive.	2/18/2015 5:35 PM
80	I think the language in the PM is vague so it is hard to interpret the PM.	2/18/2015 5:22 PM

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81	none	2/18/2015 5:16 PM
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