

# WORK SESSION AGENDA

Monday, July 11, 2022 at 1:00 PM

Mayor Ken  
Miyagishima

Mayor Pro Tem  
Kasandra Gandara

Councilors  
Tessa Abeyta  
Becki Graham  
Johana Bencomo  
Becky Corran  
Yvonne Flores



**City of Las Cruces**

CITY HALL  
P.O. BOX 20000  
LAS CRUCES, NM  
88004

700 N. Main St.  
PHONE (575) 541-  
2067

## City Council Chambers

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If you need an accommodation for a disability to enable you to fully participate in this event please contact us 72 hours before this event at [541-2115/V](tel:541-2115) or [541-2182/TTY](tel:541-2182).

|                                                                                                | Page    |
|------------------------------------------------------------------------------------------------|---------|
| 1. <b><u>PETS OF THE WEEK</u></b>                                                              |         |
| 2. <b><u>JOBS OF THE WEEK</u></b>                                                              |         |
| 3. <b><u>AGENDA ITEM</u></b>                                                                   |         |
| 3.1. OVERSIGHT COMMITTEE INITIAL PRESENTATION<br><a href="#">WS #22-032 - Pdf</a>              | 2       |
| 3.2. FY22 ANNUAL INTERNAL AUDIT REPORT<br><a href="#">WS #22-031 - Pdf</a>                     | 3 - 83  |
| 3.3. INSPECTION OF PUBLIC RECORDS ACT (IPRA) STATISTICS.<br><a href="#">WS #22-034 - Pdf</a>   | 84      |
| 3.4. LAWYER SUCCESSION PLAN PURSUANT TO RULE 16-119, NMRA.<br><a href="#">WS #22-029 - Pdf</a> | 85 - 89 |



## Council Work Session Summary

Meeting: Work Session - Jul 11 2022

**TITLE:** OVERSIGHT COMMITTEE INITIAL PRESENTATION

**PURPOSE(S) OF DISCUSSION:**    ☒ Inform/Update    ☐ Direction/Guidance    ☐ Legislative Development/Policy

**BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:**

A presentation has been prepared to provide City Council with an overview of the Accountability in Government Ordinance and advise the City Council of the Oversight Committee's responsibilities and activities since the creation of the Committee in October 2020.

**PLAN(S):**

None

**COMMITTEE/BOARD REVIEW:**

Oversight Committee



## Council Work Session Summary

**Meeting: Work Session - Jul 11 2022**

**TITLE: FY22 ANNUAL INTERNAL AUDIT REPORT**

**PURPOSE(S) OF DISCUSSION:**    ☒ Inform/Update    ☐ Direction/Guidance    ☐ Legislative  
Development/Policy

**BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:**

In accordance with the Accountability in Government Ordinance and the Legal Department's Mission and Strategic Business Plan, the FY22 Annual Internal Audit Report and the FY22 Ethics Survey was completed. A presentation has been prepared to inform City Council of the Internal Audit Office's FY22 activities and the FY22 Ethics Survey results.

**SUPPORT INFORMATION:**

[FY22 Annual Internal Audit Report](#)

[Ethics Survey Historical Data 2014-2022](#)

[FY22 City Wide Ethics Survey \(Redacted\)](#)

**PLAN(S):**

Department Strategic Business Plan

**COMMITTEE/BOARD REVIEW:**

Oversight Committee



**FISCAL YEAR 2021-2022  
INTERNAL AUDIT OFFICE  
ANNUAL REPORT**

**Prepared by the  
Internal Audit Office  
June 13, 2022**

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

## OVERVIEW

In accordance with the Accountability in Government Ordinance and the Institute of Internal Auditor's (IIA) International Standards for the Professional Practice of Internal Auditing (Standards), the Internal Audit Office (IAO) is presenting the FY22 Annual Report to provide a summary of IAO's performance for the fiscal year. The IAO's function helps to support the City's Vision, Mission, and Organizational Values of fiscal responsibility and transparency as outlined in the City's 2021-2026 Strategic Plan. The IAO is committed to helping provide assurance to City management that business objectives are being met and risks are effectively managed in order to achieve the City's strategic goals.

## CITY OF LAS CRUCES OVERSIGHT COMMITTEE

LCMC Chapter 2, Art. III, Division 6, Accountability in Government ordinance was created to further the mission of the City and align Internal Audit with best practices. Sec. 2-179 of the Accountability in Government Ordinance creates the City of Las Cruces Oversight Committee (OSC). The OSC consists of five members. Three members are residents of the City of Las Cruces who are not employed by the City or in a direct contractual relationship with the City and are appointed for staggered 3-year terms. At least one committee member shall be a certified public accountant or auditor; at least one committee member shall have law enforcement or a legal background; and at least one committee member shall have experience or background in professional management or business. The remaining two committee members are comprised of the Mayor and one councilor, appointed annually by the Council, and serve as non-voting, ex-officio members.

### City of Las Cruces Oversight Committee

| Name                   | Term Expiration                      | Position                     |
|------------------------|--------------------------------------|------------------------------|
| Jack Eakman            | October 1, 2020 - September 30, 2023 | Chair                        |
| Kieran Ryan            | October 1, 2020 - September 30, 2022 | Voting Member                |
| Charles Tucker         | October 1, 2021 - September 30, 2024 | Voting Member                |
| Mayor Ken Miyagishima  | October 1, 2021 - September 30, 2022 | Ex-Officio Non-Voting Member |
| Councilor Tessa Abeyta | October 1, 2021 - September 30, 2022 | Ex-Officio Non-Voting Member |

The IAO is required to provide the OSC copies of all completed audit and investigation reports for review prior to being published. The OSC may provide comments for inclusion in the final reports. The OSC may also lend advice to the City Auditor regarding technical issues and provide recommendations for priorities and potential areas for audit and investigation.

**INTERNAL AUDIT OFFICE ORGANIZATIONAL CHART**

The IAO is comprised of five positions: one City Auditor, one Internal Audit Manager, and three Internal Auditors, one of which focuses on contract compliance. The Internal Audit Manager, one Internal Auditor and the Contracts Auditor were each vacant for a portion of FY22.



City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

## **COMPLETED AUDITS AND OTHER AUDIT PROJECTS**

In FY22, the IAO issued a variety of reports to include one scheduled audit report, one management letter, four unscheduled strategic reviews, and completed three Hotline complaint investigations. Four FY22 scheduled audits and two contract compliance audits are currently in process and will be completed in FY23.

### **COMPLETED AUDIT REPORTS**

#### **Report A2021-01 – Utilities Payment Receipting Audit**

#### **Report A2022-02 – Treasury Management Memo Cash Handling Process**

The objective of this audit was to review and evaluate the current payment receipting processes and internal controls within Las Cruces Utilities (LCU) operations to ensure assets were properly receipted, safeguarded, and deposited in accordance with applicable policies and procedures. The audit found that deposits were not made within 24-hours as required by City policy and State statute; deposits were not properly signed; segregation of duties related to the preparation of deposits were not followed; and physical controls in place for safeguarding assets could be improved. The IAO provided recommendations for improvement in all deficient areas identified.

The City's Finance Department Revenue Management Line of Business has overall responsibility for cash handling processes and activities for the City. A Management letter was issued to Finance to provide recommendations to address deficiencies in City policies and procedures related to the cash handling process. The audit found that some LCU operations provided their daily deposits to Finance/Treasury Cashiers for final deposit with the bank. Cashier deposits were not deposited within 24-hours as required by City policy and State statute. Inconsistencies were also found between the approved 2012 Cash Handling SOP and the unapproved 2020 Cash Handling Policy used to guide the City's cash handling process. Two issues found applied to deposit slip signature requirements and the disposal of unwanted receipts. Lastly, the audit found that annual cash handling training requirements were not met.

#### **Pending audit reports in process include:**

Report A2021-02 – Juvenile Citation Program  
Report A2021-04 – Utilities PDMM Contract Management Follow-Up  
Report A2022-01 – Municipal Court Indigent Defense Services  
Report A2022-03 – Rincon Hills Park Contract Compliance  
Report A2022-04 – FLSA – Payroll and Training Requirements  
Report A2022-05 – COVID-19 Policies and SOP's

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

**COMPLETED STRATEGIC REVIEWS**

**Report SR2021-02 – 2021 Dollarwise Innovation Grant**  
**Report SR2022-03 – Supplemental Report: USCM Grant Awards**

The objective of this review was to determine if the application and award process followed for the 2021 Dollarwise Innovation Grant awarded to the City by the US Conference of Mayors complied with the City's Grants Administration Program Policy and CMP # 2.2 Grants & Contracts Administration Policy. The review found that the process followed was not in compliance with City policy. The grant application and award was not processed through the City's Grant Administration Office; an account and project code was not established in MUNIS; the award was not accepted by Council for inclusion in the City's budget; and a grant agreement was not in place between the City and the Community Foundation for Southern New Mexico (CFSNM) to outline the intended purposes or uses of the grant.

The review also found that a similar process may have been followed for the Childhood Obesity Prevention Grant awarded to the City in 2012 by the US Conference of Mayors. However, due to the age of the grant, and compliance with the City's records retention schedule, neither the CFSNM nor the City had documentation related to the grant's application, award, grant agreement, or expenditures to confirm whether or not the process followed agreed to City policy.

A supplemental report was issued to document a conversation with the former City Manager regarding the process for handling grant awards in 2012. The information learned did not merit any changes to the observations noted in the original report.

**Report SR2022-01 – AG Complaint NMOAG-ECS-20210623-e196**

The IAO responded to a complaint reported to the New Mexico Attorney General's Advocacy and Intervention Division. The complaint reported concerns related to the process followed for Request for Proposals (RFP) 19-20-011 for the Design-Build Services for Park and Sport Court Rehabilitation Projects. The complaint alleged (1) The RFP did not indicate payment for design work but the contract included such payment in its terms and the RFP published minimum work so not to get bidders with Design; (2) A City official communicated with the complainant in private indicating to whom the contract would be awarded before the period for receiving proposals had ended; and (3) The contractor is a family member of a city official

The review found all three allegations were unsubstantiated. Evidence was found to support that the RFP was properly published and the RFP included language for Design-Build services and the project's total budget amount. In regard to the second

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

and third allegations, the complaint did not provide the name of the employee who allegedly communicated information with the complainant or the name of the employee believed to be related to the contractor. No information was obtained from the complainant or City staff to support the allegations.

**Report SR2022-02 – Professional Assessment Center check Re-Issuance**

The IAO completed a review of the documentation available related to a request to re-issue a check issued to the Professional Assessment Center (PAC) by the City in the year 2000 for \$50,999.54. The State of New Mexico Office of the Attorney General provided an opinion that a check issued in 2000 could be re-issued if the original check issued had never been cashed. The City Council approved the re-issuance of the check via Resolution 22-034 in September 2021.

Due to the age of the check, compliance with the City's records retention schedule, and the lack of PAC documentation, the review could not confirm whether or not the check in question had been cashed, was voided and reissued, or remained uncashed. The review also could not confirm whether or not the check had been submitted to the state as unclaimed property and the State advised they had no record of this amount ever being submitted.

**Report SR2022-04 – Compliance Review of ARPA Funding Eligibility Process**

The IAO reviewed the eligibility process followed for the assessment of applications submitted in response to the City's RFP for the American Rescue Plan Act (ARPA) funding awarded to the City 2021. The review found that the eligibility process followed was not sufficiently designed or documented to support a clear, consistent, and transparent eligibility determination. As such, consistency and appropriateness of the eligibility review process could not be confirmed.

**ANONYMOUS HOTLINE REPORTING SYSTEM**

CMP 2.4 Hotline Service is a policy that provides City employees with a confidential method to have an objective, third-party reporting option. The Hotline Committee is comprised of the two Assistant City Managers, the City Attorney, and the City Auditor. The IAO is responsible for managing the City's anonymous hotline reporting system.

During FY22, 79 complaints were reported via the hotline system. The IAO is responsible for disseminating all incoming complaints to the appropriate Department for review and response to the City Manager's Office, as determined by the Committee; communicating with the complainant to obtain additional information as needed; and updating the system to indicate management's final determination.

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

**POLICE AUDITOR CONTRACT**

Effective March 2021, the City awarded a Professional Services Agreement for police auditor services. Duties of the police auditor include audits of all completed formal, internal, and hotline investigations completed by LCPD Internal Affairs (IA) and all closed litigation cases involving law enforcement.

The IAO is responsible for the management of the City's police auditor contract, to include monitoring the timeliness of completed police auditor's reports and reviewing and approving the police auditor's monthly invoices.

During FY22, the police auditor was provided the following for review and analysis:

- 30 completed LCPD IA investigations
- 8 closed Litigation cases

**INSPECTION OF PUBLIC RECORDS ACT (IPRA) REQUESTS**

In accordance with Chapter 14 Article 2 Inspection of Public Records NMSA 1978, Every person has a right to inspect public records of this state, with some exceptions. Inspection of records shall be permitted immediately, or as soon as practicable under the circumstances, but not later than 15 days after receiving a written request. If the inspection is not permitted within 3 business days, the custodian shall explain in writing when the records will be available for inspection or when the public body will respond to the request. The 3-day period shall not begin until the written request is delivered to the office of the custodian.

During FY22, the IAO responded to 14 IPRA requests within the time frame required.

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

## **INTERNAL AUDIT OFFICE PERFORMANCE MEASURES**

The Internal Audit Office is a division of the City's Legal Department. The City Auditor manages the division and reports directly to the City Attorney, who reports directly to the City Manager and the City Council. The mission of the Legal Department is to provide legal, risk, and compliance services to City Council, the City Manager, and all organizational units of the City, so the public will be confident that City government is protecting valuable resources and operating ethically, effectively, efficiently, and transparently.

Internal Audit falls within the Legal Department's Compliance Line of Business. The purpose of the Compliance Line of Business is to provide investigation, evaluation, advisory, and documentation services to the City's organizational units, the City Manager, and elected and appointed officials, so that they can make well-informed operational and policy decisions that will promote responsible and ethical government practice. The purpose of the Internal Audit Program is to provide operational evaluation and consulting services to the City Manager and City organizational units, so that they can increase efficiency and improve internal operations, controls, and processes and identify potential fraud, waste, and abuse of public resources.

The IAO's four outputs are measured as follows:

- **By 2022, 80% of the annual audit plan will be completed by the end of the fiscal year.**

This performance measure was not met for FY22. Approximately 67% of the FY21/FY22 plan was completed or is in process.

Due to the lack of Internal Audit staff, the FY21 Audit Plan was carried forward to FY22. As previously mentioned, the IAO was also not fully staffed in FY22. Although the 80% performance measure was not met in FY22, the IAO has high expectations of meeting this goal in FY23.

The IAO successfully completed several audits in FY22 and many additional projects are in process.

- One Scheduled Audit / Management Letter was completed in FY22.
- Four Strategic Reviews were completed in FY22.
- Four Scheduled Audits are in process and will be completed in FY23.
- Two Contract Audits are in process and will be completed in FY23.

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

- **By 2022, 50% of employees will successfully complete ethics training.**

This performance measure was not met for FY22.

Ethics training is one of the Human Resources Core Compliance Training topics required of all City employees at hire and on an annual basis. Several years ago, and prior to the COVID-19 pandemic, Internal Audit participated in conducting in-person Ethics Training. Currently, employees are able to obtain Ethics Training via the City's LMS system, an online learning portal.

As of December 31, 2021, there were 1,524 City employees recorded in MUNIS (excluding JPA and Temp Agency employees). LMS shows 570 employees (37%) completed Ethics training during calendar year 2021.

As of June 13, 2022, MUNIS shows there are 1,560 City employees and LMS shows that 249 employees (16%) have completed their calendar year 2022 Ethics training requirement.

- **By 2022, 75% of City employees surveyed will report that they agree or strongly agree that they work in an ethical climate.**

This performance measure was met for FY22.

The FY22 City-Wide Ethics Survey revealed that 77% of employees who completed the survey reported they agree or strongly agree that they work in an ethical climate. This result is 1% above the results obtained in FY21.

- **95% of audit recommendations will be implemented by the affected department within the agreed upon timeframes.**

This performance measure was not met for FY22.

As mentioned above, due to the lack of audit staff, the FY21 Annual Audit Plan was carried forward to FY22. Follow-up audits of all completed FY22 audits have been scheduled for FY23 and the implementation of the FY22 audit recommendations will be measured in FY23.

Internal Audit will continue to provide Management with value-added recommendations that are sound, based on best practice, and appropriate for the improvement of City operations. The implementation of audit recommendations made will be reported in future annual audit reports.

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

## **CITY-WIDE FY22 ETHICS SURVEY**

Since 2014, the IAO has been responsible for conducting an annual City-wide Ethics Survey. The FY22 Ethics Survey was open from April 25 to May 11, 2022 and was sent to 1,779 full-time, part-time, contract, student, and co-op employees. Responses were received from 531 (30%) of the employees surveyed.

The FY22 Ethics Survey included 25 questions, 3 of which were added in FY22.

- Questions 1 – 22 provided a choice of 5 standard answer options
  - Strongly agree
  - Agree
  - Do Not Know/Not Sure
  - Disagree
  - Strongly disagree
- Questions 23 - 25 were opened ended questions that provided employees the opportunity share their comments or concerns.

Survey results reflected an increase or consistency in positive responses from FY21 to FY22. Survey results were reviewed and discussed with the City Manager's Office and information obtained from the survey was considered in the Risk Assessment completed for the FY23 Annual Internal Audit Plan.

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

## **INTERNAL AUDIT OFFICE STAFF BIOS**

### **VIOLA M. PEREA – CITY AUDITOR**

Viola has over 20 years of audit and accounting experience, the majority of which has been in the public sector. She has worked for the City of Las Cruces Internal Audit Office for 11 years and was promoted to City Auditor in November 2020. Viola holds a Bachelor of Accountancy and earned two professional designations as a Certified Internal Auditor (CIA) and a Certified Fraud Examiner (CFE).

### **RACHEL THIELEN – INTERNAL AUDITOR**

Rachel joined the City of Las Cruces Internal Audit Office in February 2021 and has over 16 years accounting and audit experience. Rachel holds a Master's degree in Accounting and a Bachelor's in Business Administration – Management Information Systems. She is currently studying for the CIA exam.

### **VANESSA O. WILLIAMS – INTERNAL AUDITOR (CONTRACTS)**

Vanessa has been with the City of Las Cruces for 5 years. She began working for the City's Finance Department in Treasury and joined the Internal Audit team in August 2021. Vanessa has over 13 years of accounting and audit experience. Vanessa holds a Bachelor of Accountancy and a Bachelor of Science / Management and is a retired member of the United States Air Force. She is currently studying for the CIA exam.

### **WILLIAM BLANCHARD – INTERNAL AUDITOR**

Will has been with the City of Las Cruces for 3 years. He began working for the City's Budget Office and joined the Internal Audit team in April 2022. Will has over 16 years of accounting and audit experience. Will holds a Bachelor of Accountancy and earned professional designation as a Certified Public Accountant (CPA). He is currently studying for the CIA exam.

All IAO staff are members of the Institute of Internal Auditors, Association of Local Government Auditors, and the Association of Certified Fraud Examiners. Training is attended by all staff throughout the fiscal year. Forty hours of continuing professional education (CPE) are required annually to maintain the CIA and CPA designations and the CFE designation requires 20 hours of CPE annually.

City of Las Cruces  
Internal Audit Office  
FY 2021 - 2022 Annual Report

## CONCLUSION

The Internal Audit Office staff made a strong effort in completing audit assignments in FY22. It is our goal to meet or exceed our performance measures in FY23 and we will continue to strive for excellence in our efforts to support City operations, City Council, City Management, and our Community.



Viola M. Perea  
City Auditor

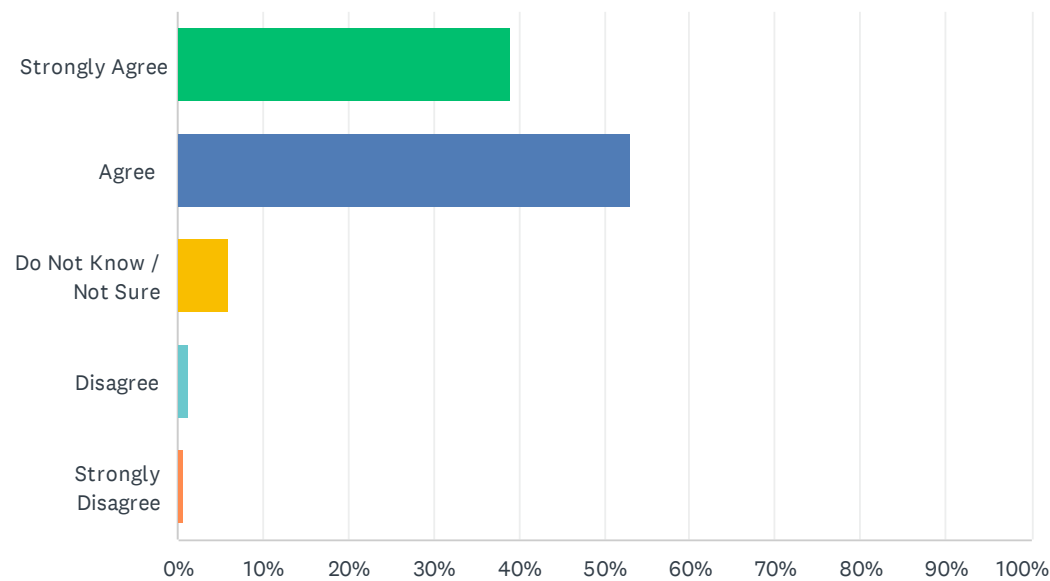
**Attachments:**      **A – Ethics Survey Results Summary (2014-2022)**  
                             **B – FY22 City-Wide Ethics Survey**

# City of Las Cruces Ethics Survey Results Summary 2014 - 2022

| Survey Year      |                                                                                                                                       |                   |               |               |               |               |                                             |                                             |               |               |                                                    |                                            |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------|-------------------|---------------|---------------|---------------|---------------|---------------------------------------------|---------------------------------------------|---------------|---------------|----------------------------------------------------|--------------------------------------------|
| Survey Questions |                                                                                                                                       | 2014<br>Base Year | 2015          | 2016          | 2017          | 2018          | 2019<br><small>*No Neutral Response</small> | 2020<br><small>*No Neutral Response</small> | 2021          | 2022          | Change From<br>Base Year To<br>2022<br>(% Rounded) | Change From<br>2021 to 2022<br>(% Rounded) |
|                  |                                                                                                                                       | 310 Responses     | 509 Responses | 506 Responses | 483 Responses | 510 Responses | 362 Responses                               | 396 Responses                               | 604 Responses | 531 Responses |                                                    |                                            |
| #                | Percentage of responses indicating Strongly Agree and Agree combined                                                                  |                   |               |               |               |               |                                             |                                             |               |               |                                                    |                                            |
| Q1:              | I am familiar with the City of Las Cruces Ethics Code.                                                                                | 79%               | 86%           | 90%           | 91%           | 88%           | 95%                                         | 96%                                         | 89%           | 92%           | 13%                                                | 3%                                         |
| Q2:              | I know how to report unethical behavior.                                                                                              | 75%               | 88%           | 89%           | 91%           | 90%           | 89%                                         | 91%                                         | 88%           | 91%           | 16%                                                | 4%                                         |
| Q3:              | Employees in my work group behave ethically in the workplace.                                                                         | 74%               | 77%           | 78%           | 76%           | 75%           | 83%                                         | 88%                                         | 83%           | 84%           | 10%                                                | 0%                                         |
| Q4:              | Employees in my work group can report any unethical behavior they see without fear of retaliation.                                    | 57%               | 68%           | 66%           | 65%           | 65%           | 70%                                         | 73%                                         | 69%           | 72%           | 15%                                                | 3%                                         |
| Q5:              | My values and the values of my department are similar.                                                                                | 67%               | 77%           | 75%           | 74%           | 74%           | 78%                                         | 82%                                         | 77%           | 82%           | 15%                                                | 4%                                         |
| Q6:              | Managers in my department insist that employees follow the laws and policies.                                                         | 82%               | 82%           | 84%           | 82%           | 83%           | 90%                                         | 89%                                         | 86%           | 86%           | 4%                                                 | 0%                                         |
| Q7:              | Managers in my department set a good example by following the laws and policies that apply to their jobs.                             | 70%               | 74%           | 71%           | 75%           | 71%           | 77%                                         | 78%                                         | 74%           | 77%           | 7%                                                 | 3%                                         |
| Q8:              | If I have an ethics complaint in my department, it will be handled fairly.                                                            | 54%               | 66%           | 64%           | 65%           | 62%           | 71%                                         | 73%                                         | 64%           | 67%           | 13%                                                | 3%                                         |
| Q9:              | I am confident that quick and decisive action will be taken if wrongdoing is discovered in my work group or department.               | 56%               | 67%           | 62%           | 65%           | 59%           | 66%                                         | 67%                                         | 62%           | 66%           | 10%                                                | 4%                                         |
| Q10:             | The City's personnel policies are interpreted and used fairly by Managers in my department.                                           | 60%               | 73%           | 69%           | 71%           | 71%           | 76%                                         | 76%                                         | 72%           | 73%           | 13%                                                | 1%                                         |
| Q11:             | The City's personnel policies are interpreted and used fairly by Department Directors, Assistant City Managers, and the City Manager. | 44%               | 59%           | 59%           | 64%           | 56%           | 63%                                         | 71%                                         | 58%           | 64%           | 20%                                                | 6%                                         |
| Q12:             | I am proud to tell people that I work for the City of Las Cruces.                                                                     | 78%               | 83%           | 83%           | 86%           | 80%           | 88%                                         | 87%                                         | 83%           | 84%           | 6%                                                 | 2%                                         |
| Q13:             | I have strong commitment to the City of Las Cruces as my employer.                                                                    | 87%               | 90%           | 94%           | 94%           | 92%           | 95%                                         | 94%                                         | 90%           | 91%           | 4%                                                 | 2%                                         |
| Q14:             | I am familiar with the City Manager's Policy on Fraud, Waste, and Abuse Prevention.                                                   | 59%               | 84%           | 90%           | 90%           | 87%           | 84%                                         | 87%                                         | 78%           | 87%           | 28%                                                | 9%                                         |
| Q15:             | The City's ethics policies are interpreted and used fairly by Managers in my department.                                              | -                 | 66%           | 63%           | 66%           | 64%           | 74%                                         | 78%                                         | 68%           | 76%           | 10%                                                | 8%                                         |
| Q16:             | I am familiar with the anonymous hotline system for reporting fraud, waste, and misuse of the City resources.                         | -                 | 83%           | 84%           | 88%           | 85%           | 84%                                         | 82%                                         | 74%           | 78%           | -5%                                                | 4%                                         |
| Q17:             | Overall, the ethical climate has improved in the last 12 months.                                                                      | -                 | 47%           | 52%           | 52%           | 42%           | 58%                                         | 71%                                         | 45%           | 46%           | -1%                                                | 1%                                         |
| Q18:             | I believe there may be fraud, waste, and misuse of City resources in my work area.                                                    | -                 | -             | 16%           | 16%           | 16%           | 20%                                         | 19%                                         | 17%           | 13%           | -3%                                                | -3%                                        |
| Q19:             | I strongly agree or agree that I work in an ethical climate.                                                                          | -                 | -             | -             | -             | -             | 78%                                         | 81%                                         | 76%           | 77%           | -1%                                                | 1%                                         |
| Q20:             | I feel listened to and my comments are valued by my Supervisor, Director, and the City Manager's Office.                              | -                 | -             | -             | -             | -             | -                                           | -                                           | -             | 66%           | -                                                  | -                                          |
| Q21:             | Supervisors, Managers, and Directors show respect and support for employees in their Departments.                                     | -                 | -             | -             | -             | -             | -                                           | -                                           | -             | 78%           | -                                                  | -                                          |
| Q22:             | I feel physically safe in my work space.                                                                                              | -                 | -             | -             | -             | -             | -                                           | -                                           | -             | 88%           | -                                                  | -                                          |
|                  | No data indicates *Question was not surveyed in that year.                                                                            |                   |               |               |               |               |                                             |                                             |               |               |                                                    |                                            |

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

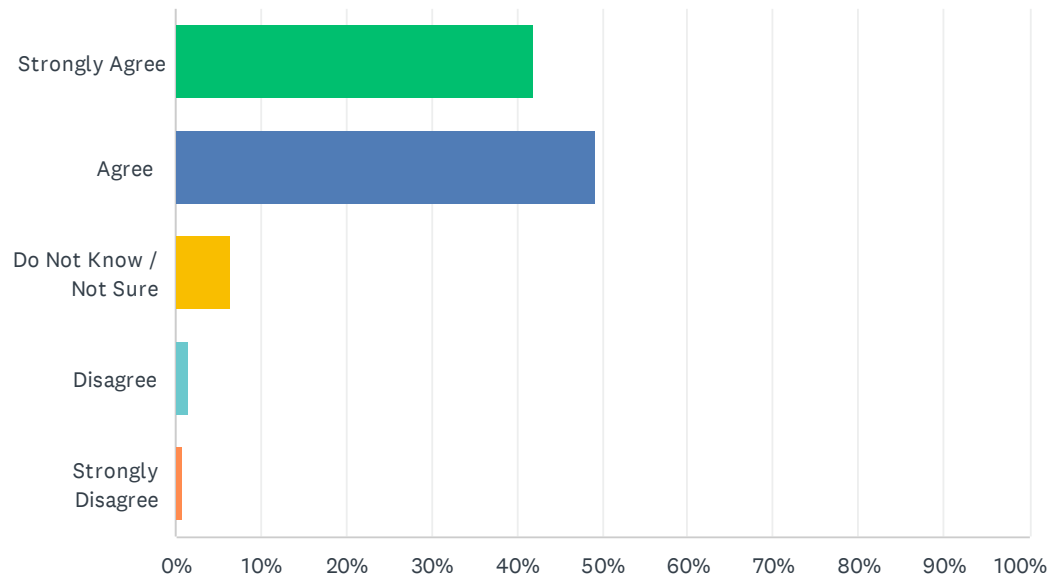
Answered: 529    Skipped: 2



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 38.94%    | 206 |
| Agree                  | 53.12%    | 281 |
| Do Not Know / Not Sure | 6.05%     | 32  |
| Disagree               | 1.32%     | 7   |
| Strongly Disagree      | 0.57%     | 3   |
| TOTAL                  |           | 529 |

Q2 I know how to report unethical behavior.

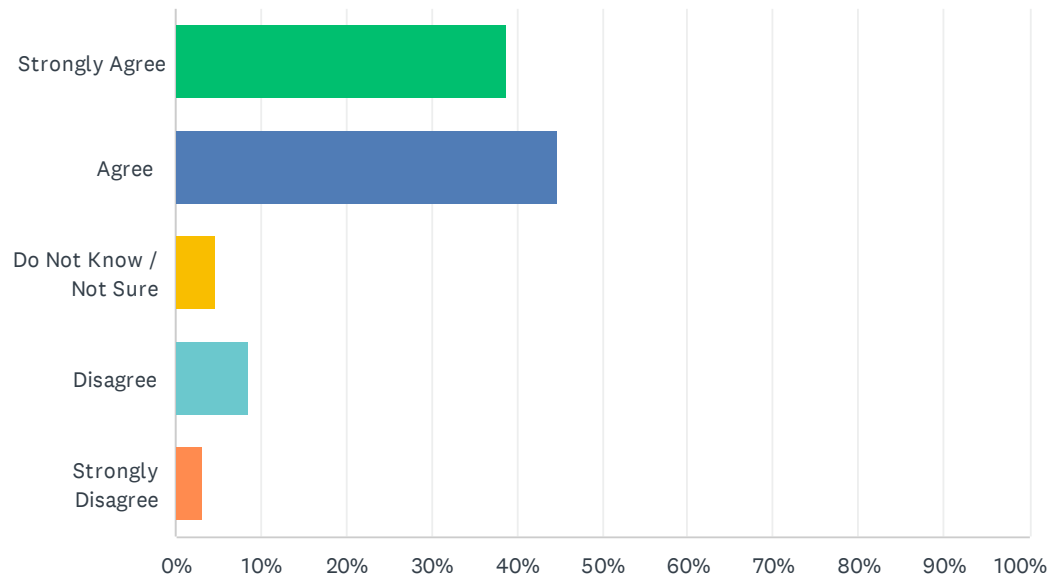
Answered: 529    Skipped: 2



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 41.97%    | 222 |
| Agree                  | 49.34%    | 261 |
| Do Not Know / Not Sure | 6.43%     | 34  |
| Disagree               | 1.51%     | 8   |
| Strongly Disagree      | 0.76%     | 4   |
| TOTAL                  |           | 529 |

Q3 Employees in my work group behave ethically in the workplace.

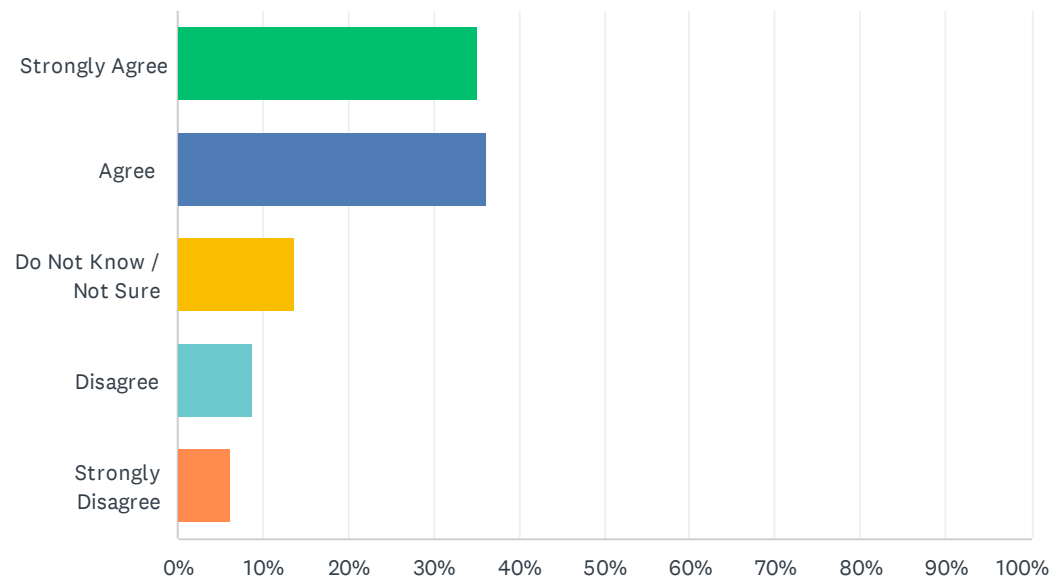
Answered: 531    Skipped: 0



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 38.79%    | 206 |
| Agree                  | 44.82%    | 238 |
| Do Not Know / Not Sure | 4.71%     | 25  |
| Disagree               | 8.47%     | 45  |
| Strongly Disagree      | 3.20%     | 17  |
| TOTAL                  |           | 531 |

Q4 Employees in my work group can report any unethical behavior they see without fear of retaliation.

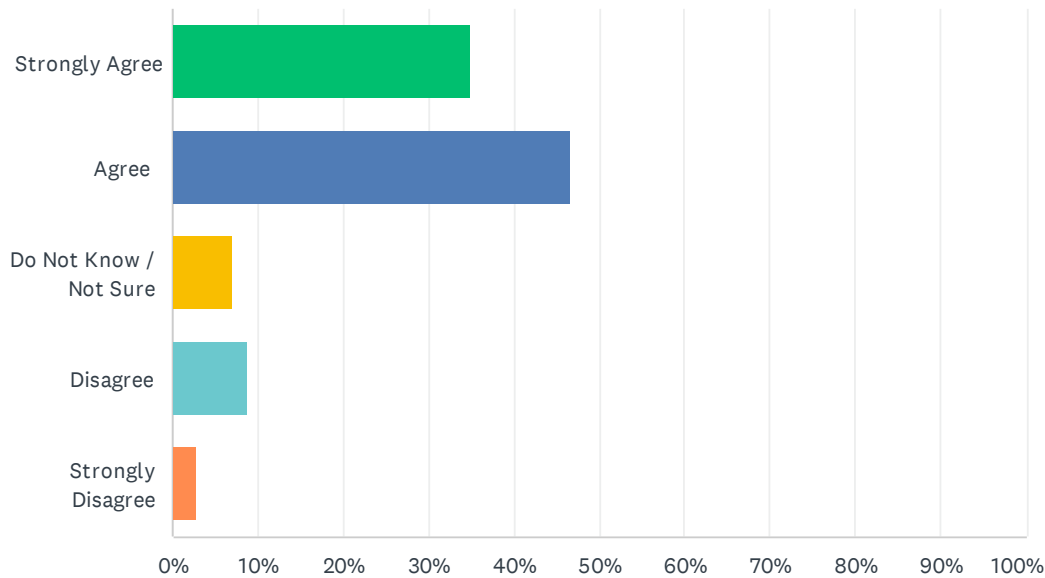
Answered: 530 Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 35.28%    | 187 |
| Agree                  | 36.23%    | 192 |
| Do Not Know / Not Sure | 13.58%    | 72  |
| Disagree               | 8.68%     | 46  |
| Strongly Disagree      | 6.23%     | 33  |
| TOTAL                  |           | 530 |

Q5 My values and the values of my department are similar.

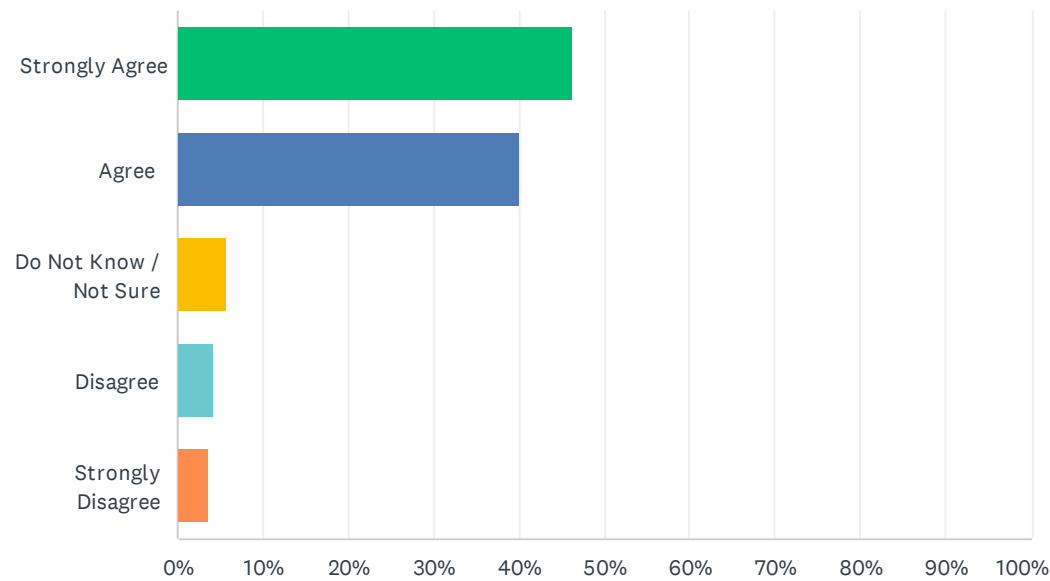
Answered: 530    Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 34.91%    | 185 |
| Agree                  | 46.60%    | 247 |
| Do Not Know / Not Sure | 6.98%     | 37  |
| Disagree               | 8.68%     | 46  |
| Strongly Disagree      | 2.83%     | 15  |
| TOTAL                  |           | 530 |

Q6 Managers in my department insist that employees follow the laws and policies.

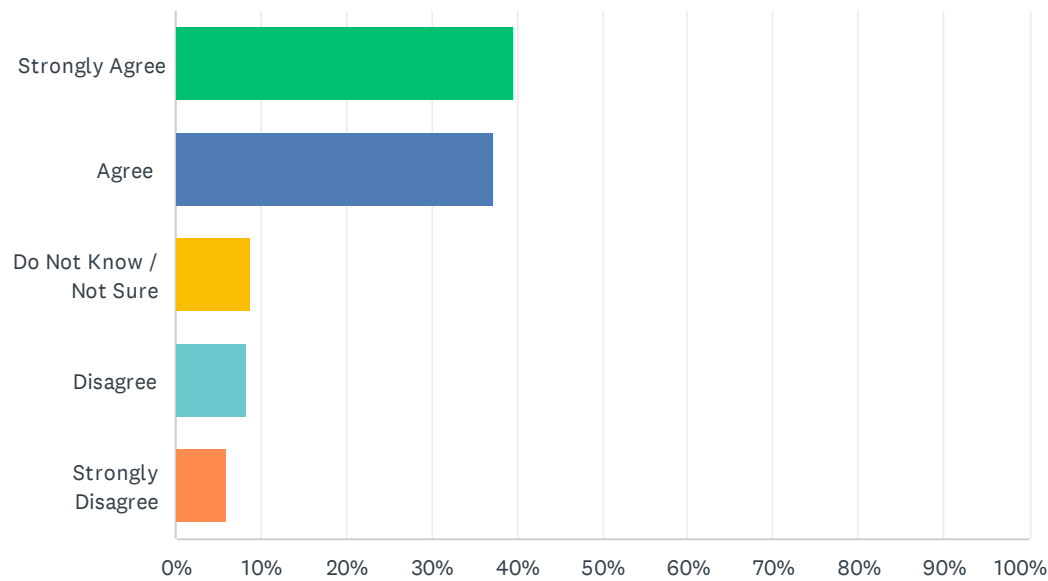
Answered: 530    Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 46.23%    | 245 |
| Agree                  | 40.00%    | 212 |
| Do Not Know / Not Sure | 5.85%     | 31  |
| Disagree               | 4.34%     | 23  |
| Strongly Disagree      | 3.58%     | 19  |
| TOTAL                  |           | 530 |

Q7 Managers in my department set a good example by following the laws and policies that apply to their jobs.

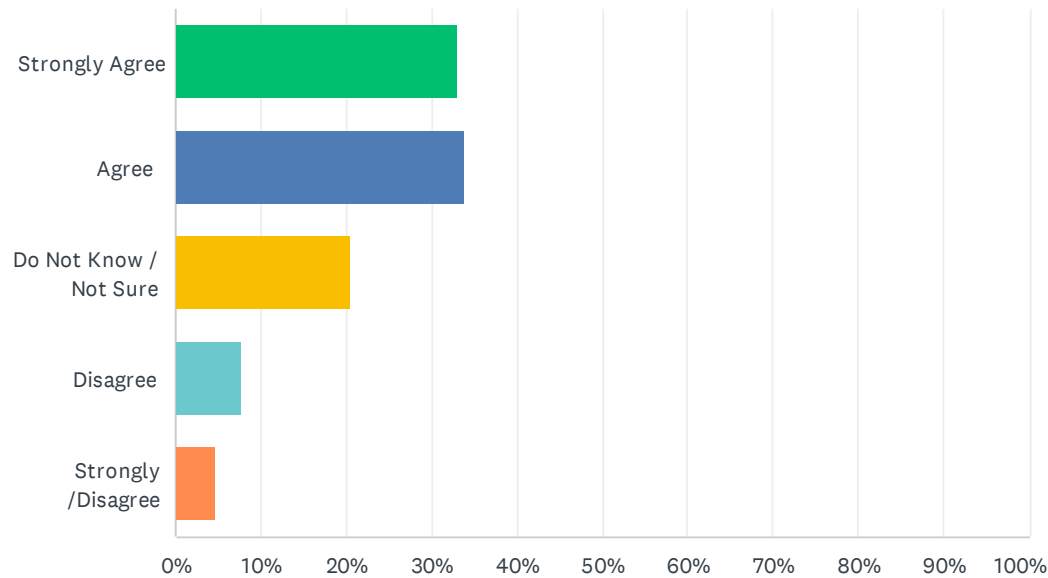
Answered: 528    Skipped: 3



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 39.58%    | 209 |
| Agree                  | 37.31%    | 197 |
| Do Not Know / Not Sure | 8.71%     | 46  |
| Disagree               | 8.33%     | 44  |
| Strongly Disagree      | 6.06%     | 32  |
| TOTAL                  |           | 528 |

Q8 If I have an ethics complaint in my department, it will be handled fairly.

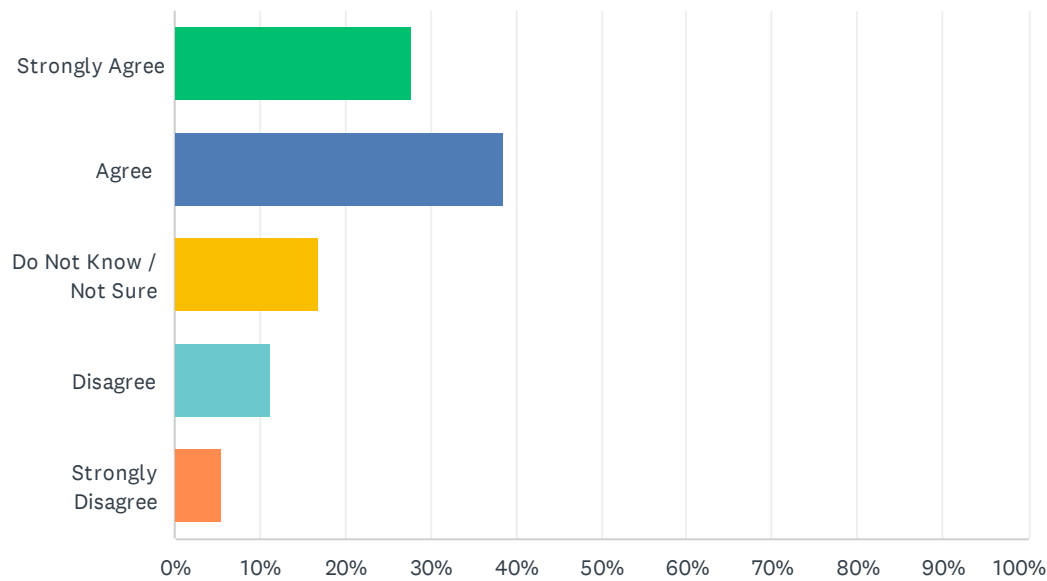
Answered: 530    Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 33.02%    | 175 |
| Agree                  | 33.96%    | 180 |
| Do Not Know / Not Sure | 20.57%    | 109 |
| Disagree               | 7.74%     | 41  |
| Strongly /Disagree     | 4.72%     | 25  |
| TOTAL                  |           | 530 |

Q9 I am confident that quick and decisive action will be taken if wrongdoing is discovered in my work group or department.

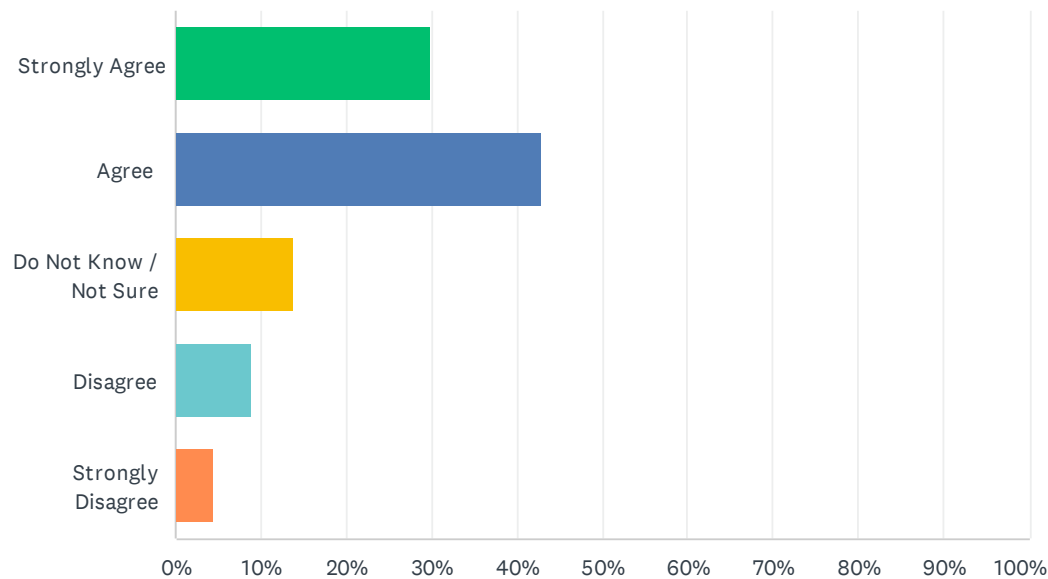
Answered: 531    Skipped: 0



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 27.68%    | 147 |
| Agree                  | 38.61%    | 205 |
| Do Not Know / Not Sure | 16.95%    | 90  |
| Disagree               | 11.30%    | 60  |
| Strongly Disagree      | 5.46%     | 29  |
| TOTAL                  |           | 531 |

Q10 The City's personnel policies are interpreted and used fairly by  
Managers in my department.

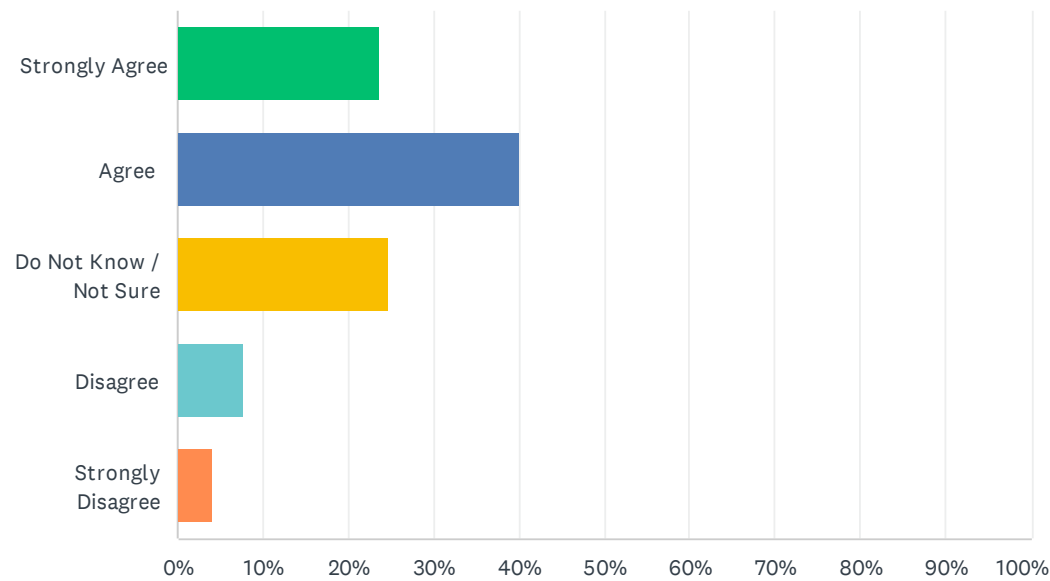
Answered: 531    Skipped: 0



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 29.76%    | 158 |
| Agree                  | 42.94%    | 228 |
| Do Not Know / Not Sure | 13.94%    | 74  |
| Disagree               | 8.85%     | 47  |
| Strongly Disagree      | 4.52%     | 24  |
| TOTAL                  |           | 531 |

Q11 The City's personnel policies are interpreted and used fairly by Department Directors, Assistant City Managers, and the City Manager.

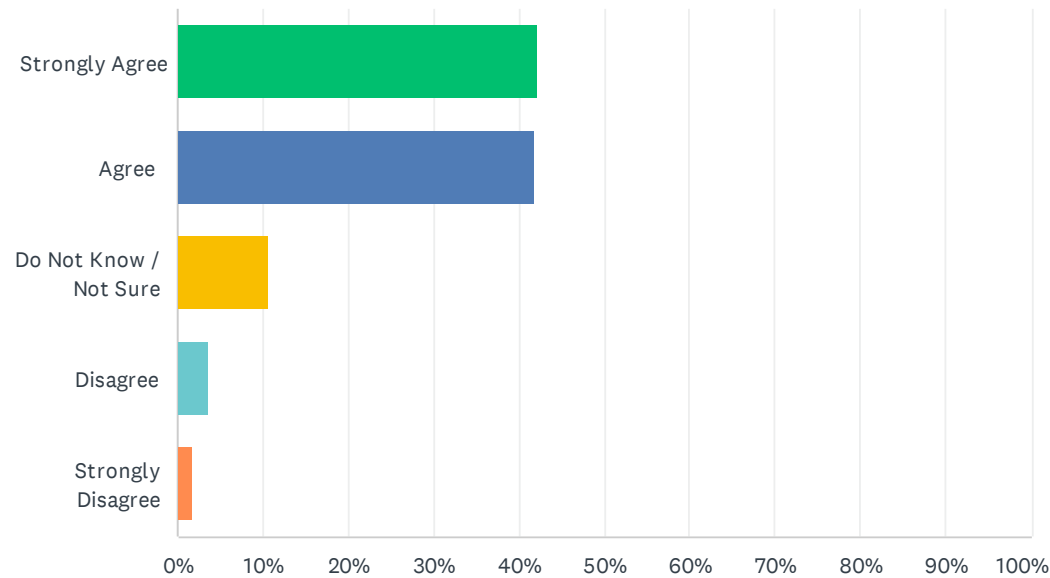
Answered: 530    Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 23.58%    | 125 |
| Agree                  | 40.00%    | 212 |
| Do Not Know / Not Sure | 24.72%    | 131 |
| Disagree               | 7.74%     | 41  |
| Strongly Disagree      | 3.96%     | 21  |
| TOTAL                  |           | 530 |

Q12 I am proud to tell people that I work for the City of Las Cruces.

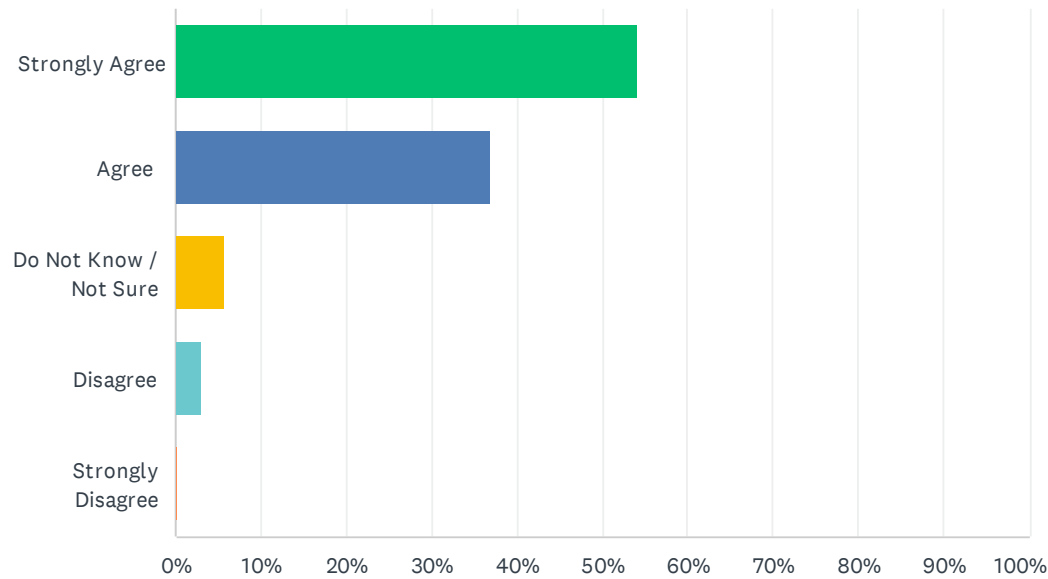
Answered: 530    Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 42.26%    | 224 |
| Agree                  | 41.89%    | 222 |
| Do Not Know / Not Sure | 10.57%    | 56  |
| Disagree               | 3.58%     | 19  |
| Strongly Disagree      | 1.70%     | 9   |
| TOTAL                  |           | 530 |

Q13 I have a strong committment to the City of Las Cruces as my employer.

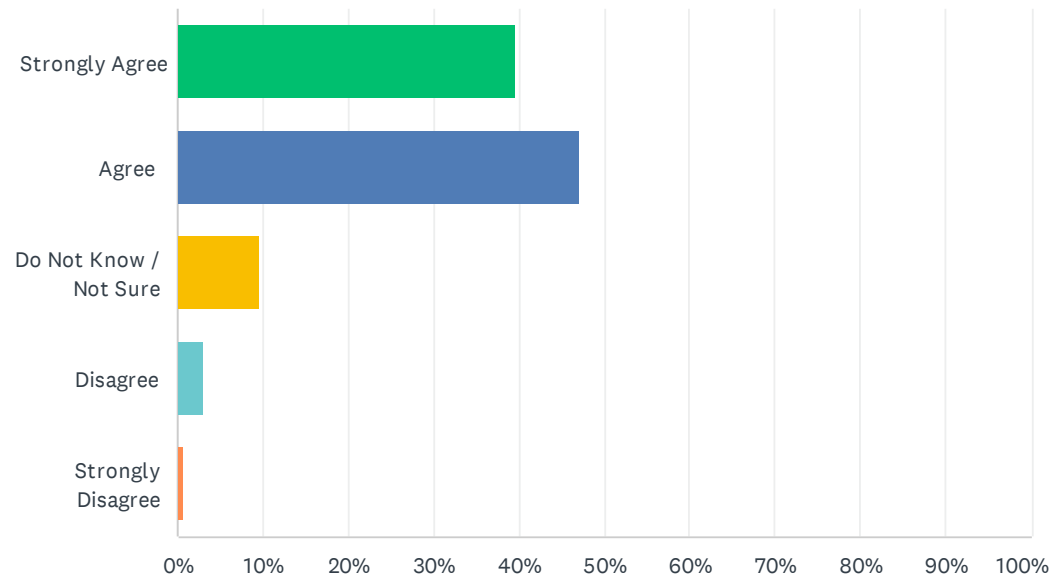
Answered: 530    Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 54.15%    | 287 |
| Agree                  | 36.98%    | 196 |
| Do Not Know / Not Sure | 5.66%     | 30  |
| Disagree               | 3.02%     | 16  |
| Strongly Disagree      | 0.19%     | 1   |
| TOTAL                  |           | 530 |

Q14 I am familiar with the City Manager's Policy on Fraud, Waste, and Abuse Prevention.

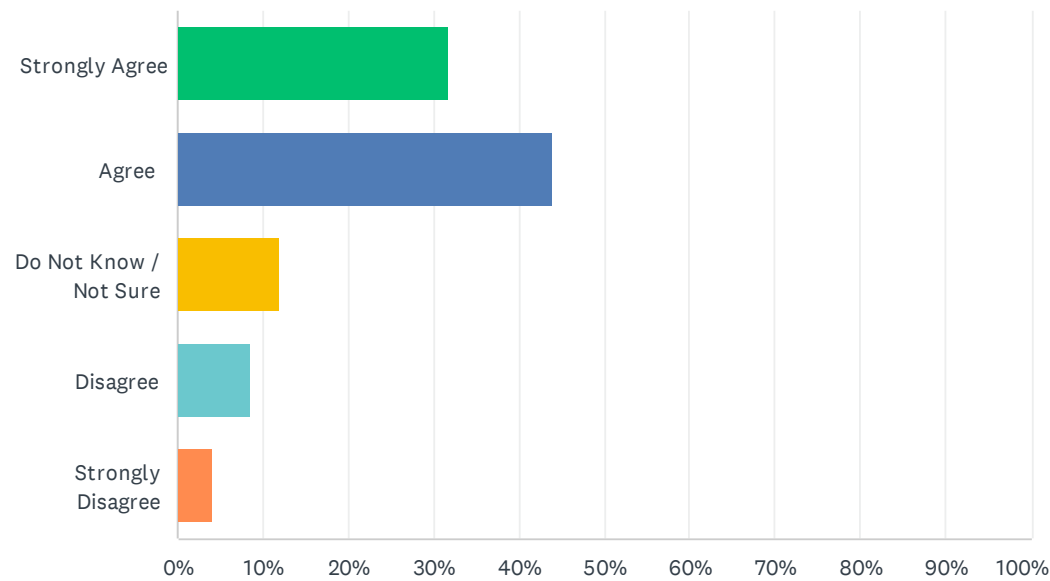
Answered: 529    Skipped: 2



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 39.70%    | 210 |
| Agree                  | 47.07%    | 249 |
| Do Not Know / Not Sure | 9.64%     | 51  |
| Disagree               | 3.02%     | 16  |
| Strongly Disagree      | 0.57%     | 3   |
| TOTAL                  |           | 529 |

Q15 The City's ethics policies are interpreted and used fairly by Managers in my department.

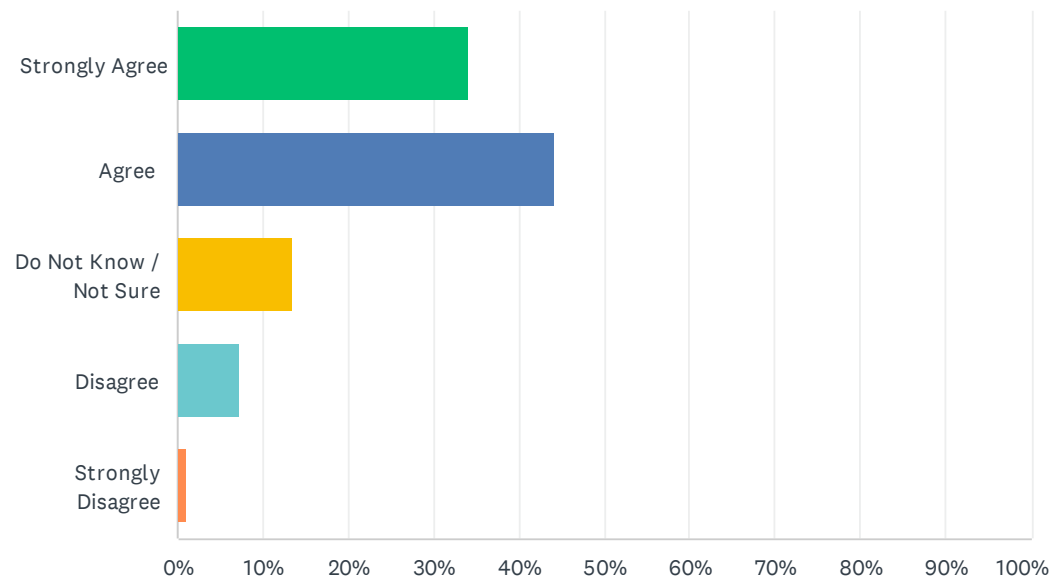
Answered: 531    Skipped: 0



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 31.83%    | 169 |
| Agree                  | 43.88%    | 233 |
| Do Not Know / Not Sure | 11.86%    | 63  |
| Disagree               | 8.47%     | 45  |
| Strongly Disagree      | 3.95%     | 21  |
| TOTAL                  |           | 531 |

Q16 I am familiar with the anonymous hotline system for reporting fraud, waste, and misuse of City resources.

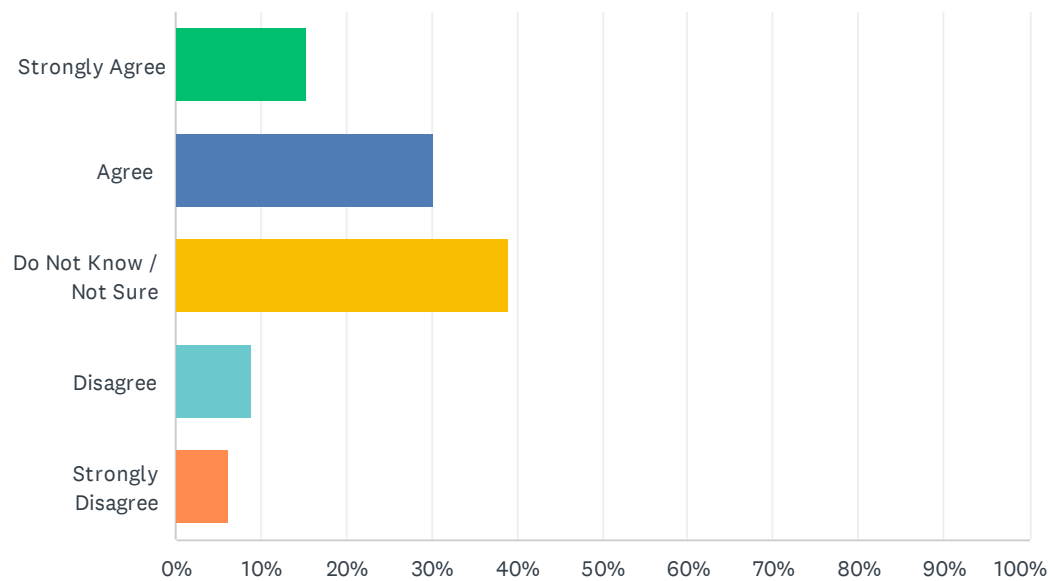
Answered: 529    Skipped: 2



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 34.03%    | 180 |
| Agree                  | 44.23%    | 234 |
| Do Not Know / Not Sure | 13.42%    | 71  |
| Disagree               | 7.18%     | 38  |
| Strongly Disagree      | 1.13%     | 6   |
| TOTAL                  |           | 529 |

Q17 Overall, the ethical climate has improved in the last 12 months.

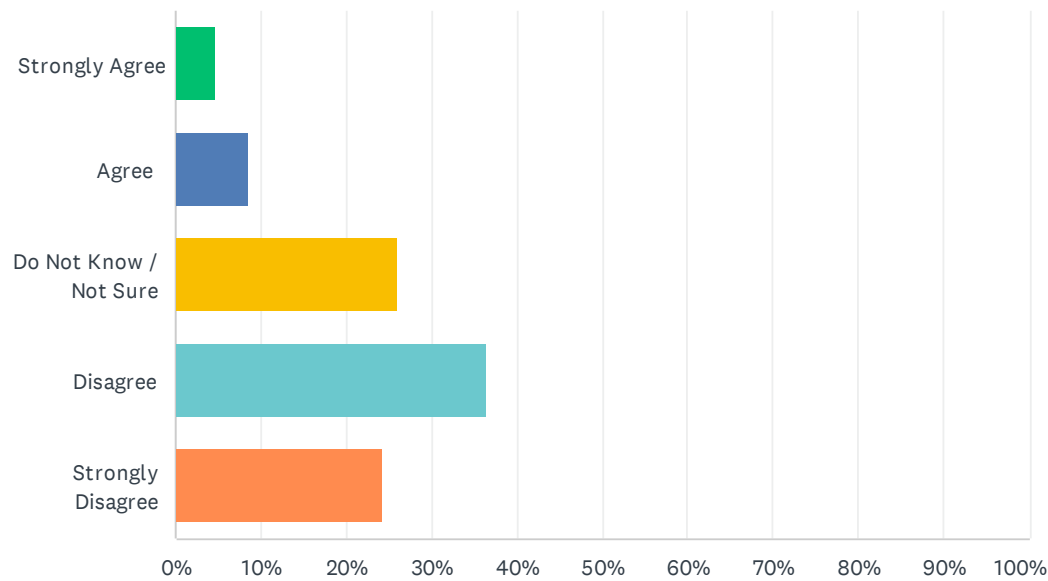
Answered: 531    Skipped: 0



| ANSWER CHOICES         |  | RESPONSES |     |
|------------------------|--|-----------|-----|
| Strongly Agree         |  | 15.44%    | 82  |
| Agree                  |  | 30.32%    | 161 |
| Do Not Know / Not Sure |  | 38.98%    | 207 |
| Disagree               |  | 9.04%     | 48  |
| Strongly Disagree      |  | 6.21%     | 33  |
| TOTAL                  |  |           | 531 |

Q18 I believe there may be fraud, waste, and misuse of City resources in my work area.

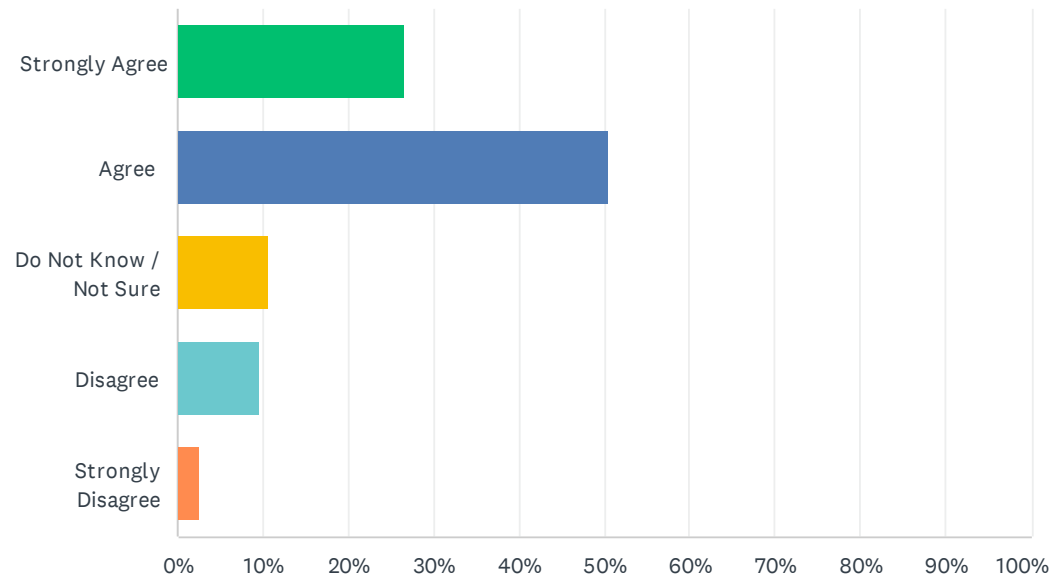
Answered: 531    Skipped: 0



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 4.71%     | 25  |
| Agree                  | 8.47%     | 45  |
| Do Not Know / Not Sure | 25.99%    | 138 |
| Disagree               | 36.53%    | 194 |
| Strongly Disagree      | 24.29%    | 129 |
| TOTAL                  |           | 531 |

Q19 I agree or strongly agree that I work in an ethical climate.

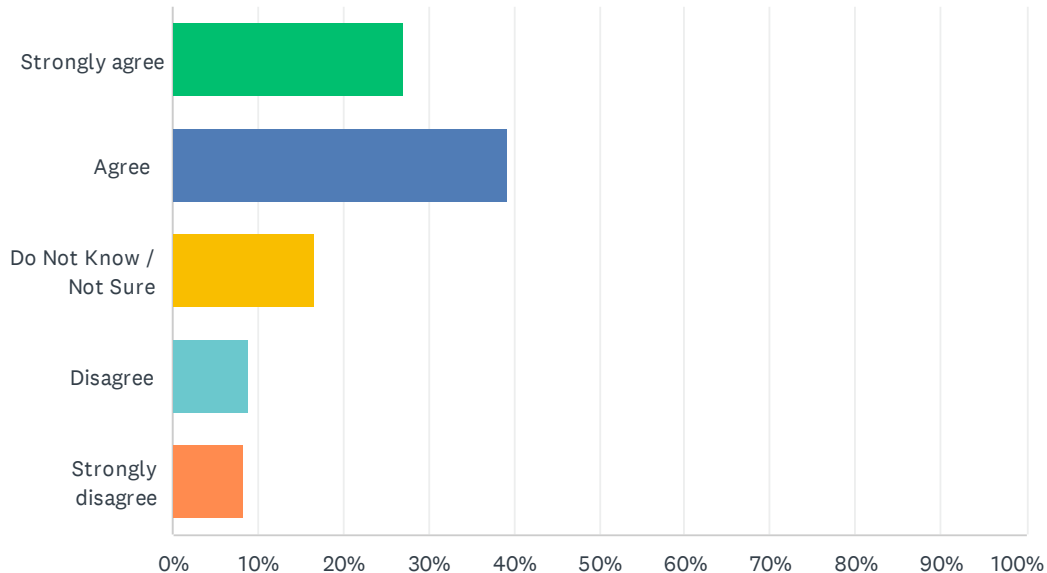
Answered: 529    Skipped: 2



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly Agree         | 26.65%    | 141 |
| Agree                  | 50.47%    | 267 |
| Do Not Know / Not Sure | 10.59%    | 56  |
| Disagree               | 9.64%     | 51  |
| Strongly Disagree      | 2.65%     | 14  |
| TOTAL                  |           | 529 |

## Q20 I feel listened to and my comments are valued by my Supervisor, Director, and the City Manager's Office.

Answered: 530 Skipped: 1



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly agree         | 26.98%    | 143 |
| Agree                  | 39.25%    | 208 |
| Do Not Know / Not Sure | 16.60%    | 88  |
| Disagree               | 8.87%     | 47  |
| Strongly disagree      | 8.30%     | 44  |
| TOTAL                  |           | 530 |

| # | PLEASE SHARE ANY COMMENTS RELATED TO YOUR ANSWER CHOICE ABOVE.                                                                                                                                                                       | DATE              |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 1 | Questions ignored regarding health and safety concerns in work environment.                                                                                                                                                          | 5/9/2022 2:13 PM  |
| 2 | The employees concerns don't matter it feels like.                                                                                                                                                                                   | 5/6/2022 10:05 PM |
| 3 | "THANK YOU"!!                                                                                                                                                                                                                        | 5/5/2022 1:54 PM  |
| 4 | Concerned that comments about micro management are not being addressed. New hires may experience similar or greater levels of micro management, which is not productive and does not lead to employee growth.                        | 5/4/2022 2:44 PM  |
| 5 | Im not sure if this comment will go anywhere. but like i stated in the past, there is way of tracking this survey and you can get ahold of me personally and i will let you know of what i feel is injustice that has gone unnoticed | 5/4/2022 10:28 AM |
| 6 | n/a                                                                                                                                                                                                                                  | 5/4/2022 9:15 AM  |
| 7 | none                                                                                                                                                                                                                                 | 5/3/2022 7:00 PM  |
| 8 | in fear of retaliation from the [REDACTED], comments or concerns are not brought up                                                                                                                                                  | 5/3/2022 5:20 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                   |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 9  | With meetings we discuss any problems and are addressed immediately.                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/3/2022 4:58 PM  |
| 10 | I feel that I'm valued by my supervisor, but still feel there are issues at the director level. Due to some managerial changes it has gotten a lot better, but I still have concerns at the director level that we will never be listened to nor given a fair shot at things. They seem so disconnected from what we do on a public level that we can't fully go to them with issues, concerns, ideas, or ways to grow.                                                                                                 | 5/3/2022 9:44 AM  |
| 11 | As a new employee I feel that my supervisor is understanding, knows the policy and ensure to provide me guidance.                                                                                                                                                                                                                                                                                                                                                                                                       | 5/3/2022 9:16 AM  |
| 12 | Managers yes, Director not sure/no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5/3/2022 9:01 AM  |
| 13 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/3/2022 8:44 AM  |
| 14 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 10:49 PM |
| 15 | How are we doing and feeling, during busy days.                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5/2/2022 9:10 PM  |
| 16 | I do at times. There are times that I can not get any answers.                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 4:16 PM  |
| 17 | I put full trust in upper Management, and Supervisors that any problems will get handled , and corrected accordingly.                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 3:47 PM  |
| 18 | My immediate supervisor is a bully and her supervisor knows it and has instructed us to "just keep a low profile around her. She's prickly like a cactus." I cannot go to my supervisor for guidance because she has called me a liar and made sarcastic, demeaning comments and her supervisor then tells me to "just stay under the radar." The comments were made in front of my supervisor's supervisor. The physical environment is dirty and the culture is one of cognitive dissonance to the point of toxicity. | 5/2/2022 1:24 PM  |
| 19 | Not valued                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 1:03 PM  |
| 20 | Direct supervisor yes, but above that no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 12:10 PM |
| 21 | I've never had an issue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 11:29 AM |
| 22 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 11:26 AM |
| 23 | There is usually no follow-up so I am not sure if my comments just go in one ear and out the other.                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 11:12 AM |
| 24 | The Director has created an open two-way communication avenue.                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 11:10 AM |
| 25 | I respect my direct supervisor and feel he's doing a good job.                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 11:01 AM |
| 26 | I think this statement is loaded. If it was about my supervisor or Director I would say yes. I am not sure about the rest of the statement.                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 11:00 AM |
| 27 | I cannot give additional information - I am afraid of retaliation                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5/2/2022 10:53 AM |
| 28 | Have communicated with my supervisor in the past and have worked together, and with the assistance of the Human Resources Dept.                                                                                                                                                                                                                                                                                                                                                                                         | 5/2/2022 10:50 AM |
| 29 | My Supervisor always listen's to my comments and takes them seriously.                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 10:45 AM |
| 30 | I am brand new to the city of Las cruces But Hopeful I have a Long career in las Cruces .                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/2/2022 10:23 AM |
| 31 | Management in the section frequently asks staff to preform unethical tasks. A large majority of city workers abuse internet and cell phones for Personal use. When employees are only working 3 hours a day and 5 hours on phones or internet that is stealing from the tax payers.                                                                                                                                                                                                                                     | 5/2/2022 9:39 AM  |
| 32 | For the most part, my supervisor listens to my comments, questions, or concerns. I have noticed that concerns regarding one employee (whom the City views in a high regard) is brushed aside when issues of fraud, waste, and abuse were brought forward.                                                                                                                                                                                                                                                               | 5/2/2022 9:36 AM  |
| 33 | I have complained to my supervisor multiple times on certain matters and nothing seems to be changing                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 9:35 AM  |
| 34 | Supervisor is always ready to listen and have answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 9:17 AM  |
| 35 | Sometimes action isn't taken                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:10 AM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 36 | supervisor and department would be agree, not city managers                                                                                                                                                                                                                                                                                                                                                                                                                                        | 5/2/2022 9:07 AM   |
| 37 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 9:05 AM   |
| 38 | It is paid attention to when an external factor triggers it.                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5/2/2022 9:03 AM   |
| 39 | I have the utmost confidence in my direct supervisor.                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 8:53 AM   |
| 40 | Some issues get brushed under the rug.                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/29/2022 12:38 PM |
| 41 | ██████████ is very smart and I trust her as a manager.                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/29/2022 11:52 AM |
| 42 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/29/2022 11:31 AM |
| 43 | More of an effort needs to be made to fix existing problems before they become worse.                                                                                                                                                                                                                                                                                                                                                                                                              | 4/29/2022 8:51 AM  |
| 44 | No comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/28/2022 1:03 PM  |
| 45 | Comments about recurring misconduct by co-workers met with hostility and accusations of making threats when saying it will be reported.                                                                                                                                                                                                                                                                                                                                                            | 4/28/2022 12:44 PM |
| 46 | Misuse of city vehicle and no one held accountable                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/28/2022 8:26 AM  |
| 47 | While they may listen - No one is really up to changing the existing thought processes or current policies as a community/organization as a whole.                                                                                                                                                                                                                                                                                                                                                 | 4/27/2022 1:51 PM  |
| 48 | I believe that my comments/suggests/concerns are not always given due consideration and even if management would agree or share similar concerns, they would default to the city leadership position at the time. It about survival.                                                                                                                                                                                                                                                               | 4/27/2022 1:33 PM  |
| 49 | I know my supervisor and Director value my comments. Not sure about CMO. I think they do.                                                                                                                                                                                                                                                                                                                                                                                                          | 4/27/2022 1:24 PM  |
| 50 | I have requested a meeting in an email concerning internal issues and have had no response from the Director and I also left messages to another Director in a different department and have not had a response. I feel my voice has no validity and feel disregarded. I have no personal advocacy and feel targeted and criticized by my supervisor.                                                                                                                                              | 4/27/2022 11:22 AM |
| 51 | we have an employee who always leaves in her car or other car during her shift but still puts on her time sheet that she worked all day. managers have been told but do not bother to do anything                                                                                                                                                                                                                                                                                                  | 4/27/2022 11:07 AM |
| 52 | my supervisor has been my only experience. the rest n/a                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/27/2022 10:51 AM |
| 53 | direct supervisor does whatever he wants w/out input of experienced employees who know what they're doing                                                                                                                                                                                                                                                                                                                                                                                          | 4/27/2022 10:34 AM |
| 54 | Higher ranks do not care about the values or needs of the lower rank of the department. They will "do" as they see fit even when they are questioned. They make hasty decisions and then will coward away when confronted about those decisions.                                                                                                                                                                                                                                                   | 4/27/2022 8:44 AM  |
| 55 | ██████████ is an outstanding Battalion Chief and I feel blessed that he is my immediate supervisor.                                                                                                                                                                                                                                                                                                                                                                                                | 4/27/2022 7:48 AM  |
| 56 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/26/2022 5:36 PM  |
| 57 | Complaints in the past have not made it past my supervisors manager and seems to always end up being an HR issue and nothing gets resolved and everything stays the same. This makes all the employees feel that no one cares and give up trying to make any positive changes. The fact that there are so many complaints and that those complaints dont go past the supervisors manager make the whole department seem like they either don't care or for some reason aren't being made aware of. | 4/26/2022 2:56 PM  |
| 58 | I have only expressed concerns to my direct supervisor                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/26/2022 2:43 PM  |
| 59 | I believe my supervisor listens to and values my comments. I'm not sure about the director or the City Manager's Office.                                                                                                                                                                                                                                                                                                                                                                           | 4/26/2022 2:25 PM  |
| 60 | I have had a very positive experience as a part time employee.                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/26/2022 1:57 PM  |
| 61 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/26/2022 1:30 PM  |
| 62 | Yes by my supervisor, but not sure for those above him.                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 12:48 PM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                      |                    |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 63 | Sometimes yes, sometimes no by supervisor. difficulty discussing hard situations with her, in fear of how she may take the criticism, or suggestions.                                                                                                                                                                                                                                | 4/26/2022 12:46 PM |
| 64 | I do not feel listened to at all, I feel ignored or made to feel that I what I do is not important. I will be told what I do wrong but never praised for I do right. I feel there is no communication between the managers at all. If there is complaints, they are ignored or blown off or made fun of. Atmosphere is very tense. People are not happy and are quitting their jobs. | 4/26/2022 11:17 AM |
| 65 | MY COMMENTS ARE NOT VALUED AT CITY HALL                                                                                                                                                                                                                                                                                                                                              | 4/26/2022 11:04 AM |
| 66 | My supervisor has an open door policy                                                                                                                                                                                                                                                                                                                                                | 4/26/2022 10:09 AM |
| 67 | please look into the connection between [REDACTED]<br>[REDACTED] requested an open top and it was mishandled. I believe his girlfriend works for them.                                                                                                                                                                                                                               | 4/26/2022 10:01 AM |
| 68 | They are always asking us questions and making sure we are doing good                                                                                                                                                                                                                                                                                                                | 4/26/2022 8:52 AM  |
| 69 | In my new position here at [REDACTED] I feel valued, as a co-op in [REDACTED] I had serious concerns which is why I left as the gossip and treatment of students there is a real issue.                                                                                                                                                                                              | 4/26/2022 8:20 AM  |
| 70 | I feel that Admins do not value me or my position here at the CLC                                                                                                                                                                                                                                                                                                                    | 4/26/2022 7:10 AM  |
| 71 | Supervisors should be held to the same high standards of ethical behavior as their subordinates.                                                                                                                                                                                                                                                                                     | 4/26/2022 12:53 AM |
| 72 | This survey is a good example of it being listened to, not all managers/employees are unethical or misusing city resources BUT this survey makes it impossible to implicate one without implicating all and by doing so I feel it forces me to answer in part with only a few in mind.                                                                                               | 4/25/2022 9:11 PM  |
| 73 | They are listened to but not acted on. Leaving things the same.                                                                                                                                                                                                                                                                                                                      | 4/25/2022 7:42 PM  |
| 74 | Too many close relationships and personal friendships is what makes it unbalanced and unfair when reporting unethical behavior                                                                                                                                                                                                                                                       | 4/25/2022 5:48 PM  |
| 75 | many people have complained in my department but MANAGEMENT all the way to the director refuse to listen or setup a meeting even emails are being ignored                                                                                                                                                                                                                            | 4/25/2022 4:46 PM  |
| 76 | My supervisors are always available to hear me out if needed                                                                                                                                                                                                                                                                                                                         | 4/25/2022 4:30 PM  |
| 77 | While I do feel that I am listened too, I feel like nothing ever get solved                                                                                                                                                                                                                                                                                                          | 4/25/2022 3:57 PM  |
| 78 | My Director and Assistant Director always listen to my comments or gripes with a fair attitude                                                                                                                                                                                                                                                                                       | 4/25/2022 3:57 PM  |
| 79 | No comments                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 2:42 PM  |
| 80 | The first thing I've noticed is. "THERE HAS NEVER, I MEAN NEVER BEEN PROPER COMMUNICATION FROM SUPERVISOR'S OR MANAGMENT". If there was it only would last no later then a week after a meeting. When brought up. Silence is all we get afterwards. COMMUNICATION has been a dead end road.                                                                                          | 4/25/2022 2:29 PM  |
| 81 | As a custodian I make comments on issues all the time and every time im ignored. Yet someone with authority says the exact same thing and it is taking seriously.                                                                                                                                                                                                                    | 4/25/2022 2:28 PM  |
| 82 | OUR COMPLAINTS GO IN ONE EAR AND OUT THE OTHER                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 1:44 PM  |
| 83 | I don't think complaints are handled quickly or effectively when they go through HR                                                                                                                                                                                                                                                                                                  | 4/25/2022 1:34 PM  |
| 84 | I feel as though although comments have been made regarding concerns without any results or action of accountability.                                                                                                                                                                                                                                                                | 4/25/2022 1:23 PM  |
| 85 | there is favortism and it is made obvious to other employees.                                                                                                                                                                                                                                                                                                                        | 4/25/2022 1:15 PM  |
| 86 | While I do fee like my managers listen to our complaints, there are times where I feel like the issues that are being communicated aren't being handled in a proper manner. There are certain employees who consistently make mistakes and when we communicate this, it feels as if nothing has been said to those people and nothing changes.                                       | 4/25/2022 1:14 PM  |
| 87 | I Am Very Hopeful For Our New Changes Coming Up.                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 12:30 PM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 88  | In the past, I have been asked not to be disruptive. I have doubted the ethical behavior of a director in a different department. It is not ethical to break the rules of program for participants who call the CM because they do not like the rule, and the CM directs you to break that rule to appease that citizen. Established rules should be enforced for all.                                                                                                                                                                                                                                                                         | 4/25/2022 12:28 PM |
| 89  | I do believe they take in some of my suggestions, but I am still new to the city.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 11:48 AM |
| 90  | they only listen to one person in the office and they play "favorites"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 11:47 AM |
| 91  | Administration does whatever they want and can change policies with the snap of their fingers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 11:40 AM |
| 92  | I feel listened to by my supervisor, but other supervisors in my area do not listen to their employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 11:28 AM |
| 93  | Many suggestions are not considered in our department. Lack of communication between each internal department is not good.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 11:19 AM |
| 94  | It can sometimes feel we are not always heard although we do feel respected.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 10:39 AM |
| 95  | There are a lot of "practices" put in place and followed without them being in a written policy. I think we need to hire and create positions for individuals that would solely focus on and create SOP's. This would help everyone with daily activities and would give staff more peace of mind. It is uncomfortable to question your supervisor if they are telling or training you to do something with the explanation of this is how it has been done and not providing anything in writing that shows it is within or by policy. Departments stay understaffed therefore there is no time for those with the knowledge to create SOP's. | 4/25/2022 10:35 AM |
| 96  | My supervisor listens to comments and suggestions, however there are numerous filters in the CMO office before they reach the City Manager .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 10:25 AM |
| 97  | I feel that information is not being sent through proper channels from the top down                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 10:21 AM |
| 98  | depending on who you are depends on what action is taken                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 10:13 AM |
| 99  | All managers and supervisors in my dept. have open door policies that allow for any help or discussion no matter the situation. I have never felt afraid to speak to any of my management.                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 10:06 AM |
| 100 | Administration is too disconnected and does not care about the input from personnel on any matter whatsoever.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 10:02 AM |
| 101 | My supervisor/director: yes. City Manager's Office: I don't know.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 9:54 AM  |
| 102 | DON'T FEEL MY VOICE WILL BE HEARD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 9:50 AM  |
| 103 | When I go to my supervisor with problems that she need to be alerted to she makes excuses. We have new employees that she was a part of hiring that cannot read, write, address an envelope, follow procedures, etc. Continued excuses made by the supervisor so there are never any improvement without consequences.                                                                                                                                                                                                                                                                                                                         | 4/25/2022 9:43 AM  |
| 104 | Comments are not valued or taken seriously!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 9:43 AM  |
| 105 | I feel listened to by my superiors within my department. I feel as if they may not be listened to when they express concerns or ideas on our behalf to their superiors (City management). I will say that it has improved slightly.                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:40 AM  |
| 106 | It has gotten better in the last few months although I have not taken anything to the CM level.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 9:40 AM  |
| 107 | Experience means nothing to my supervisor. Apparently having a degree means you know more than people who've work many years and have ample experience. It all gets ignored.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 9:37 AM  |
| 108 | My answer is 'Agree' as it related to my Supervisor/Director but as far as the City Manager's Office, I would say 'Not Sure'                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 9:34 AM  |
| 109 | There have been many voiced concerns on these surveys in the last 2 years by multiple employees in different department that were not addressed by the city manager. Leading employees to believe these surveys do not reach him or are even evaluated.                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:28 AM  |
| 110 | I do not work directly with the CMO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:27 AM  |
| 111 | attentive and will provide any information to assist with concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:25 AM  |
| 112 | Department Director agree, City Manager's Office - never see the City Manager                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 9:23 AM  |

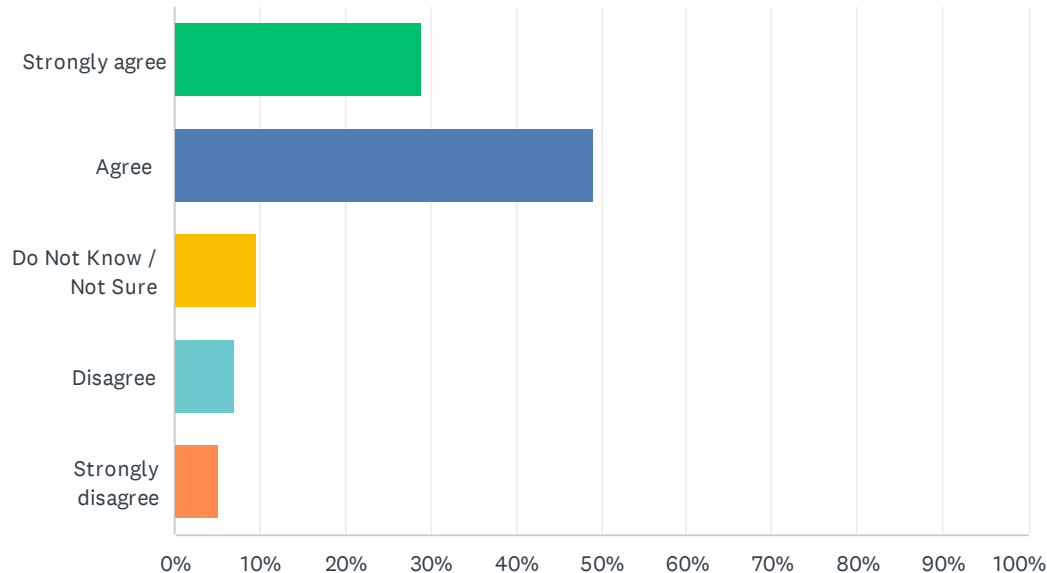
### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                   |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 113 | NO COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 9:19 AM |
| 114 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 9:19 AM |
| 115 | If you are not a favorite then you are ignored overlooked and whatever you may request a poor excuse is made up as to why it can't happen                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 9:18 AM |
| 116 | my supervisor need to put his foot down and stop trying to be a friend. make changes for a better environment. no one should have to repeatedly be bullied by someone at work or talked down to. staff takes advantage of supervisors easy going ways. they know he will do nothing. i put disagree because i feel i am not heard my voice goes in one ear and out the other. If no changes are made things get worse. i have never been in my supervisors office reporting abuse as often as i have had to in the last 2 years. how embarrassing for the department. i am sure the complaints have never been shared to a higher up past my supervisor. i really like my supervisor don't get me wrong. he just needs be more of a supervisor not a friend. working in this department for so long with all the incidents i am trying to leave the department. my supervisor is well aware of it all too.... | 4/25/2022 9:13 AM |
| 117 | Good communication is encouraged.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:13 AM |
| 118 | upper administration within LCPD seem to pick and choose which the way they believe and enforce items.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:09 AM |
| 119 | Fairly new to this department, but in my previous department things were not good.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:04 AM |
| 120 | During a time I was assisting with a budget review, I brought some spending issues to my supervisor. There is no oversight on this spending. Since then, nothing has changed and the spending has continued.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 9:03 AM |
| 121 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:01 AM |
| 122 | I feel that my Supervisors and Directors as well as the City Manager's Office have the best of intentions when it comes to doing the right thing and it manifests in good decisions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 8:59 AM |
| 123 | Happy to say I have a strong supporting cast that value Ethics and doing what is right even when it is difficult.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:59 AM |
| 124 | My administrator requires we follow all policies, that he himself does not follow and has broken.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:56 AM |
| 125 | My experience with supervisor, directory and City Manager's Office staff has always been pleasant.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 8:56 AM |
| 126 | I appreciate my supervisor and Department Head                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 8:52 AM |
| 127 | My department heads are awesome. City manager's office is my problem. They get special treatment like massage days that weren't offered to everyone, just "friends". Only some of my coworkers were invited. This is just one example.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 8:51 AM |
| 128 | Supervisor does not know rules, policies or procedures. Have take the issue up the chain and have been shut down.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:45 AM |
| 129 | When included in the conversation. Often times access to conversations is very limited.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 8:45 AM |
| 130 | Previous issues have often gone without follow-up so not sure what happened                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 8:42 AM |
| 131 | I don't feel comfortable answering that for fear of loosing my job.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 8:38 AM |

## Q21 Supervisors, Managers, and Directors show respect and support for employees in their Departments.

Answered: 527 Skipped: 4



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly agree         | 29.03%    | 153 |
| Agree                  | 49.15%    | 259 |
| Do Not Know / Not Sure | 9.68%     | 51  |
| Disagree               | 7.02%     | 37  |
| Strongly disagree      | 5.12%     | 27  |
| TOTAL                  |           | 527 |

| # | OTHER (PLEASE SPECIFY)                                                                                                                                            | DATE              |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 1 | Lack of support/responsiveness from within the chain of command. Unprofessional behavior - negative comments/talk of subordinates. Lack of courtesy.              | 5/9/2022 2:13 PM  |
| 2 | see above                                                                                                                                                         | 5/4/2022 2:44 PM  |
| 3 | lies and deception to the point where family lives were altered for 9 months off of a lie and we lost officers to a unjust system of checks and balances by admin | 5/4/2022 10:28 AM |
| 4 | none                                                                                                                                                              | 5/3/2022 7:00 PM  |
| 5 | The administration does not show respect for their officers. its rather, do as I say, not as I do                                                                 | 5/3/2022 5:20 PM  |
| 6 | We are respected and treated dignity.                                                                                                                             | 5/3/2022 4:58 PM  |
| 7 | Managers yes, Directors not sure/no                                                                                                                               | 5/3/2022 9:01 AM  |
| 8 | N/A                                                                                                                                                               | 5/2/2022 10:49 PM |
| 9 | Everything is handled in a professional.manner. Every helps and resolves issues as a team,                                                                        | 5/2/2022 9:10 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

while teaching and coaching at the same time.

|    |                                                                                                                                                                                                                                                                                                                                                                                                  |                    |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 10 | ONLY SOME                                                                                                                                                                                                                                                                                                                                                                                        | 5/2/2022 7:08 PM   |
| 11 | All Management positions hold high standards for employees and themselves.                                                                                                                                                                                                                                                                                                                       | 5/2/2022 3:47 PM   |
| 12 | My supervisor admonished me verbally and then gave me the highest rating possible on a written evaluation for the same behavior. When I taler supervisor, her supervisor who knew of both encounters said, "Yeah, I noticed that." I felt disrespected in that instance, and because I cannot figure out how my supervisor will treat me on any given day or subject, I feel tense all the time. | 5/2/2022 1:24 PM   |
| 13 | There is favoritism in the department                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 1:03 PM   |
| 14 | again, direct supervisor yes                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 12:10 PM  |
| 15 | My Supervisors ROCK                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 11:29 AM  |
| 16 | In all Departments? How would I know?                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:00 AM  |
| 17 | I would say a majority of the time upper management (Supv. & Managers) provide support and respect. I have witnessed unprofessionalism and either addressed to correct or notified the immediate supv. of that individual of that behavior to correct and/or address.                                                                                                                            | 5/2/2022 10:50 AM  |
| 18 | My Supervisor respect'c my opinion.                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 10:45 AM  |
| 19 | If a Deputy Director is asking staff to look the other way on decisions being made their is a problem.                                                                                                                                                                                                                                                                                           | 5/2/2022 9:39 AM   |
| 20 | when my concerns have been brought up I feel like my input isn't taken seriously, and it seems like there is favoritism.                                                                                                                                                                                                                                                                         | 5/2/2022 9:35 AM   |
| 21 | Employees seem to have direction                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 9:17 AM   |
| 22 | N/A                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 9:05 AM   |
| 23 | That same respect is not extended to others outside departments (with some departments). There is not a sense of collaboration.                                                                                                                                                                                                                                                                  | 5/2/2022 9:03 AM   |
| 24 | not sure because I don't work with all supervisors or mangers. Everything is hearsay                                                                                                                                                                                                                                                                                                             | 4/29/2022 12:30 PM |
| 25 | No comment                                                                                                                                                                                                                                                                                                                                                                                       | 4/28/2022 1:03 PM  |
| 26 | Condescending attitude conveyed in conversations, e-mails, and name of work section.                                                                                                                                                                                                                                                                                                             | 4/28/2022 12:44 PM |
| 27 | May show support to those that are followers, but if you question their decisions in some areas, you are not a team player or may even be considered insubordinate.                                                                                                                                                                                                                              | 4/27/2022 11:22 AM |
| 28 | on any given day we are belittled or talked down to depending on who you are or are completely ignored                                                                                                                                                                                                                                                                                           | 4/27/2022 11:07 AM |
| 29 | n/a                                                                                                                                                                                                                                                                                                                                                                                              | 4/27/2022 10:51 AM |
| 30 | there is considerable strife in management who have a belief that they'll be retaliated against                                                                                                                                                                                                                                                                                                  | 4/27/2022 10:34 AM |
| 31 | No matter how loyal an employee is to the organization, working in a department where you feel supported, appreciated and valued makes a huge difference in employee morale!                                                                                                                                                                                                                     | 4/27/2022 8:58 AM  |
| 32 | They hold grudges and act poorly towards employees who disagree with them                                                                                                                                                                                                                                                                                                                        | 4/27/2022 8:44 AM  |
| 33 | Supervisors, Strongly agree Managers and up not sure, don't really see them around and when an issue is brought up to them it always ends up being an HR issue.                                                                                                                                                                                                                                  | 4/26/2022 2:56 PM  |
| 34 | none                                                                                                                                                                                                                                                                                                                                                                                             | 4/26/2022 1:30 PM  |
| 35 | Some do. My direct supervisor does                                                                                                                                                                                                                                                                                                                                                               | 4/26/2022 12:48 PM |
| 36 | no mentoring or grooming going on for non-supervisory level employees                                                                                                                                                                                                                                                                                                                            | 4/26/2022 12:48 PM |
| 37 | most of the supervisors do, on occasion one has been hard to communicate with regarding respect and support.                                                                                                                                                                                                                                                                                     | 4/26/2022 12:46 PM |
| 38 | Supervisors seem to think it is ok to yell at employees and treat them like they are stupid.                                                                                                                                                                                                                                                                                                     | 4/26/2022 11:17 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

While doing nothing themselves.

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                    |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 39 | They are always respectful and attentive of our feelings                                                                                                                                                                                                                                                                                                                                                                                     | 4/26/2022 8:52 AM  |
| 40 | At [REDACTED] yes at the [REDACTED] they still talk about me behind my back even though I left, the treatment of students is not productive and I got lucky to get out of the negative environment of the [REDACTED].                                                                                                                                                                                                                        | 4/26/2022 8:20 AM  |
| 41 | Some do - others disregard the policies and procedures and set low standards for themselves and by extension staff.                                                                                                                                                                                                                                                                                                                          | 4/25/2022 9:11 PM  |
| 42 | Rarley                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 5:48 PM  |
| 43 | Director 100% respects and supports                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 4:30 PM  |
| 44 | My Directors treat everyone fair and show respect to all.                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 3:57 PM  |
| 45 | Needs a little more communication and coordination.                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 3:01 PM  |
| 46 | other                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 2:42 PM  |
| 47 | This is a topic that has been addressed in the past, with nothing getting resolved.                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 2:29 PM  |
| 48 | I spoke up about unethical behavior in the past at city hall. Specifically on 3rd floor and other floors in city hall and every time I was told to ignore it                                                                                                                                                                                                                                                                                 | 4/25/2022 2:28 PM  |
| 49 | I agree to an extent but have mixed feelings                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 1:23 PM  |
| 50 | there is no respect and profesionalism                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 1:15 PM  |
| 51 | Support has not been consistent throughout my time as an employee in this department. Trusting that when discipline is recommended for work rules violation, it is policy and document supported. Administration should not dissuade supervisors from recommending fair and just policy-supported progressive discipline. Support is shown through action, not words.                                                                        | 4/25/2022 12:28 PM |
| 52 | rude or sarcastic remarks are always made, the favorites are catered to                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 11:47 AM |
| 53 | Depends on the Department                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 11:38 AM |
| 54 | I believe there has been bias between manager and employees                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 11:32 AM |
| 55 | Although my supervisor respects me, other supervisors in my area are rude and do not support their employees.                                                                                                                                                                                                                                                                                                                                | 4/25/2022 11:28 AM |
| 56 | Our Supervisor does not come down to acknowledge or find out what is going on. Lucky if I see her twice a week and that is only in passing.                                                                                                                                                                                                                                                                                                  | 4/25/2022 11:19 AM |
| 57 | I feel that information is not being sent through proper channels from the top down, which is a sign of disrespect.                                                                                                                                                                                                                                                                                                                          | 4/25/2022 10:21 AM |
| 58 | depending on who you are depends on what action is taken                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 10:13 AM |
| 59 | I am very proud to work for the City of Las Cruces as a whole but am very disheartened to work in a department in which the Administrator shows she doesn't care about staff and does not work on improving the hostile work environment. It starts at the top and trickles down to the other managers. They will shut you down as soon as they see you as a threat. So of course, you will fall in line to save your job. The perfect plan. | 4/25/2022 9:43 AM  |
| 60 | They only pretend to show respect and just go through the motions!                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:43 AM  |
| 61 | I agree that it has gotten better in the last few months                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 9:40 AM  |
| 62 | Cannot trust to go to Supervisor with any problems and the problems be resolved. There is just excuses and problems are not dealt with.                                                                                                                                                                                                                                                                                                      | 4/25/2022 9:37 AM  |
| 63 | Nope, not at all.                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:28 AM  |
| 64 | My department I would strongly agree                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 9:23 AM  |
| 65 | NO COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 9:19 AM  |
| 66 | This has always been the case.                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:13 AM  |

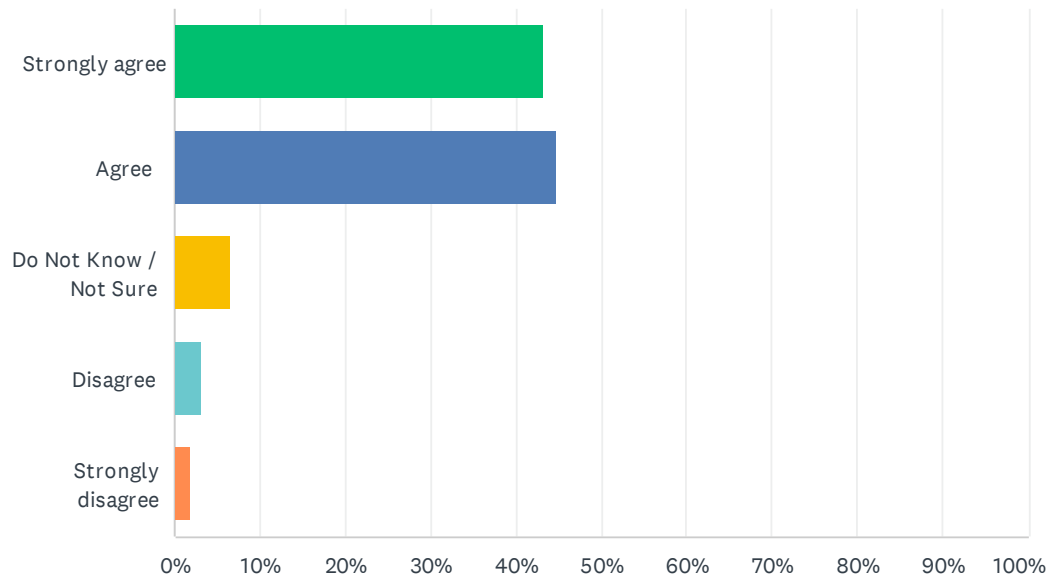
## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                   |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 67 | Sometimes I feel like I am ignored or not heard when speaking to my administrator about finance / budget issues. I have had multiple people roll their eyes at me when I am requesting information about invoices and purchase orders. There is overuse of some blanket purchase orders. When I need information, I have to ask multiple times. I cannot get my work done when they are not willing to share the information I need. | 4/25/2022 9:03 AM |
| 68 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 9:01 AM |
| 69 | Supportive when not influenced by the chemicals they put in their bodies that changes their emotional state                                                                                                                                                                                                                                                                                                                          | 4/25/2022 8:56 AM |
| 70 | Supervisor does not care about the opinion of staff or longevity they have been here.                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 8:45 AM |
| 71 | Supervisor and manager use passive aggressive methods to manage                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 8:42 AM |

## Q22 I feel physically safe in my work space.

Answered: 526 Skipped: 5



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Strongly agree         | 43.35%    | 228 |
| Agree                  | 44.87%    | 236 |
| Do Not Know / Not Sure | 6.65%     | 35  |
| Disagree               | 3.23%     | 17  |
| Strongly disagree      | 1.90%     | 10  |
| TOTAL                  |           | 526 |

| # | OTHER (PLEASE SPECIFY)                                                                                                                                                               | DATE               |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 1 | I would prefer that our suite doors were locked at all times.                                                                                                                        | 5/11/2022 10:18 AM |
| 2 | Health and safety concerns.                                                                                                                                                          | 5/9/2022 2:13 PM   |
| 3 | I feel like if I was to defend myself working the streets I would be reprimanded and the city would not support me.                                                                  | 5/6/2022 10:05 PM  |
| 4 | none                                                                                                                                                                                 | 5/3/2022 7:00 PM   |
| 5 | I do and we are strongly encouraged to follow policies and procedures.                                                                                                               | 5/3/2022 4:58 PM   |
| 6 | SOMETIMES DON'T FEEL SAFE BECAUSE OF SOME OF THE CUSTOMERS AND WORKING LATE WITH THE CASH.                                                                                           | 5/3/2022 12:30 PM  |
| 7 | N/A                                                                                                                                                                                  | 5/2/2022 10:49 PM  |
| 8 | Because, sometimes are confronted by very angry aggressive customers.                                                                                                                | 5/2/2022 9:10 PM   |
| 9 | The place is filthy in some areas. It may be my imagination at this point but I see mold growing in the faucet handle of a sink in an office/break room. The front doors do not open | 5/2/2022 1:24 PM   |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

correctly so it will be difficult to get people out when a fire starts. It's hard enough to get the doors to open wide enough to get people in. Oh, sorry, different issue

|    |                                                                                                                                                                                                                                                                                                                                                                |                    |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 10 | if an active shooter situation were to occur, I don't feel we have proper exiting strategies/security in our area                                                                                                                                                                                                                                              | 5/2/2022 12:10 PM  |
| 11 | I have no reason not too                                                                                                                                                                                                                                                                                                                                       | 5/2/2022 11:29 AM  |
| 12 | NA                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 10:50 AM  |
| 13 | Safety is always first here, with my supervisor's                                                                                                                                                                                                                                                                                                              | 5/2/2022 10:45 AM  |
| 14 | really To New to feel comfortable to answer                                                                                                                                                                                                                                                                                                                    | 5/2/2022 10:23 AM  |
| 15 | The work environment is safe.                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 9:39 AM   |
| 16 | Retaliation is a real threat and concern.                                                                                                                                                                                                                                                                                                                      | 5/2/2022 9:36 AM   |
| 17 | I do feel a lot of tension in the office at times.                                                                                                                                                                                                                                                                                                             | 5/2/2022 9:35 AM   |
| 18 | Some anger management issues in the work place                                                                                                                                                                                                                                                                                                                 | 5/2/2022 9:34 AM   |
| 19 | Work in front desk, receive customers                                                                                                                                                                                                                                                                                                                          | 5/2/2022 9:17 AM   |
| 20 | N/A                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:05 AM   |
| 21 | There are hazards in all work places                                                                                                                                                                                                                                                                                                                           | 4/28/2022 1:03 PM  |
| 22 | There was a situation that went "south" quickly and could have become a serious threat to the other employees if it hadn't been contained.                                                                                                                                                                                                                     | 4/27/2022 11:22 AM |
| 23 | managers do nothing to make sure we are safe in our buses, we have a no weapons policy but they daily tell us to allow the people on with their knives, some of us have had a knife pulled out on us before. Also when we call our managers that someone is trying to attack us they will come an hour later to see what is going on, by then we could be dead | 4/27/2022 11:07 AM |
| 24 | n/a                                                                                                                                                                                                                                                                                                                                                            | 4/27/2022 10:51 AM |
| 25 | Because i do                                                                                                                                                                                                                                                                                                                                                   | 4/27/2022 8:44 AM  |
| 26 | I believe the entrance should be set up similar to Legal's and the City Clerk's front areas to where visitors have to be granted access to the suite.                                                                                                                                                                                                          | 4/27/2022 7:50 AM  |
| 27 | Section is used for other tasks not related to it's mission                                                                                                                                                                                                                                                                                                    | 4/26/2022 2:07 PM  |
| 28 | none                                                                                                                                                                                                                                                                                                                                                           | 4/26/2022 1:30 PM  |
| 29 | Work in a isolated part of the building                                                                                                                                                                                                                                                                                                                        | 4/26/2022 11:17 AM |
| 30 | yes                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 8:52 AM  |
| 31 | The building has safety issues that are not addressed.                                                                                                                                                                                                                                                                                                         | 4/25/2022 9:11 PM  |
| 32 | We have no security or other protections in the workplace (unlike other locations) and deal with hostile customers.                                                                                                                                                                                                                                            | 4/25/2022 7:42 PM  |
| 33 | ignoring safety and osha standards                                                                                                                                                                                                                                                                                                                             | 4/25/2022 4:46 PM  |
| 34 | n/a                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 4:30 PM  |
| 35 | There was a strong smell of gas. They came to look at it and said it was nothing. But there is still a smell                                                                                                                                                                                                                                                   | 4/25/2022 3:57 PM  |
| 36 | No Comment.                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 3:57 PM  |
| 37 | n/a                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 2:42 PM  |
| 38 | I do feel safe in my work space.                                                                                                                                                                                                                                                                                                                               | 4/25/2022 2:29 PM  |
| 39 | Ive reported many issues to management and safety and it takes time for things to be resolved. By that time myself or someone else could be hurt.                                                                                                                                                                                                              | 4/25/2022 2:28 PM  |
| 40 | Transient people will occasionally stop in our office, which so far hasn't led to any violence or assaults but has made staff uncomfortable when they do hang out.                                                                                                                                                                                             | 4/25/2022 2:20 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                      |                    |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 41 | Safety is a priority for my department                                                                                                                                               | 4/25/2022 1:34 PM  |
| 42 | Yes, now that employees who were creating a hostile and toxic environment have found employment in other department.                                                                 | 4/25/2022 12:28 PM |
| 43 | in the past I didnt feel safe                                                                                                                                                        | 4/25/2022 12:26 PM |
| 44 | My physical limitations have been noted and appropriate accommodations have been made for me.                                                                                        | 4/25/2022 11:28 AM |
| 45 | It does not always feel like a safe environment due to some of the customer we serve.                                                                                                | 4/25/2022 10:39 AM |
| 46 | There is a lot of homeless activity around our office and when leaving work after hours there is some concern about safety.                                                          | 4/25/2022 10:38 AM |
| 47 | Security is priority in the department I work in, the public has direct access to employees, and measures are taken to assure a safe work place.                                     | 4/25/2022 10:25 AM |
| 48 | There are some improvements that are being currently worked on                                                                                                                       | 4/25/2022 10:21 AM |
| 49 | Property Damage and shady individuals coming into building                                                                                                                           | 4/25/2022 10:07 AM |
| 50 | Our department handles every patron that comes in the front door. You never know what will change the environment in a split second. I feel that we're on our own in our department. | 4/25/2022 9:43 AM  |
| 51 | I work at the senior center and it was just vandalized today. We have homeless, MI and drugs all around us without any security                                                      | 4/25/2022 9:23 AM  |
| 52 | NO COMMENT                                                                                                                                                                           | 4/25/2022 9:19 AM  |
| 53 | I've had items taken from my work station when I've been away.                                                                                                                       | 4/25/2022 9:13 AM  |
| 54 | With respect I feel safe./                                                                                                                                                           | 4/25/2022 9:13 AM  |
| 55 | egg shells in most cases. Around administration. Erratic behavior makes it hard to feel comfortable.                                                                                 | 4/25/2022 8:56 AM  |
| 56 | We have customers who berate staff and other customers with no response from supervisor. Police are called often and security does not do anything to help or protect staff.         | 4/25/2022 8:45 AM  |
| 57 | In the vast majority of cases I do feel safe, but was anxious in January when most people in my work area were coming down with COVID.                                               | 4/25/2022 8:42 AM  |

## Q23 Are you aware of theft, fraud, waste, abuse, or any other issues of concern occurring in your area?

Answered: 437 Skipped: 94

| #  | RESPONSES    | DATE               |
|----|--------------|--------------------|
| 1  | No.          | 5/11/2022 10:18 AM |
| 2  | None         | 5/10/2022 7:33 AM  |
| 3  | No           | 5/9/2022 2:13 PM   |
| 4  | No           | 5/9/2022 10:54 AM  |
| 5  | n/a          | 5/9/2022 9:25 AM   |
| 6  | NO           | 5/9/2022 8:27 AM   |
| 7  | No           | 5/9/2022 7:02 AM   |
| 8  | no           | 5/8/2022 3:56 PM   |
| 9  | No           | 5/6/2022 10:05 PM  |
| 10 | No           | 5/6/2022 12:02 PM  |
| 11 | no           | 5/6/2022 7:17 AM   |
| 12 | NO           | 5/5/2022 1:54 PM   |
| 13 | No           | 5/5/2022 11:03 AM  |
| 14 | NO!          | 5/5/2022 7:54 AM   |
| 15 | no           | 5/5/2022 7:08 AM   |
| 16 | No           | 5/4/2022 9:09 PM   |
| 17 | No           | 5/4/2022 8:09 PM   |
| 18 | No           | 5/4/2022 2:44 PM   |
| 19 | none         | 5/4/2022 10:28 AM  |
| 20 | no           | 5/4/2022 9:17 AM   |
| 21 | n/a          | 5/4/2022 9:15 AM   |
| 22 | No           | 5/4/2022 8:29 AM   |
| 23 | NO           | 5/4/2022 8:13 AM   |
| 24 | no           | 5/3/2022 7:00 PM   |
| 25 | No           | 5/3/2022 5:28 PM   |
| 26 | None at all. | 5/3/2022 4:58 PM   |
| 27 | Not Sure     | 5/3/2022 1:43 PM   |
| 28 | no           | 5/3/2022 1:41 PM   |
| 29 | NO           | 5/3/2022 12:30 PM  |
| 30 | none         | 5/3/2022 11:15 AM  |
| 31 | no           | 5/3/2022 10:47 AM  |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                  |                   |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 32 | No I am not.                                                                                                                                                     | 5/3/2022 9:44 AM  |
| 33 | NO                                                                                                                                                               | 5/3/2022 9:41 AM  |
| 34 | No                                                                                                                                                               | 5/3/2022 9:23 AM  |
| 35 | no                                                                                                                                                               | 5/3/2022 9:19 AM  |
| 36 | no                                                                                                                                                               | 5/3/2022 9:17 AM  |
| 37 | No                                                                                                                                                               | 5/3/2022 9:16 AM  |
| 38 | No                                                                                                                                                               | 5/3/2022 9:15 AM  |
| 39 | No                                                                                                                                                               | 5/3/2022 9:01 AM  |
| 40 | No                                                                                                                                                               | 5/3/2022 8:44 AM  |
| 41 | NO                                                                                                                                                               | 5/3/2022 6:49 AM  |
| 42 | no                                                                                                                                                               | 5/3/2022 6:45 AM  |
| 43 | no                                                                                                                                                               | 5/3/2022 6:28 AM  |
| 44 | yes                                                                                                                                                              | 5/3/2022 3:06 AM  |
| 45 | No                                                                                                                                                               | 5/2/2022 10:49 PM |
| 46 | None.                                                                                                                                                            | 5/2/2022 9:10 PM  |
| 47 | No                                                                                                                                                               | 5/2/2022 8:39 PM  |
| 48 | No                                                                                                                                                               | 5/2/2022 7:23 PM  |
| 49 | not sure                                                                                                                                                         | 5/2/2022 7:15 PM  |
| 50 | NO                                                                                                                                                               | 5/2/2022 7:08 PM  |
| 51 | NO                                                                                                                                                               | 5/2/2022 7:06 PM  |
| 52 | No                                                                                                                                                               | 5/2/2022 6:58 PM  |
| 53 | Yes                                                                                                                                                              | 5/2/2022 6:06 PM  |
| 54 | No                                                                                                                                                               | 5/2/2022 4:55 PM  |
| 55 | no                                                                                                                                                               | 5/2/2022 4:16 PM  |
| 56 | NO                                                                                                                                                               | 5/2/2022 3:52 PM  |
| 57 | No, haven't witnessed any such problems.                                                                                                                         | 5/2/2022 3:47 PM  |
| 58 | No                                                                                                                                                               | 5/2/2022 2:34 PM  |
| 59 | N/A                                                                                                                                                              | 5/2/2022 2:12 PM  |
| 60 | NO                                                                                                                                                               | 5/2/2022 2:02 PM  |
| 61 | no                                                                                                                                                               | 5/2/2022 1:48 PM  |
| 62 | No                                                                                                                                                               | 5/2/2022 1:45 PM  |
| 63 | No                                                                                                                                                               | 5/2/2022 1:41 PM  |
| 64 | No                                                                                                                                                               | 5/2/2022 1:39 PM  |
| 65 | No                                                                                                                                                               | 5/2/2022 1:24 PM  |
| 66 | staff are allowed to sit for long periods of time without any work watching tv or videos. too much meddling in other peoples jobs because of their lack of work. | 5/2/2022 1:19 PM  |
| 67 | no                                                                                                                                                               | 5/2/2022 1:04 PM  |
| 68 | no                                                                                                                                                               | 5/2/2022 1:03 PM  |
| 69 | NO                                                                                                                                                               | 5/2/2022 12:55 PM |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

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|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 70  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:46 AM |
| 71  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:29 AM |
| 72  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:26 AM |
| 73  | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 11:20 AM |
| 74  | NO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:14 AM |
| 75  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:12 AM |
| 76  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:10 AM |
| 77  | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 11:10 AM |
| 78  | I do not know of any theft, fraud, waste, or abuse in my area.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 11:10 AM |
| 79  | Always on the look out, I feel its part of my job                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 11:01 AM |
| 80  | I am aware that rules are not applied equally.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 11:00 AM |
| 81  | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 10:56 AM |
| 82  | A small amount of waste and some abuse of hiring practices                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 10:53 AM |
| 83  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 10:50 AM |
| 84  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 10:45 AM |
| 85  | Bo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 10:38 AM |
| 86  | no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 10:23 AM |
| 87  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 10:16 AM |
| 88  | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 9:47 AM  |
| 89  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:44 AM  |
| 90  | There are individuals who abuse their positions for favors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 9:39 AM  |
| 91  | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 9:37 AM  |
| 92  | Yes. One manager at a very high level in our department does very little. Not knowledgeable in policies and procedures. Treats women very different than men. Asks many of the women (including managers) to handle clerical tasks that are beneath him. Also, another high level executive level employee does not appear to work 40 hours/week. He's seen coming in daily at 10:00am. Nothing will be done but the City should know that all employees notice it and does not seem to be a good example as a leader. Another concern that I have is that when cases of theft, fraud, waste, abuse are brought forward, the City Manager just overrides the policy violations and approves the request. Not sure why we have policies if the violations are approved anyway. | 5/2/2022 9:36 AM  |
| 93  | Waste of City Time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:35 AM  |
| 94  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:35 AM  |
| 95  | Waste of funds                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 9:34 AM  |
| 96  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:33 AM  |
| 97  | NO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:24 AM  |
| 98  | no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:23 AM  |
| 99  | no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:17 AM  |
| 100 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 9:14 AM  |
| 101 | no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:11 AM  |
| 102 | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:10 AM  |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                     |                    |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 103 | No.                                                                                                                                                                                                                                                 | 5/2/2022 9:08 AM   |
| 104 | no                                                                                                                                                                                                                                                  | 5/2/2022 9:06 AM   |
| 105 | no                                                                                                                                                                                                                                                  | 5/2/2022 9:06 AM   |
| 106 | NONE                                                                                                                                                                                                                                                | 5/2/2022 9:05 AM   |
| 107 | No                                                                                                                                                                                                                                                  | 5/2/2022 9:05 AM   |
| 108 | Not that I'm aware of.                                                                                                                                                                                                                              | 5/2/2022 9:03 AM   |
| 109 | no.                                                                                                                                                                                                                                                 | 5/2/2022 9:03 AM   |
| 110 | None                                                                                                                                                                                                                                                | 5/2/2022 9:00 AM   |
| 111 | None that I have noticed.                                                                                                                                                                                                                           | 5/2/2022 9:00 AM   |
| 112 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:58 AM   |
| 113 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:58 AM   |
| 114 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:56 AM   |
| 115 | no                                                                                                                                                                                                                                                  | 5/2/2022 8:55 AM   |
| 116 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:55 AM   |
| 117 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:54 AM   |
| 118 | No.                                                                                                                                                                                                                                                 | 5/2/2022 8:54 AM   |
| 119 | no                                                                                                                                                                                                                                                  | 5/2/2022 8:54 AM   |
| 120 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:53 AM   |
| 121 | No                                                                                                                                                                                                                                                  | 5/2/2022 8:53 AM   |
| 122 | no I am not aware                                                                                                                                                                                                                                   | 5/2/2022 8:19 AM   |
| 123 | NO                                                                                                                                                                                                                                                  | 5/1/2022 10:57 AM  |
| 124 | no                                                                                                                                                                                                                                                  | 4/29/2022 2:12 PM  |
| 125 | Yes                                                                                                                                                                                                                                                 | 4/29/2022 1:00 PM  |
| 126 | No                                                                                                                                                                                                                                                  | 4/29/2022 12:38 PM |
| 127 | No                                                                                                                                                                                                                                                  | 4/29/2022 11:52 AM |
| 128 | Not aware of any.                                                                                                                                                                                                                                   | 4/29/2022 11:31 AM |
| 129 | Nothing to report.                                                                                                                                                                                                                                  | 4/29/2022 11:05 AM |
| 130 | no                                                                                                                                                                                                                                                  | 4/29/2022 11:04 AM |
| 131 | Certain employees have improper conversations where others around can hear                                                                                                                                                                          | 4/29/2022 8:51 AM  |
| 132 | None                                                                                                                                                                                                                                                | 4/29/2022 5:52 AM  |
| 133 | I feel there is an employee that creates a hostile working environment. The issue has been addressed and the employee has been talked to however, the employee continues to display certain behaviors even after the supervisor has spoke with her. | 4/28/2022 11:32 PM |
| 134 | NO                                                                                                                                                                                                                                                  | 4/28/2022 4:32 PM  |
| 135 | Not aware of any issues in my area.                                                                                                                                                                                                                 | 4/28/2022 2:20 PM  |
| 136 | No                                                                                                                                                                                                                                                  | 4/28/2022 1:03 PM  |
| 137 | We never leave items of any value overnight in the office. Management is aware of this (and has been for a very long time) but steps are never taken to make sure office is secure.                                                                 | 4/28/2022 12:44 PM |
| 138 | misuse of city vehicle and no accountability                                                                                                                                                                                                        | 4/28/2022 8:26 AM  |
| 139 | no                                                                                                                                                                                                                                                  | 4/28/2022 5:18 AM  |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                            |                    |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 140 | no                                                                                                                                                                                                                         | 4/27/2022 9:00 PM  |
| 141 | No                                                                                                                                                                                                                         | 4/27/2022 7:39 PM  |
| 142 | no                                                                                                                                                                                                                         | 4/27/2022 4:20 PM  |
| 143 | None                                                                                                                                                                                                                       | 4/27/2022 2:44 PM  |
| 144 | No.                                                                                                                                                                                                                        | 4/27/2022 1:51 PM  |
| 145 | I have not seen anything that would indicate a problem.                                                                                                                                                                    | 4/27/2022 1:33 PM  |
| 146 | No                                                                                                                                                                                                                         | 4/27/2022 1:24 PM  |
| 147 | no                                                                                                                                                                                                                         | 4/27/2022 12:44 PM |
| 148 | no                                                                                                                                                                                                                         | 4/27/2022 12:24 PM |
| 149 | I am aware of possible abuse of policy, but am hesitant to report it for fear of retaliation.                                                                                                                              | 4/27/2022 11:22 AM |
| 150 | No.                                                                                                                                                                                                                        | 4/27/2022 11:14 AM |
| 151 | yes we have a female and one male driver that abuse hours, they leave early or stay gone several hours at a time and this has been reported to managers but they do nothing but watch the ones of us who are not doing it. | 4/27/2022 11:07 AM |
| 152 | no                                                                                                                                                                                                                         | 4/27/2022 11:01 AM |
| 153 | no                                                                                                                                                                                                                         | 4/27/2022 10:51 AM |
| 154 | No.                                                                                                                                                                                                                        | 4/27/2022 10:40 AM |
| 155 | NO                                                                                                                                                                                                                         | 4/27/2022 10:24 AM |
| 156 | No                                                                                                                                                                                                                         | 4/27/2022 10:05 AM |
| 157 | No                                                                                                                                                                                                                         | 4/27/2022 8:58 AM  |
| 158 | No                                                                                                                                                                                                                         | 4/27/2022 8:54 AM  |
| 159 | no                                                                                                                                                                                                                         | 4/27/2022 8:44 AM  |
| 160 | no                                                                                                                                                                                                                         | 4/27/2022 8:21 AM  |
| 161 | No.                                                                                                                                                                                                                        | 4/27/2022 7:50 AM  |
| 162 | No                                                                                                                                                                                                                         | 4/27/2022 7:48 AM  |
| 163 | Not in my area, but in other departments                                                                                                                                                                                   | 4/27/2022 6:21 AM  |
| 164 | no                                                                                                                                                                                                                         | 4/27/2022 4:12 AM  |
| 165 | No                                                                                                                                                                                                                         | 4/26/2022 5:36 PM  |
| 166 | No                                                                                                                                                                                                                         | 4/26/2022 5:00 PM  |
| 167 | Nope                                                                                                                                                                                                                       | 4/26/2022 4:49 PM  |
| 168 | No                                                                                                                                                                                                                         | 4/26/2022 4:07 PM  |
| 169 | no                                                                                                                                                                                                                         | 4/26/2022 3:43 PM  |
| 170 | No                                                                                                                                                                                                                         | 4/26/2022 3:30 PM  |
| 171 | No                                                                                                                                                                                                                         | 4/26/2022 3:05 PM  |
| 172 | N/A                                                                                                                                                                                                                        | 4/26/2022 2:56 PM  |
| 173 | no                                                                                                                                                                                                                         | 4/26/2022 2:43 PM  |
| 174 | no                                                                                                                                                                                                                         | 4/26/2022 2:30 PM  |
| 175 | No                                                                                                                                                                                                                         | 4/26/2022 2:30 PM  |
| 176 | No.                                                                                                                                                                                                                        | 4/26/2022 2:25 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                             |                    |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 177 | Cramped work spaces, job tasks have evolved but workspace has not                                                                                                           | 4/26/2022 2:07 PM  |
| 178 | no                                                                                                                                                                          | 4/26/2022 1:57 PM  |
| 179 | no                                                                                                                                                                          | 4/26/2022 1:39 PM  |
| 180 | no                                                                                                                                                                          | 4/26/2022 1:31 PM  |
| 181 | none                                                                                                                                                                        | 4/26/2022 1:30 PM  |
| 182 | NA                                                                                                                                                                          | 4/26/2022 12:49 PM |
| 183 | No                                                                                                                                                                          | 4/26/2022 12:48 PM |
| 184 | no                                                                                                                                                                          | 4/26/2022 12:48 PM |
| 185 | no                                                                                                                                                                          | 4/26/2022 12:46 PM |
| 186 | NO                                                                                                                                                                          | 4/26/2022 12:01 PM |
| 187 | No.                                                                                                                                                                         | 4/26/2022 11:38 AM |
| 188 | There is an employee that comes to work as he pleases and wants to contract all his duties to outside vendors, even though the job description requires him to do the work. | 4/26/2022 11:31 AM |
| 189 | No.                                                                                                                                                                         | 4/26/2022 11:28 AM |
| 190 | no                                                                                                                                                                          | 4/26/2022 11:24 AM |
| 191 | No                                                                                                                                                                          | 4/26/2022 11:17 AM |
| 192 | NO                                                                                                                                                                          | 4/26/2022 11:04 AM |
| 193 | Agree                                                                                                                                                                       | 4/26/2022 10:41 AM |
| 194 | No                                                                                                                                                                          | 4/26/2022 10:09 AM |
| 195 | Not anymore.                                                                                                                                                                | 4/26/2022 9:51 AM  |
| 196 | no                                                                                                                                                                          | 4/26/2022 9:11 AM  |
| 197 | no                                                                                                                                                                          | 4/26/2022 8:52 AM  |
| 198 | No                                                                                                                                                                          | 4/26/2022 8:48 AM  |
| 199 | NO                                                                                                                                                                          | 4/26/2022 8:42 AM  |
| 200 | no                                                                                                                                                                          | 4/26/2022 8:38 AM  |
| 201 | NA                                                                                                                                                                          | 4/26/2022 8:32 AM  |
| 202 | No                                                                                                                                                                          | 4/26/2022 8:28 AM  |
| 203 | No                                                                                                                                                                          | 4/26/2022 8:27 AM  |
| 204 | N/A                                                                                                                                                                         | 4/26/2022 8:20 AM  |
| 205 | N/A                                                                                                                                                                         | 4/26/2022 7:52 AM  |
| 206 | No.                                                                                                                                                                         | 4/26/2022 7:51 AM  |
| 207 | NO                                                                                                                                                                          | 4/26/2022 7:21 AM  |
| 208 | no                                                                                                                                                                          | 4/26/2022 7:16 AM  |
| 209 | no                                                                                                                                                                          | 4/26/2022 7:10 AM  |
| 210 | no                                                                                                                                                                          | 4/26/2022 7:08 AM  |
| 211 | no                                                                                                                                                                          | 4/26/2022 6:57 AM  |
| 212 | no                                                                                                                                                                          | 4/26/2022 5:05 AM  |
| 213 | No.                                                                                                                                                                         | 4/26/2022 12:53 AM |
| 214 | No                                                                                                                                                                          | 4/25/2022 11:53 PM |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                  |                    |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 215 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 11:04 PM |
| 216 | The amount of time stolen from the city by managers who come in late, who do other work on city time, and who monopolize staff time with hours of conversation that is not work related is theft/waste for the city.                                                                                                                             | 4/25/2022 9:11 PM  |
| 217 | Not sure                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 7:42 PM  |
| 218 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 7:40 PM  |
| 219 | Waste: Front door is mostly not working so it must be kept open while the library is open, leaking heat out in the winter, leaking a/c out in the summer.                                                                                                                                                                                        | 4/25/2022 6:32 PM  |
| 220 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 5:49 PM  |
| 221 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 5:48 PM  |
| 222 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:58 PM  |
| 223 | being treated differently than other employees. being called to private meetings where manager belittles and talks down. when trying to report behavior other management lies. Moral is very low we cannot keep people more than five years because of toxicity of management and current employees are considering moving to other departments. | 4/25/2022 4:46 PM  |
| 224 | NO                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:39 PM  |
| 225 | NO                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:35 PM  |
| 226 | no                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:30 PM  |
| 227 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:20 PM  |
| 228 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:12 PM  |
| 229 | no                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:11 PM  |
| 230 | n/a                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 3:57 PM  |
| 231 | No.                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 3:57 PM  |
| 232 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:52 PM  |
| 233 | n/a                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 3:41 PM  |
| 234 | O                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 3:36 PM  |
| 235 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:32 PM  |
| 236 | N/A                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 3:30 PM  |
| 237 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:17 PM  |
| 238 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:17 PM  |
| 239 | no                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:10 PM  |
| 240 | no                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:07 PM  |
| 241 | All personnel actions have been handled per the City policy to date to my knowledge.                                                                                                                                                                                                                                                             | 4/25/2022 3:05 PM  |
| 242 | No. Am not aware of any in my department.                                                                                                                                                                                                                                                                                                        | 4/25/2022 3:01 PM  |
| 243 | No.                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 2:49 PM  |
| 244 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 2:44 PM  |
| 245 | I don't see any theft, fraud, waste, abuse no concern.                                                                                                                                                                                                                                                                                           | 4/25/2022 2:42 PM  |
| 246 | No                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 2:35 PM  |
| 247 | none Im aware of                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 2:33 PM  |
| 248 | The use of Accela and ProjectDox produces a duplication of labor.                                                                                                                                                                                                                                                                                | 4/25/2022 2:29 PM  |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                             |                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 249 | no.                                                                                                                                                                                                                                         | 4/25/2022 2:29 PM  |
| 250 | Yes. I know we cannot buy food for city employees with city funds yet 3rd floor specifically city managers area is always using funds to buy themselves food on a weekly basis                                                              | 4/25/2022 2:28 PM  |
| 251 | No                                                                                                                                                                                                                                          | 4/25/2022 2:26 PM  |
| 252 | No                                                                                                                                                                                                                                          | 4/25/2022 2:22 PM  |
| 253 | No                                                                                                                                                                                                                                          | 4/25/2022 2:20 PM  |
| 254 | No                                                                                                                                                                                                                                          | 4/25/2022 2:13 PM  |
| 255 | NA                                                                                                                                                                                                                                          | 4/25/2022 2:03 PM  |
| 256 | I am not aware at all.                                                                                                                                                                                                                      | 4/25/2022 1:57 PM  |
| 257 | N/A                                                                                                                                                                                                                                         | 4/25/2022 1:56 PM  |
| 258 | no                                                                                                                                                                                                                                          | 4/25/2022 1:52 PM  |
| 259 | No                                                                                                                                                                                                                                          | 4/25/2022 1:46 PM  |
| 260 | YES                                                                                                                                                                                                                                         | 4/25/2022 1:44 PM  |
| 261 | No                                                                                                                                                                                                                                          | 4/25/2022 1:42 PM  |
| 262 | None                                                                                                                                                                                                                                        | 4/25/2022 1:34 PM  |
| 263 | no                                                                                                                                                                                                                                          | 4/25/2022 1:31 PM  |
| 264 | Not sure where this concern might fall but there is a huge difference in leadership from one manager to another. A lack of experience, knowledge and overall understanding has made employees hesitant to seek assistance from this person. | 4/25/2022 1:23 PM  |
| 265 | no                                                                                                                                                                                                                                          | 4/25/2022 1:22 PM  |
| 266 | I am a aware of employees in certain positions not fulfilling their positional duties and creating a more stressful work environment for employees who do work hard to maintain our good image to the public.                               | 4/25/2022 1:14 PM  |
| 267 | NO                                                                                                                                                                                                                                          | 4/25/2022 1:11 PM  |
| 268 | no                                                                                                                                                                                                                                          | 4/25/2022 1:03 PM  |
| 269 | Not aware of but suspect, yes.                                                                                                                                                                                                              | 4/25/2022 1:03 PM  |
| 270 | No                                                                                                                                                                                                                                          | 4/25/2022 12:45 PM |
| 271 | I am not aware of any of this happening in my workplace.                                                                                                                                                                                    | 4/25/2022 12:33 PM |
| 272 | No. Not at This point                                                                                                                                                                                                                       | 4/25/2022 12:30 PM |
| 273 | Possible violations of confidentiality and procedural processes.                                                                                                                                                                            | 4/25/2022 12:28 PM |
| 274 | no                                                                                                                                                                                                                                          | 4/25/2022 12:26 PM |
| 275 | No                                                                                                                                                                                                                                          | 4/25/2022 12:21 PM |
| 276 | I know of none in my department                                                                                                                                                                                                             | 4/25/2022 12:19 PM |
| 277 | No                                                                                                                                                                                                                                          | 4/25/2022 12:19 PM |
| 278 | No                                                                                                                                                                                                                                          | 4/25/2022 12:15 PM |
| 279 | no                                                                                                                                                                                                                                          | 4/25/2022 12:11 PM |
| 280 | No                                                                                                                                                                                                                                          | 4/25/2022 12:10 PM |
| 281 | No                                                                                                                                                                                                                                          | 4/25/2022 12:09 PM |
| 282 | No                                                                                                                                                                                                                                          | 4/25/2022 11:56 AM |
| 283 | no                                                                                                                                                                                                                                          | 4/25/2022 11:51 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                   |                    |
|-----|---------------------------------------------------------------------------------------------------|--------------------|
| 284 | no                                                                                                | 4/25/2022 11:48 AM |
| 285 | na                                                                                                | 4/25/2022 11:47 AM |
| 286 | No                                                                                                | 4/25/2022 11:46 AM |
| 287 | N/a                                                                                               | 4/25/2022 11:46 AM |
| 288 | no                                                                                                | 4/25/2022 11:45 AM |
| 289 | Yes                                                                                               | 4/25/2022 11:40 AM |
| 290 | No                                                                                                | 4/25/2022 11:38 AM |
| 291 | No                                                                                                | 4/25/2022 11:38 AM |
| 292 | No                                                                                                | 4/25/2022 11:36 AM |
| 293 | no, just supervisors not supporting employees and making hostile work environments for employees. | 4/25/2022 11:28 AM |
| 294 | no                                                                                                | 4/25/2022 11:24 AM |
| 295 | No                                                                                                | 4/25/2022 11:23 AM |
| 296 | yes                                                                                               | 4/25/2022 11:23 AM |
| 297 | no                                                                                                | 4/25/2022 11:23 AM |
| 298 | No                                                                                                | 4/25/2022 11:20 AM |
| 299 | no                                                                                                | 4/25/2022 11:19 AM |
| 300 | Do not believe any of this is occurring in my area. .                                             | 4/25/2022 11:15 AM |
| 301 | No                                                                                                | 4/25/2022 11:09 AM |
| 302 | NO                                                                                                | 4/25/2022 11:03 AM |
| 303 | Nope                                                                                              | 4/25/2022 11:02 AM |
| 304 | No issues                                                                                         | 4/25/2022 10:49 AM |
| 305 | No                                                                                                | 4/25/2022 10:48 AM |
| 306 | No                                                                                                | 4/25/2022 10:47 AM |
| 307 | I am not aware                                                                                    | 4/25/2022 10:41 AM |
| 308 | No.                                                                                               | 4/25/2022 10:39 AM |
| 309 | no.                                                                                               | 4/25/2022 10:39 AM |
| 310 | No                                                                                                | 4/25/2022 10:38 AM |
| 311 | no                                                                                                | 4/25/2022 10:35 AM |
| 312 | No                                                                                                | 4/25/2022 10:35 AM |
| 313 | no                                                                                                | 4/25/2022 10:35 AM |
| 314 | no                                                                                                | 4/25/2022 10:35 AM |
| 315 | No                                                                                                | 4/25/2022 10:31 AM |
| 316 | no                                                                                                | 4/25/2022 10:27 AM |
| 317 | N/A                                                                                               | 4/25/2022 10:25 AM |
| 318 | none known                                                                                        | 4/25/2022 10:25 AM |
| 319 | no                                                                                                | 4/25/2022 10:22 AM |
| 320 | No.                                                                                               | 4/25/2022 10:22 AM |
| 321 | I do not know / Not sure                                                                          | 4/25/2022 10:21 AM |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                 |                    |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 322 | No I am not                                                                                                                                                                                                                                                                                     | 4/25/2022 10:21 AM |
| 323 | Not at all                                                                                                                                                                                                                                                                                      | 4/25/2022 10:16 AM |
| 324 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 10:16 AM |
| 325 | NO                                                                                                                                                                                                                                                                                              | 4/25/2022 10:15 AM |
| 326 | no                                                                                                                                                                                                                                                                                              | 4/25/2022 10:13 AM |
| 327 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 10:12 AM |
| 328 | no                                                                                                                                                                                                                                                                                              | 4/25/2022 10:11 AM |
| 329 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 10:09 AM |
| 330 | Nope                                                                                                                                                                                                                                                                                            | 4/25/2022 10:08 AM |
| 331 | none                                                                                                                                                                                                                                                                                            | 4/25/2022 10:08 AM |
| 332 | I am not.                                                                                                                                                                                                                                                                                       | 4/25/2022 10:06 AM |
| 333 | NO                                                                                                                                                                                                                                                                                              | 4/25/2022 10:06 AM |
| 334 | not at this time                                                                                                                                                                                                                                                                                | 4/25/2022 10:04 AM |
| 335 | Sometimes                                                                                                                                                                                                                                                                                       | 4/25/2022 10:03 AM |
| 336 | No.                                                                                                                                                                                                                                                                                             | 4/25/2022 10:02 AM |
| 337 | NO                                                                                                                                                                                                                                                                                              | 4/25/2022 10:02 AM |
| 338 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 10:02 AM |
| 339 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 10:00 AM |
| 340 | N/A                                                                                                                                                                                                                                                                                             | 4/25/2022 9:59 AM  |
| 341 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 9:56 AM  |
| 342 | no                                                                                                                                                                                                                                                                                              | 4/25/2022 9:55 AM  |
| 343 | No.                                                                                                                                                                                                                                                                                             | 4/25/2022 9:54 AM  |
| 344 | YES                                                                                                                                                                                                                                                                                             | 4/25/2022 9:53 AM  |
| 345 | SOMEWHAT                                                                                                                                                                                                                                                                                        | 4/25/2022 9:50 AM  |
| 346 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 9:44 AM  |
| 347 | I have a supervisor that does not have work to do or doesn't get it done. She walks around talking all day, wastes all of our time talking nonsense. Never work related. We actually have to make the phone ring to rescue each other so we can continue working. It's a felling of entrapment. | 4/25/2022 9:43 AM  |
| 348 | Waste of time!                                                                                                                                                                                                                                                                                  | 4/25/2022 9:43 AM  |
| 349 | no                                                                                                                                                                                                                                                                                              | 4/25/2022 9:43 AM  |
| 350 | No                                                                                                                                                                                                                                                                                              | 4/25/2022 9:40 AM  |
| 351 | N/A                                                                                                                                                                                                                                                                                             | 4/25/2022 9:40 AM  |
| 352 | Do not know/are not sure                                                                                                                                                                                                                                                                        | 4/25/2022 9:40 AM  |
| 353 | no                                                                                                                                                                                                                                                                                              | 4/25/2022 9:39 AM  |
| 354 | i overheard a deputy director telling an employee, i basically work till noon, if i dont get something done by noon, it will wait till the next day, cause after lunch i just roam and talk with people. ethical? I dont think so and this person is being paid a great amount of money??       | 4/25/2022 9:37 AM  |
| 355 | I am aware of much wasted time by my supervisor. Talks to a few other employees for hours and gets no work done. Supervisor does not listen, follow procedures and policies, and avoids conflict. Comments that are inappropriate and insulting.                                                | 4/25/2022 9:37 AM  |

# Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                           |                   |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 356 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:35 AM |
| 357 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:34 AM |
| 358 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:31 AM |
| 359 | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:31 AM |
| 360 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:30 AM |
| 361 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:28 AM |
| 362 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:27 AM |
| 363 | No we have none that I am aware of.                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:26 AM |
| 364 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:23 AM |
| 365 | NO                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:23 AM |
| 366 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:21 AM |
| 367 | no concerns                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:19 AM |
| 368 | NO                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:19 AM |
| 369 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:19 AM |
| 370 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:18 AM |
| 371 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:17 AM |
| 372 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:17 AM |
| 373 | NOT THAT I KNOW OF                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:17 AM |
| 374 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:15 AM |
| 375 | Not at all.                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:14 AM |
| 376 | Yes, check [REDACTED]. They leave for home early, some are never there. They get OT when they never earn it, they have a good thing going on.                                                                                                                                                                                                                                                                                             | 4/25/2022 9:14 AM |
| 377 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:13 AM |
| 378 | Theft. yes. but it was from someone who entered the building and was not a City employee.                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 9:13 AM |
| 379 | ABUSE? being able to leave work on breaks to run errands with out clocking out. it takes more than 15 minutes to get out of the parking lot and drive around town. supervisor is aware of this. WASTE, excessive visiting and chatting time that is interrupting to others where it sounds like a novel is being written, outburst of laughing having a good time when customers can hear. not professional. supervisor is aware of this. | 4/25/2022 9:13 AM |
| 380 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:13 AM |
| 381 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:12 AM |
| 382 | yes                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:09 AM |
| 383 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:08 AM |
| 384 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:08 AM |
| 385 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:08 AM |
| 386 | na                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:05 AM |
| 387 | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:04 AM |
| 388 | No                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:04 AM |
| 389 | no                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:04 AM |
| 390 | Yes, the blanket purchase orders are overused. There is a staff member that has held onto invoices and not let anyone know that a contract amendment needed to be done. This same                                                                                                                                                                                                                                                         | 4/25/2022 9:03 AM |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

staff member still has unpaid invoices from FY21 that need to be paid. I have brought this to the administrator, but nothing has been done.

|     |                                                                                                                                  |                   |
|-----|----------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 391 | None at this facility.                                                                                                           | 4/25/2022 9:03 AM |
| 392 | No                                                                                                                               | 4/25/2022 9:02 AM |
| 393 | no                                                                                                                               | 4/25/2022 9:02 AM |
| 394 | Abuse of the city equipment (pre-trips on vehicles not being done, trucks being used even if it needs to be repaired)            | 4/25/2022 9:01 AM |
| 395 | no                                                                                                                               | 4/25/2022 9:01 AM |
| 396 | Yes                                                                                                                              | 4/25/2022 9:01 AM |
| 397 | no                                                                                                                               | 4/25/2022 9:01 AM |
| 398 | No                                                                                                                               | 4/25/2022 9:00 AM |
| 399 | NO                                                                                                                               | 4/25/2022 9:00 AM |
| 400 | To my knowledge, no.                                                                                                             | 4/25/2022 8:59 AM |
| 401 | No                                                                                                                               | 4/25/2022 8:59 AM |
| 402 | No                                                                                                                               | 4/25/2022 8:59 AM |
| 403 | No                                                                                                                               | 4/25/2022 8:58 AM |
| 404 | NO                                                                                                                               | 4/25/2022 8:58 AM |
| 405 | No                                                                                                                               | 4/25/2022 8:57 AM |
| 406 | no                                                                                                                               | 4/25/2022 8:57 AM |
| 407 | Theft - someone is stealing equipment No Fraud No waste abuse of city equipment for personal use and employees for personal use. | 4/25/2022 8:56 AM |
| 408 | I am not aware of any theft, fraud, waste or abuse in my area.                                                                   | 4/25/2022 8:56 AM |
| 409 | No                                                                                                                               | 4/25/2022 8:56 AM |
| 410 | No I am not                                                                                                                      | 4/25/2022 8:56 AM |
| 411 | no                                                                                                                               | 4/25/2022 8:55 AM |
| 412 | No                                                                                                                               | 4/25/2022 8:54 AM |
| 413 | N/A                                                                                                                              | 4/25/2022 8:54 AM |
| 414 | No                                                                                                                               | 4/25/2022 8:54 AM |
| 415 | No                                                                                                                               | 4/25/2022 8:53 AM |
| 416 | Not aware of anything like that at all.                                                                                          | 4/25/2022 8:52 AM |
| 417 | No                                                                                                                               | 4/25/2022 8:52 AM |
| 418 | no                                                                                                                               | 4/25/2022 8:51 AM |
| 419 | NO                                                                                                                               | 4/25/2022 8:50 AM |
| 420 | no                                                                                                                               | 4/25/2022 8:50 AM |
| 421 | No                                                                                                                               | 4/25/2022 8:50 AM |
| 422 | No                                                                                                                               | 4/25/2022 8:49 AM |
| 423 | No                                                                                                                               | 4/25/2022 8:49 AM |
| 424 | No                                                                                                                               | 4/25/2022 8:48 AM |
| 425 | No                                                                                                                               | 4/25/2022 8:48 AM |
| 426 | NO                                                                                                                               | 4/25/2022 8:47 AM |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                     |                   |
|-----|-------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 427 | NO                                                                                                                                  | 4/25/2022 8:46 AM |
| 428 | Yes, misuse of time Breaking policy Supervisors do not deal with issues                                                             | 4/25/2022 8:45 AM |
| 429 | No                                                                                                                                  | 4/25/2022 8:45 AM |
| 430 | no                                                                                                                                  | 4/25/2022 8:44 AM |
| 431 | Not currently                                                                                                                       | 4/25/2022 8:42 AM |
| 432 | No                                                                                                                                  | 4/25/2022 8:42 AM |
| 433 | Have never witnessed.                                                                                                               | 4/25/2022 8:41 AM |
| 434 | No                                                                                                                                  | 4/25/2022 8:41 AM |
| 435 | No                                                                                                                                  | 4/25/2022 8:41 AM |
| 436 | Yes. I believe it is, but that is very hard to prove and more so I fear as do many people about retaliation and loss of employment. | 4/25/2022 8:38 AM |
| 437 | No                                                                                                                                  | 4/25/2022 8:37 AM |

## Q24 If you could change something about the City overall or your specific work environment, what would it be?

Answered: 383 Skipped: 148

| #  | RESPONSES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | DATE               |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 1  | Hard to say.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/11/2022 10:18 AM |
| 2  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/10/2022 7:33 AM  |
| 3  | The salary for those who have worked with the City for a long period of time. Even if they had they had been promoted to a different title.                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/9/2022 10:54 AM  |
| 4  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/9/2022 9:25 AM   |
| 5  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/9/2022 8:27 AM   |
| 6  | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/9/2022 7:02 AM   |
| 7  | more autonomy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5/8/2022 3:56 PM   |
| 8  | Better pay for police and fire. With inflation on the rise, livable wage has risen. Many officers and firemen are looking for better opportunity in other fields or cities. It's seems at times this city supports everyone but these employees, and if things don't change there will be greater shortage then there already is. The call loads have doubled almost tripled and the pay has not been adjusted accordingly, for working some of the longest hours in the city and supporting in so many different ways the city doesn't seem to care and employees are taking notice. | 5/6/2022 10:05 PM  |
| 9  | unsure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/6/2022 7:17 AM   |
| 10 | MORE WORK PLEASE!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/5/2022 1:54 PM   |
| 11 | More support in areas of HR and purchasing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/5/2022 11:03 AM  |
| 12 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/5/2022 7:54 AM   |
| 13 | better insurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5/5/2022 7:08 AM   |
| 14 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/4/2022 9:09 PM   |
| 15 | I have no suggestions or complaints.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/4/2022 8:09 PM   |
| 16 | Work with new and existing supervisors who lack interpersonal skills and may be prone to micro managing their employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5/4/2022 2:44 PM   |
| 17 | i would change the policy that does not allow us to record supervisors or admin when they speak to us. Due to a lie that occurred last year, my unit went back to patrol after being told by [REDACTED] that we were only going to assist the shortage on patrol for 1 month, that month ended up being 9 months and 4 days with our schedule being changed 3 different times. this lie caused the departure of 2 officers due to their family life being severely altered                                                                                                            | 5/4/2022 10:28 AM  |
| 18 | Hire personal for what they know educational wise, not who they know                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/4/2022 9:15 AM   |
| 19 | I feel there is some favoritism going on in the upper levels of the City Manager's office. That, combined with the CM and [REDACTED] lack of understanding of policy, makes for a bad combination. I wish OCM would commit to reading, understanding, following, and enforcing policy better.                                                                                                                                                                                                                                                                                         | 5/4/2022 8:29 AM   |
| 20 | NOTHING                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/4/2022 8:13 AM   |
| 21 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/3/2022 7:00 PM   |
| 22 | At the moment everything is going well and there are no problems at the moment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5/3/2022 4:58 PM   |
| 23 | That there would be better internal communication between departments including those that are not located at City Hall                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/3/2022 1:43 PM   |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                   |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 24 | NO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/3/2022 12:30 PM |
| 25 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/3/2022 11:15 AM |
| 26 | COMMUNICATION!!!! I cannot stress that enough. We all need to be better at communicating among each other, each department, etc. And it's not just the little stuff! We have to be able to talk to one another in mature and constructive ways. Without that we are left to a lot of issues. As a vague example. We welcome the public in my department and have times of panic due to a lack of coverage because people were unaware of someone being gone. Not a great example, but the nature of this survey prevents exaggeration. | 5/3/2022 9:44 AM  |
| 27 | HOLD SUPERVISORS TO THE SAME LEVEL OF JOB EXPECTATIONS AS YOU DO THE STAFF.                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/3/2022 9:41 AM  |
| 28 | nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/3/2022 9:19 AM  |
| 29 | Nothing at this time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/3/2022 9:16 AM  |
| 30 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/3/2022 9:15 AM  |
| 31 | Personnel issues should be resolved more quickly, especially issues relating to race and racism.                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5/3/2022 9:01 AM  |
| 32 | Need more room for professional office setting for employees. Better distribution of human resources.                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/3/2022 8:44 AM  |
| 33 | 10 HRS.DAYS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/3/2022 6:49 AM  |
| 34 | more pay and fair pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/3/2022 6:45 AM  |
| 35 | hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/3/2022 6:28 AM  |
| 36 | nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/3/2022 3:06 AM  |
| 37 | Communication                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 10:49 PM |
| 38 | In my observation, the hiring process is very lengthy. Promotions, take very long as well.                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 9:10 PM  |
| 39 | Not sure.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 8:39 PM  |
| 40 | Streamline maintenance and repair of city facilities. Some maintenance issues can take years to resolve. While not a safety issue it does lead to more unsanitary workplace.                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 7:23 PM  |
| 41 | recording policy on being allowed to record supervision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 7:15 PM  |
| 42 | UPPER MANAGEMENT NEEDS TO GO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 7:08 PM  |
| 43 | Consideration of paid leave for new born bonding for parents, positive management engagement to promote an empowering work culture, more internal leadership training opportunities                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 6:58 PM  |
| 44 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 6:06 PM  |
| 45 | Not sure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/2/2022 4:55 PM  |
| 46 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 4:16 PM  |
| 47 | NO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 3:52 PM  |
| 48 | So far this department is a great place to work, and proud to be part of the dept.                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 3:47 PM  |
| 49 | Nothing it is operated with fair conditions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 2:34 PM  |
| 50 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 2:12 PM  |
| 51 | FINE THE IT IS IN MY DEPARTMENT.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5/2/2022 2:02 PM  |
| 52 | more training in some areas                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 1:48 PM  |
| 53 | Better work atmosphere                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 1:45 PM  |
| 54 | Satisfied                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 1:39 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 55 | I would get an industrial cleaning crew in here and have them return on a regular basis. Replace stained ceiling tiles. Get the HVAC system to work properly - the way the City paid for it to work. Not freezing to the point of hats and coats in some parts of the building while other parts temperate. I would have an evaluation and treatment of the plumbing in the downstairs toilets and sinks - especially the staff break room. I would have the holes left over from removed fixtures filled and paint matched. I would paint the entire inside with a brighter color paint AFTER cleaning the walls. The front doors need to be installed correctly - the way the City paid for them to be installed and yet have never operated correctly. So, in looking at that statement, I guess that is fraud because one of the [REDACTED] signed off on the project? Just like the HVAC system that doesn't work correctly? I don't know about the process and I am not accusing any one person, but who "owns" these projects? Somebody authorized payment for non-functioning, incomplete, or sub-standard projects. And, Internet is tricky, I know, but do we really have the best product for our patrons? | 5/2/2022 1:24 PM  |
| 56 | for more support from supervisors in an individual basis. not all employees are the same, we all work differently and we should be evaluated according to our work production and attitude towards the job. instead, we get treated miserably due to the seasoned employees past history in the department.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 1:19 PM  |
| 57 | Fairness in pay, especially after this whole minimum wage increase. The goal was to not have salary compression. But for those employees who 5, 10, 15+ years with the City and may have taken new jobs recently their salaries were compressed and their time of service in with the City was not considered. It has cause a large negative impact across the entire City for those with time in. This needs to be revisited by both Audit, and HR.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 1:04 PM  |
| 58 | There is a lack of communication due to bureaucratic mindset. There is a lack of empowerment, respect and gender equality. Change the culture to minimize these shortfalls that keep us stagnant.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 1:03 PM  |
| 59 | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 12:55 PM |
| 60 | Changing the work atmosphere within the department to eliminate the silos and the perception that they do not exist, because they do. Bring a sense of integrity, value the team's input (and not seeing it as negative if its not the same view as others) making sure everyone's voice is known to upper management, and always base our decisions/actions on being good stewards of public resources, putting the public's interest first.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5/2/2022 12:10 PM |
| 61 | I'm not sure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 11:46 AM |
| 62 | All is good                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 11:29 AM |
| 63 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 11:26 AM |
| 64 | The oversight and accountability of management in my department.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5/2/2022 11:25 AM |
| 65 | Excellent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 11:20 AM |
| 66 | I DON'T HAVE ANYTHING IN MIND.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 5/2/2022 11:14 AM |
| 67 | Remote work at least 1-2 days per week for those that proved they can perform effectively during the initial phase of the pandemic.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 11:10 AM |
| 68 | My work environment is great.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5/2/2022 11:10 AM |
| 69 | None at this time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 11:01 AM |
| 70 | I would that rules and policies were known by all from the top down and applied equally and communicated well when changed. Often things change without notice. I wish that the charter was followed by those that should know better.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 11:00 AM |
| 71 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 10:56 AM |
| 72 | I cannot discuss as it would expose who I am                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 10:53 AM |
| 73 | Reduce or eliminate the unprofessional communication or gossiping when staff members are unaware of a situation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5/2/2022 10:50 AM |
| 74 | Bigger shop area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5/2/2022 10:45 AM |
| 75 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/2/2022 10:38 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                   |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 76  | More team effort/ commitment in all areas                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 10:23 AM |
| 77  | Increase morale                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 10:16 AM |
| 78  | More employee appreciation events.                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 9:47 AM  |
| 79  | Stricker accountability.                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 9:39 AM  |
| 80  | Not sure.                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 9:37 AM  |
| 81  | Women in leadership roles are not treated like the men in the same kind of positions. They are paid more (with less experience), they do less work (or none at all) and it's acceptable to executive management. Males progress at a much higher speed as far as promotions or appointments than females. Someone should take a look at the current City Manager's tenure and those promotions of high level staff that report directly to him - all males. | 5/2/2022 9:36 AM  |
| 82  | For specific work environment, Team effort, Respect, and being professional with others, and equality.                                                                                                                                                                                                                                                                                                                                                      | 5/2/2022 9:35 AM  |
| 83  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5/2/2022 9:35 AM  |
| 84  | Respect, professionalism and team support                                                                                                                                                                                                                                                                                                                                                                                                                   | 5/2/2022 9:34 AM  |
| 85  | Although I respect the management decision, I would like to see that management contacts the professional staff to hear their opinions/reasonings before management makes a final decision if there is disagreement on interpretation of design standards or development codes between city staff and a developer.                                                                                                                                          | 5/2/2022 9:32 AM  |
| 86  | employees be held accountable for there actions                                                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 9:23 AM  |
| 87  | na                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5/2/2022 9:17 AM  |
| 88  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 5/2/2022 9:14 AM  |
| 89  | Better structure                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 9:10 AM  |
| 90  | more transparency                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 9:08 AM  |
| 91  | As an organization the city is fundamentally top heavy.                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 9:07 AM  |
| 92  | have the city be more aware of employee needs and not fold for the 1% of the population because they are louder                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 9:06 AM  |
| 93  | More streamlined processes, less documentation                                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 9:06 AM  |
| 94  | NOTHING                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 9:05 AM  |
| 95  | Would really only change the efficiency of working with other departments. Sometimes it feels like talking into the void when trying to get assistance unless you cc their supervisor on your email requests to them. This seems to be an issue across the board, regardless of department.                                                                                                                                                                 | 5/2/2022 9:05 AM  |
| 96  | I have recently returned to the city and there has been changes to this department and the change has been positive.                                                                                                                                                                                                                                                                                                                                        | 5/2/2022 9:03 AM  |
| 97  | To look deeper into the social barriers that stop us from making changes for the better.                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 9:03 AM  |
| 98  | Nothing at the moment.                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5/2/2022 9:00 AM  |
| 99  | I feel like there are a lot of policies that are not being implemented properly. I also feel that there are a lot of individuals in this organization who are experts in their field who are not being listened to.                                                                                                                                                                                                                                         | 5/2/2022 8:56 AM  |
| 100 | The way our facilities are maintained, including janitorial services.                                                                                                                                                                                                                                                                                                                                                                                       | 5/2/2022 8:55 AM  |
| 101 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 8:55 AM  |
| 102 | It's getting pretty crowded in here!                                                                                                                                                                                                                                                                                                                                                                                                                        | 5/2/2022 8:54 AM  |
| 103 | Better maintenance and upkeep of city property by facilities                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 8:54 AM  |
| 104 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 8:53 AM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 105 | Communication                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/2/2022 8:53 AM   |
| 106 | 4x10 schedule                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/29/2022 2:12 PM  |
| 107 | Follow policies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/29/2022 1:00 PM  |
| 108 | Some management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/29/2022 12:38 PM |
| 109 | Unsure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/29/2022 11:52 AM |
| 110 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/29/2022 11:31 AM |
| 111 | Threat everyone with respect, be fair, and consistency.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/29/2022 11:05 AM |
| 112 | better pay and benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/29/2022 11:04 AM |
| 113 | Management should lead by example and be transparent. Management is no better or important than the lowest level employee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/29/2022 8:51 AM  |
| 114 | I do not feel that there is consistent application of City policy. If any department places a request to go against policy or standards, it is blindly approved.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/29/2022 8:44 AM  |
| 115 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/29/2022 5:52 AM  |
| 116 | That all employees work well together, do the same tasks per their job description and would help one another instead of complaining.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/28/2022 11:32 PM |
| 117 | THE CITYS HR DEPARTMENT.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/28/2022 4:32 PM  |
| 118 | human resources must be more efficient with the hiring process. most often times our dept. is understaffed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/28/2022 2:20 PM  |
| 119 | Faster hiring process and stricter qualifications fact check                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/28/2022 1:03 PM  |
| 120 | Supervisors need more training in establishing a positive working relationship with their employees. Effective communication goes a long way. Also, the actual supervising of the employees could be a lot better.                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/28/2022 12:44 PM |
| 121 | nothing comes to mind                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/27/2022 9:00 PM  |
| 122 | Better contract negotiation environment. I can't help but feel like the city drags their feet when negotiating. Intentionally countering with absurd offers, which typically leads to a long drawn out and costly negotiation process. At the end of which, maybe we got a little bit of a raise, decrease in retirement contribution, etc., with no compensation for the period of time it took to come to this agreement. The city essentially "saves" money by drawing out the contract negotiations for as long as they can. Talk about a slap in the face. It's demoralizing at best and some people leave the city's employment for greener pastures. | 4/27/2022 7:39 PM  |
| 123 | I still think our pay is not high enough compared to other cities around us.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/27/2022 4:20 PM  |
| 124 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/27/2022 2:44 PM  |
| 125 | Communication. It is needed between departments/organization and from the top, down to be the most efficient, for the organization and our customers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/27/2022 1:51 PM  |
| 126 | Adhere to the plans we have paid money for, invested time and effort into, and have input from the public and experienced staff; and STOP reacting to the next call to city hall and abandoning our plans. We can make adjustments for legitimate concerns and needs without losing sight of our goals. Sometimes NO is the best and only answer, and NO is sometimes a COMPLETE sentence.                                                                                                                                                                                                                                                                  | 4/27/2022 1:33 PM  |
| 127 | Ethically related, there is still the preconception that retaliation, unfairness and special treatment happens and that there is no accountability from executive management. That needs to change.                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/27/2022 1:24 PM  |
| 128 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/27/2022 12:44 PM |
| 129 | Favoritism                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/27/2022 12:24 PM |
| 130 | Lack of open door policy and the ability to approach upper management. The disconnect between Director and support staff within the department.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/27/2022 11:22 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                               |                    |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 131 | More flexible hours.                                                                                                                                                                                                                                                                                                                                                                                                          | 4/27/2022 11:14 AM |
| 132 | Please stop the favoritism from our managers. they treat the guys way better than us girls and when we say something they deny it but it is openly seen daily. the guys buy gifts for manager and sit in their office most days and yet we are told not to accept gifts. [REDACTED] herself has been given gifts by one guy totaling a few hundred dollars because he told us how much he spent on her and the other managers | 4/27/2022 11:07 AM |
| 133 | Putting an end to office jealousy/Competition that is not needed                                                                                                                                                                                                                                                                                                                                                              | 4/27/2022 10:51 AM |
| 134 | Everything seems to be working smoothly.                                                                                                                                                                                                                                                                                                                                                                                      | 4/27/2022 10:40 AM |
| 135 | If someone reports something to a supervisor, what was said should stay between them. I wish they would not tell the person at fault who told them and what was said.                                                                                                                                                                                                                                                         | 4/27/2022 10:24 AM |
| 136 | Better equipment                                                                                                                                                                                                                                                                                                                                                                                                              | 4/27/2022 10:05 AM |
| 137 | Review pay increase thresholds set by internal promotion policy which leaves internal applicants at a disadvantage compared to external applicants who are able to negotiate salary leading to pay disparities in same job class.                                                                                                                                                                                             | 4/27/2022 8:58 AM  |
| 138 | The moral and the employees who have rank                                                                                                                                                                                                                                                                                                                                                                                     | 4/27/2022 8:44 AM  |
| 139 | For upper managements to acknowledge employees for there great work.                                                                                                                                                                                                                                                                                                                                                          | 4/27/2022 8:21 AM  |
| 140 | Nothing at this time.                                                                                                                                                                                                                                                                                                                                                                                                         | 4/27/2022 7:50 AM  |
| 141 | I am very satisfied with my overall work experience on a daily basis.                                                                                                                                                                                                                                                                                                                                                         | 4/27/2022 7:48 AM  |
| 142 | Feel City Management needs to learn the policy and abide it. There is favoritism.                                                                                                                                                                                                                                                                                                                                             | 4/27/2022 6:21 AM  |
| 143 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/27/2022 4:12 AM  |
| 144 | Not sure                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/26/2022 5:36 PM  |
| 145 | Be more appropriate to your employees and apréciate them                                                                                                                                                                                                                                                                                                                                                                      | 4/26/2022 4:49 PM  |
| 146 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/26/2022 3:43 PM  |
| 147 | Greater budget to achieve strategic goals sooner. This would also improve the services we already provide at a good level with greater public satisfaction.                                                                                                                                                                                                                                                                   | 4/26/2022 3:05 PM  |
| 148 | more transparency and a way in which directors can evaluate or check up on managers by conversing with the employees beneath these managers.                                                                                                                                                                                                                                                                                  | 4/26/2022 2:56 PM  |
| 149 | no playing favorites/office politics                                                                                                                                                                                                                                                                                                                                                                                          | 4/26/2022 2:43 PM  |
| 150 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/26/2022 2:30 PM  |
| 151 | More supportive of crew's work                                                                                                                                                                                                                                                                                                                                                                                                | 4/26/2022 2:30 PM  |
| 152 | Demolish this old building and start new.                                                                                                                                                                                                                                                                                                                                                                                     | 4/26/2022 2:07 PM  |
| 153 | NA                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 1:57 PM  |
| 154 | promptness, communication with auto services, facility services                                                                                                                                                                                                                                                                                                                                                               | 4/26/2022 1:39 PM  |
| 155 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/26/2022 1:31 PM  |
| 156 | none                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/26/2022 1:30 PM  |
| 157 | NA                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 12:49 PM |
| 158 | unity                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/26/2022 12:48 PM |
| 159 | open door policy being more open for staff instead of having to go through channels first. to be able to bring issues to higher individuals instead of having to possible bring them through individual of concern first for assistance in managing the issue. So it doesn't possibly result in unnecessary friction caused by addressing concerns through party involved.                                                    | 4/26/2022 12:46 PM |
| 160 | BETTER MANAGEMENT OF OUR BUDGET, ABILITY TO GET NEWER EQUIPMENT WITHOUT HAVING TO GO ABOVE MY MANAGER TO GET THIS DONE.                                                                                                                                                                                                                                                                                                       | 4/26/2022 12:01 PM |
| 161 | I don't believe there is anything to change.                                                                                                                                                                                                                                                                                                                                                                                  | 4/26/2022 11:38 AM |

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 162 | The time it takes for HR to move on anything is really bad, everything is bottled necked with the [REDACTED] and it brings down the moral of the department.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/26/2022 11:31 AM |
| 163 | Less tense                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 11:24 AM |
| 164 | Open up the room so that we are not so isolated from the rest of the building. Where we would have more employees around us instead of just patrons. Supervisors backing us up when there is a problem with patrons, instead of treating us like we were at fault for the problem all of the time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/26/2022 11:17 AM |
| 165 | TOO POLITICAL AT CITY HALL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 11:04 AM |
| 166 | The upper management should be ,more accountable and being able to adapt to pressure and work through pressure however, the mayor included should be more responsible and accountable for the homeless and in control on what's going on throughout the whole city. Which is unacceptable. At the end of the day it doesn't mean anything what you say and not say what you do. If you want to make a difference be the difference.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 10:41 AM |
| 167 | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/26/2022 10:09 AM |
| 168 | the city can be more aware and prevent nepotism regardless of how small an incident is, and deal with it accordingly.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 10:01 AM |
| 169 | I am not sure, I feel like everything is okay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/26/2022 8:52 AM  |
| 170 | Pay increases and a bigger budget.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/26/2022 8:48 AM  |
| 171 | Communication between administrators, engineers, project managers, operators. There are projects that are not communicated. information is needed before to make things happen but not any time to gather the resources. We are dealing with a lot of old equipment that needs replacement but no funds to get them fixed. We are spending more on the patching up than the fix.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/26/2022 8:42 AM  |
| 172 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 8:38 AM  |
| 173 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/26/2022 8:32 AM  |
| 174 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 8:28 AM  |
| 175 | Nothing ethics-wise                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 8:27 AM  |
| 176 | I love my new position, I would however if given the chance ask that [REDACTED] look into the gossip situation that makes the [REDACTED] a very toxic work environment. I was extremely lucky to get a full-time position with the city but it meant leaving a position that was giving me really good experience for my degree, but the treatment of staff towards student workers their makes it a very hostile workspace. Specifically [REDACTED] they gossip about many of the staff and with their being such a high turnover it is partially due to them making it a space that is not safe for students because they talk behind their backs in front of other coworkers bad mouthing not the work that they do but the individuals. I let [REDACTED] know about it but I still have multiple people telling me that they bad mouth me as a person now that I am gone and I had planned on trying to collaborate with them but I don't know how to with such a negative space. | 4/26/2022 8:20 AM  |
| 177 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 7:52 AM  |
| 178 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 7:51 AM  |
| 179 | I CANNOT THINK AT THIS TIME.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/26/2022 7:21 AM  |
| 180 | Management would look to and use the workers as the true info for how things should be done after all they are the ones doing the job.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/26/2022 7:16 AM  |
| 181 | I think that if job classes were reevaluated and paid correctly then the moral of employees would go up in my section.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/26/2022 7:10 AM  |
| 182 | Better pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/26/2022 7:08 AM  |
| 183 | nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/26/2022 6:57 AM  |
| 184 | Supervisors should be held to the same high standards of ethical behavior as their subordinates.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/26/2022 12:53 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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| 185 | pay raise                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 11:53 PM |
| 186 | People with special political contacts with elected officials should not be given preferential treatment to the less well connected.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 11:04 PM |
| 187 | HR is the most cumbersome dept in the city. The amount of time it takes to hire means quality employees are missed and we are forced into mediocre hires from what is left of the pool of candidates. Then those mediocre hires are able to become complacent because discipline, corrective training and termination are also made harder by the restrictions put in place with HR. In my specific work environment, and likely other public facing depts I would task the city with enlisting secret shoppers to identify the customer service issues and redirect management to act as leaders. Subordinate staff should have management who understand the job they are asking staff to perform and be able to do that job themselves. Morale is at an all time low in my dept. So much of that stems from mediocre hires, poor leadership and a disregard of what it means to be a public servant. | 4/25/2022 9:11 PM  |
| 188 | Have security or safeguard in place, due to the nature of our work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 7:42 PM  |
| 189 | No changes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 7:40 PM  |
| 190 | Get things done in a more timely manner. HR: it shouldnt take months to get a new hire on-board. Items that need to be fixed once and for all in a more timely manner (library front door).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 6:32 PM  |
| 191 | Personell training and fairness regardless of longtime friendships or personal relationships                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 5:48 PM  |
| 192 | The only change needed would be that our department director agrees to having a meeting with all the employees to hear from us directly and not from current management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 4:46 PM  |
| 193 | WORKING FOUR 10 HOUR DAYS INSTEAD OF FIVE EIGHT HOUR DAYS.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 4:39 PM  |
| 194 | THE ABILITY TO BE MORE FLEXIBLE WITH OUR WORKING HOURS. IT WOULD BE NICE IF WE HAD THE OPTION OF TAKING A 30MIN LUNCH VS A 1HR LUNCH.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 4:35 PM  |
| 195 | I am comfortable with my work environment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 4:30 PM  |
| 196 | Fairness                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 4:20 PM  |
| 197 | I don't know                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 4:12 PM  |
| 198 | No input                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 4:11 PM  |
| 199 | I would like for our problems to actually be solved and not just have temporary solutions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:57 PM  |
| 200 | I wish some people would work with some sense of urgency. There seems to be a lack of urgency with some departments within the organization.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 3:57 PM  |
| 201 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 3:52 PM  |
| 202 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 3:41 PM  |
| 203 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 3:36 PM  |
| 204 | Pay me more                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 3:32 PM  |
| 205 | That all rules apply to everyone equally.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 3:17 PM  |
| 206 | Nothing at all                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 3:17 PM  |
| 207 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 3:10 PM  |
| 208 | more employee oriented                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 3:07 PM  |
| 209 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 3:05 PM  |
| 210 | To communicate with the employee before making changes to their work stations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 3:01 PM  |
| 211 | Remove all Covid "vaccine" mandates since they still exist on travel. Whatever these mandated shots are, they hardly fit the definition of a vaccine. As such, mandating them is unethical and probably illegal, given that there are laws against promoting ineffective medical treatments - much less mandating them!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 2:49 PM  |
| 212 | Motivation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 2:44 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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| 213 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 2:42 PM  |
| 214 | Its heading in the right direction. No major concerns                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 2:35 PM  |
| 215 | driver rewards. for example. water bottles. driver bags. lunch bag, cups, gift cards                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 2:33 PM  |
| 216 | No favoritism and supervisor enforce what they say and people stay in their own departments and not hang around other departments when they should be working in theirs. Seminars are needed on work ethics, work etiquette, cleanness in the work place and personal hygiene.                                                                                                                                                                                                    | 4/25/2022 2:31 PM  |
| 217 | I'd have a cubical comparable to all the others in the section.                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 2:29 PM  |
| 218 | For managers and supervisors to actually go out into the field and see the jobs that fellow staff members do and inquire not just other managers or supervisors, but other staff and if it's possible, the community (public).                                                                                                                                                                                                                                                    | 4/25/2022 2:29 PM  |
| 219 | Actually listen to the employees when they say something and don't just brush it off.                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 2:28 PM  |
| 220 | When work orders are placed that the department in charge of fixing them would show up with tools and multiple parts to fix the situation at hand rather than come look at it, tell us they got to get the parts to fix it and not show back up for a week or two.                                                                                                                                                                                                                | 4/25/2022 2:26 PM  |
| 221 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 2:22 PM  |
| 222 | To actually be listened too..!!                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 2:03 PM  |
| 223 | I just started, so I wouldn't change anything right now.                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 1:57 PM  |
| 224 | nothing comes to mind                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 1:52 PM  |
| 225 | Better pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 1:46 PM  |
| 226 | ALL EMPLOYEES NEED TO FOLLOW THE SAME RULES                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 1:44 PM  |
| 227 | Reduction of red tape that exasperates the system and efficiency's that allow for completion of tasks in timely manner.                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 1:42 PM  |
| 228 | Supervisors would have more guidance and training for dealing with complaints of harassment, deteriorating work environments, or unfair treatment.                                                                                                                                                                                                                                                                                                                                | 4/25/2022 1:34 PM  |
| 229 | nothing at this time.                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 1:31 PM  |
| 230 | My department is unique in the structure of the City Gov. Our department director really has no one to which they answer to and for the most part operates independently. Meaning they are their own authority. This becomes difficult when policies are changed or the structure of the department as a whole is changed without any thought to the cause and effect these changes bring. In the past there was great thought put into any proposed changes and now not so much. | 4/25/2022 1:23 PM  |
| 231 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 1:22 PM  |
| 232 | Better communication with employees by managment to include professionalism.                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 1:15 PM  |
| 233 | Employees who consistently make mistakes after being given numerous chances and continue to provide bad customer service, should be dealt with accordingly. Certain managers allow their employees to have poor working attitudes and bring down the overall environment in departments which in turn leaves people in higher situations looking bad for our customers and the City.                                                                                              | 4/25/2022 1:14 PM  |
| 234 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 1:11 PM  |
| 235 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 1:03 PM  |
| 236 | The confrontational stance between Blue Collar and non-union groups.                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 1:03 PM  |
| 237 | I wish there were better feedback on investigations.                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 12:33 PM |
| 238 | Time On Our Phones                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 12:30 PM |
| 239 | I would recommend a larger budget for Human Resources to hire additional staff so they could focus on assisting fewer departments, this would streamline several personnel functions, contributing to faster service. Current HR staff should have more autonomy when assisting                                                                                                                                                                                                   | 4/25/2022 12:28 PM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

internal stakeholders i.e. City departments. Personnel Actions sit in [REDACTED] queue way too long. I recommend in-person ethics workshops for all departments in the City, to identify and define specific unethical behaviors and how to respond accordingly. Recommend developing A City of Las Cruces Code of Conduct. This is different than the Employee Ethics Policy (611). Model the ASPA Code of Ethics <https://www.aspanet.org/ASPA/Code-of-Ethics/Code-of-Ethics.aspx>

|     |                                                                                                                                                                                                                                                                                                                                                                     |                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 240 | To be treated fairly as individuals. Not be compared with other employees as we are all individuals and have different work ethics, attendance. Treat us on our work, behavior, and attendance. Do not disapprove our leave requests due to staff shortages. It would be nice to be able to take our time off that we earn when we want to not when we are told to. | 4/25/2022 12:26 PM |
| 241 | more fun. It should be fun at work too.                                                                                                                                                                                                                                                                                                                             | 4/25/2022 12:26 PM |
| 242 | Fairness between all workers.                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 12:21 PM |
| 243 | I would like to see Fire Department's management to all be on the same page with guidelines, policies, standards, and common practices, so we can operate as 1 Fire Department not 6 individual Fire Departments                                                                                                                                                    | 4/25/2022 12:19 PM |
| 244 | n/a                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 12:19 PM |
| 245 | None                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 12:15 PM |
| 246 | no                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 12:11 PM |
| 247 | Nothing                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 12:10 PM |
| 248 | It would be great if HR could speed up the hiring process                                                                                                                                                                                                                                                                                                           | 4/25/2022 12:09 PM |
| 249 | No comment at this time                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 11:56 AM |
| 250 | nothing                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 11:51 AM |
| 251 | I would like a more spacious work environment. I feel like I am enclosed in a closet.                                                                                                                                                                                                                                                                               | 4/25/2022 11:48 AM |
| 252 | proper training and oversight of departments is needed. Too many toxic work environments exist with no way to improve it when senior employees are catered to and treated like royalty within the organization                                                                                                                                                      | 4/25/2022 11:47 AM |
| 253 | More productivity                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 11:46 AM |
| 254 | N/a                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 11:46 AM |
| 255 | no                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 11:45 AM |
| 256 | Change administration                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 11:40 AM |
| 257 | HR would be a lot faster                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 11:38 AM |
| 258 | Being more fiscally responsible when ordering items, such as business cards.                                                                                                                                                                                                                                                                                        | 4/25/2022 11:38 AM |
| 259 | Rejection of its extreme Wokeism                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 11:36 AM |
| 260 | I do believe that there should be fairness in hiring people, I do believe that they need to be hire for their capacity and knowledge to perform their duty, and not because they are acquaintance with the person hiring.                                                                                                                                           | 4/25/2022 11:32 AM |
| 261 | Ensure ALL employees are valued. Supervisors should not be rude to their employees, especially in public.                                                                                                                                                                                                                                                           | 4/25/2022 11:28 AM |
| 262 | n/a                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 11:24 AM |
| 263 | Limit cell phone use.                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 11:23 AM |
| 264 | Not using contractors who have done poor work in the past just because they are the low bid.                                                                                                                                                                                                                                                                        | 4/25/2022 11:23 AM |
| 265 | n/a                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 11:23 AM |
| 266 | People being respectful of those of us who don't have door which can shut out the noise of those having "talks" about nothing in the halls.                                                                                                                                                                                                                         | 4/25/2022 11:20 AM |
| 267 | Needed individual office space.                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 11:15 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                    |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 268 | HR is the worst dept. in terms of efficiency in the city. IT isn't much better. Feedback from my work group is that Facilities is just as bad unless stuff needs to get done at city hall...sad.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 11:03 AM |
| 269 | I do not know.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 11:02 AM |
| 270 | Better communication between programs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 10:41 AM |
| 271 | The leniency given to customers who remain a constant issue within our facilities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 10:39 AM |
| 272 | Nothing so far.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 10:39 AM |
| 273 | 4 10-hour days City wide                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 10:38 AM |
| 274 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:35 AM |
| 275 | I would not make it so hard for people to work remote. Also, I would be more transparent with staff about the hiring process for those vacancies that affect their day to day work load. Something must be done about the length of the hiring process and of the time it takes for certain HR representatives to respond to inquiries. I would have made the four dollar increase across the board because I know individuals that have really got the short end of the stick on how the raises were determined, which by the way I have not HR's process of determining raises made public? It just doesn't seem fair that someone with nearly ten years in with the city would only be making one dollar more than the starting pay for their current position, that does not sound ethical when someone new to the city is coming in dollars above the minimum rate. | 4/25/2022 10:35 AM |
| 276 | no                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 10:35 AM |
| 277 | Don't know                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 10:31 AM |
| 278 | Better and fair pay for everyone. And for the hiring process to make sense and not be so difficult.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:27 AM |
| 279 | promote the City's message to it's citizens that there is recognition we are in the era of digital citizen engagement and web based public participation. As such, continue to resource programs and technology updates. Las Cruces is an urban center today, no longer a small town, with limited capabilities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 10:25 AM |
| 280 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:22 AM |
| 281 | The hiring process turnaround time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:22 AM |
| 282 | I do not know / Not sure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 10:21 AM |
| 283 | As it goes with most places, communication and rate of succession.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 10:21 AM |
| 284 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:16 AM |
| 285 | CONSISTENT TREATMENT WITH ALL EMPLOYEES, NOT JUST THE ONES THAT ARE LIKED THROUGHOUT THE WHOLE CITY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:15 AM |
| 286 | replace the upper admin staff with people who know know and understand every job under their direction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 10:13 AM |
| 287 | I believe it would be beneficial if HR, when applying wage changes, would better explain how they were made (ex. the City-wide minimum wage modification). There were a lot of questions from our staff and nobody that I spoke to in my department knew how it was calculated/applied. If this could be done I think it would help reduce the confusion and bitterness that some staff felt.                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 10:12 AM |
| 288 | make the cubbie world more private somehow                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 10:11 AM |
| 289 | More recognition about the great people working here.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 10:09 AM |
| 290 | I am satisfied with my work environment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 10:06 AM |
| 291 | I WOULD LIKE TO HAVE MORE TRAINING ON WORKING TOGETHER AS A TEAM AND PERHAPS, MORE CROSS TRAINING SO THAT OUR TEAM DEPARTMENT COULD BE MORE EFFICIENT AND EFFECTIVE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:06 AM |
| 292 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 10:04 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 293 | Fairness amongst hours worked                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 10:03 AM |
| 294 | Police Command Staff.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 10:02 AM |
| 295 | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 10:02 AM |
| 296 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 10:02 AM |
| 297 | Better ■■■ for ■■■                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 9:59 AM  |
| 298 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 9:56 AM  |
| 299 | better pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:55 AM  |
| 300 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 9:53 AM  |
| 301 | FAVORTISM, DISCRIMINATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 9:50 AM  |
| 302 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:44 AM  |
| 303 | All I want to do is focus on my customer service job without interference. I have a supervisor that is so distracting and gives us no support. She won't follow our procedures and the new staff members follow her lead. There is such decline that I feel like I can't stay in this environment for my mental health. I have a strong work ethic and am very loyal to the City and hate to see this happening. The turnover rate has been so high and the replacements have been below average and it is accepted here. The future looks bleak. | 4/25/2022 9:43 AM  |
| 304 | Be treated fairly as its pertains to longevity of service to the CLC!                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:43 AM  |
| 305 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:43 AM  |
| 306 | It is fine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:40 AM  |
| 307 | More focus on the youth in our community. Facility wise there is not enough for them. We continue to cater to Seniors, specifically tennis and pickleball players. It is time for us to turn our attention to the youth sports facilities, either upgrade Meerscheidt, or a few facility that is similar.                                                                                                                                                                                                                                         | 4/25/2022 9:40 AM  |
| 308 | That tenure statuses are more recognized, as far as wages...when someone has been here going on 20 years and people with 6 month are not far from the wages that the person with 20 years is at.                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 9:40 AM  |
| 309 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:39 AM  |
| 310 | Many things but mainly the ability to go higher and be taken seriously about concerns and anything that violates the ethics code.                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 9:37 AM  |
| 311 | More employees for more projects.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 9:35 AM  |
| 312 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:34 AM  |
| 313 | Running water and electricity on sites                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:31 AM  |
| 314 | Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:30 AM  |
| 315 | Hire externally. Not in house buddy system.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:28 AM  |
| 316 | We recently have gone thru changes and moral is good in our department                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:26 AM  |
| 317 | The time is takes to get anything approved/completed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:23 AM  |
| 318 | I would have security for our Senior Centers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 9:23 AM  |
| 319 | It would be nice to have management be more visible at the different worksites to allow them the ability to see what is going on in the organization. Employee's may be more inclined to report issues if they feel that management is engaged in the day-to-day goings on of the City and not just the big picture.                                                                                                                                                                                                                              | 4/25/2022 9:21 AM  |
| 320 | Nothing comes to mind                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:21 AM  |
| 321 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 9:19 AM  |
| 322 | NOTHING                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:19 AM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                   |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 323 | THAT WE WOULD NOT BE A SEPARATE ENTITY AND GET FAIR TREATMENT AS EMPLOYEES                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 9:19 AM |
| 324 | I don't have anything                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 9:19 AM |
| 325 | The administration, the City needs to stop placing people who are unqualified in positions of running a department. The individuals in our administration have behaved unethically in the past so they lack the respect of their subordinates. The City needs to hold these administrators to a much higher standard of ethics and morals.                                                                                                                                 | 4/25/2022 9:18 AM |
| 326 | City Hall needs to be more secure. People should have limited access to Departments not just for safety, but to protect confidential records/sensitive information.                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:18 AM |
| 327 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:17 AM |
| 328 | I would like to see the City not to become politically involved in employees medical decisions.                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:17 AM |
| 329 | I believe many departments have policies and procedures that are created to benefit their work environment, but are difficult or sometimes impossible for other departments to follow when applied to their own work environment. Working through the cities own bureaucracy from one department to another is the worse part of my job. I would like to see more cooperation and willingness to understand not all departments can function under the same circumstances. | 4/25/2022 9:15 AM |
| 330 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:14 AM |
| 331 | not sure                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 9:13 AM |
| 332 | A better sense or spirit of teamwork. From my perspective, too often it is unilateral and only applies to the person or department "teamwork" benefits.                                                                                                                                                                                                                                                                                                                    | 4/25/2022 9:13 AM |
| 333 | how employees treat each other. there is no team work here. certain individuals have extremely shown bad moods attitudes to myself and even the supervisor, power trips, you truly do not know how you are going to be treated from one day to the next. it makes for a hostile environment. but what do we do.... we give them more power and say they are trainable. one is trainable but not with the proper training.                                                  | 4/25/2022 9:13 AM |
| 334 | Quicker hiring of new employees.                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:13 AM |
| 335 | more advanced training for upper administration                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:09 AM |
| 336 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:08 AM |
| 337 | Yes facilities has been the worst managed section and is in complete disorganized                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 9:08 AM |
| 338 | Wishlist: Gym here at utilities and covered parking. Our vehicles get a beating with the las Cruces sun.                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 9:08 AM |
| 339 | Hold people accountable. There is no accountability for when someone does wrong or break city policy. This goes more for upper management, directors ect..... The city needs to stop the buddy system when promoting within department.                                                                                                                                                                                                                                    | 4/25/2022 9:06 AM |
| 340 | promotional favoritism                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 9:05 AM |
| 341 | I would allow books to be given to those who cant afford them instead thrown in the trash. Anti-donation clause apparently prevents this from happening                                                                                                                                                                                                                                                                                                                    | 4/25/2022 9:04 AM |
| 342 | No changes to my area                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 9:04 AM |
| 343 | I would love to see more training about the p-code. Many do not understand the limits on when multiple quotes are needed or when an RFP is necessary. Training about budget and how to keep track of the budget and spending.                                                                                                                                                                                                                                              | 4/25/2022 9:03 AM |
| 344 | More lighting in parking areas.                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:03 AM |
| 345 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4/25/2022 9:02 AM |
| 346 | Have managers lead by example and work together instead of arguing with each other when they have a disagreement about a decision that has to be made.                                                                                                                                                                                                                                                                                                                     | 4/25/2022 9:01 AM |
| 347 | This needs to change, The way some of the Current City Councilor's speak to City employees during work sessions and regular meetings portrays a bad picture for the public by shedding a bad light at the employees expense.                                                                                                                                                                                                                                               | 4/25/2022 9:01 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 348 | Nothing                                                                                                                                                                                                                                                                                       | 4/25/2022 9:01 AM |
| 349 | More accountability for individuals not performing tasks properly                                                                                                                                                                                                                             | 4/25/2022 9:01 AM |
| 350 | Na                                                                                                                                                                                                                                                                                            | 4/25/2022 9:00 AM |
| 351 | Better pay                                                                                                                                                                                                                                                                                    | 4/25/2022 9:00 AM |
| 352 | None at this time.                                                                                                                                                                                                                                                                            | 4/25/2022 8:59 AM |
| 353 | Nothing, I believe our department is very well run.                                                                                                                                                                                                                                           | 4/25/2022 8:59 AM |
| 354 | Hiring Process Timelines                                                                                                                                                                                                                                                                      | 4/25/2022 8:59 AM |
| 355 | Enhance inter-department communication                                                                                                                                                                                                                                                        | 4/25/2022 8:58 AM |
| 356 | Hiring Process to be faster                                                                                                                                                                                                                                                                   | 4/25/2022 8:58 AM |
| 357 | I cannot think of anything I would change                                                                                                                                                                                                                                                     | 4/25/2022 8:57 AM |
| 358 | a moderate air temperature. we work in sweaters, coats, and hats most days.                                                                                                                                                                                                                   | 4/25/2022 8:57 AM |
| 359 | The same requirement for orientation, should be applied to those who take management positions should be be required to take ethics courses and leadership programs. Abuse of an employee in front of other employees and non departmental staff should not be okay according to city policy. | 4/25/2022 8:56 AM |
| 360 | wouldn't it be wonderful if employees could receive what they needed and wanted from work? I would ask them and attempt to give them those things                                                                                                                                             | 4/25/2022 8:56 AM |
| 361 | N/A                                                                                                                                                                                                                                                                                           | 4/25/2022 8:56 AM |
| 362 | I wouldn't change anything                                                                                                                                                                                                                                                                    | 4/25/2022 8:56 AM |
| 363 | Nothing                                                                                                                                                                                                                                                                                       | 4/25/2022 8:54 AM |
| 364 | N/A                                                                                                                                                                                                                                                                                           | 4/25/2022 8:54 AM |
| 365 | N/A                                                                                                                                                                                                                                                                                           | 4/25/2022 8:54 AM |
| 366 | Would like to see a higher level of trust                                                                                                                                                                                                                                                     | 4/25/2022 8:53 AM |
| 367 | Can't really think of anything. It's pretty smooth sailing here.                                                                                                                                                                                                                              | 4/25/2022 8:52 AM |
| 368 | I wish that management included the legal department in areas of need, such as training, police department activities, etc.                                                                                                                                                                   | 4/25/2022 8:52 AM |
| 369 | That some people in the Manager's office stop acting like they are the City Manager.                                                                                                                                                                                                          | 4/25/2022 8:51 AM |
| 370 | to be allowed to have overtime                                                                                                                                                                                                                                                                | 4/25/2022 8:50 AM |
| 371 | More space                                                                                                                                                                                                                                                                                    | 4/25/2022 8:50 AM |
| 372 | More involvement of upper management with staff.                                                                                                                                                                                                                                              | 4/25/2022 8:49 AM |
| 373 | Not sure                                                                                                                                                                                                                                                                                      | 4/25/2022 8:48 AM |
| 374 | NA                                                                                                                                                                                                                                                                                            | 4/25/2022 8:46 AM |
| 375 | Make it easier for staff to report supervisors/managers for lack of doing their jobs                                                                                                                                                                                                          | 4/25/2022 8:45 AM |
| 376 | No                                                                                                                                                                                                                                                                                            | 4/25/2022 8:45 AM |
| 377 | That things move a little faster. We lose good candidates because our hiring process takes to long. Disciplines take months to be processed. How can you justify giving someone a discipline for something that happened 2 months ago.                                                        | 4/25/2022 8:44 AM |
| 378 | Upper management needs to recognize the challenges of continued COVID infections and address them. Need to have communications from upper management on how things are going and what is happening overall here                                                                               | 4/25/2022 8:42 AM |
| 379 | I'd like to see expanded work-from-home options.                                                                                                                                                                                                                                              | 4/25/2022 8:42 AM |
| 380 | More community events free to the public.                                                                                                                                                                                                                                                     | 4/25/2022 8:41 AM |

## Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                        |                   |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 381 | A more open Work From Home Policy                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 8:41 AM |
| 382 | Management, leadership, and organization. They are all lacking extremely within my specific work environment. There is a large lack of accountability and understanding across the board. Leadership skills can be taught, but are mostly inherent, and the city should focus on creating a better work environment across the board through multiple levels, departments, and beyond. | 4/25/2022 8:38 AM |
| 383 | N/A                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 8:37 AM |

## Q25 Please share any other comments you have below.

Answered: 187    Skipped: 344

| #  | RESPONSES                                                                                                                                                                                                                                                                                                                                                                                              | DATE              |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 1  | N/A                                                                                                                                                                                                                                                                                                                                                                                                    | 5/10/2022 7:33 AM |
| 2  | N/A                                                                                                                                                                                                                                                                                                                                                                                                    | 5/9/2022 10:54 AM |
| 3  | N/A                                                                                                                                                                                                                                                                                                                                                                                                    | 5/9/2022 9:25 AM  |
| 4  | Treat your employees better                                                                                                                                                                                                                                                                                                                                                                            | 5/6/2022 10:05 PM |
| 5  | none                                                                                                                                                                                                                                                                                                                                                                                                   | 5/6/2022 7:17 AM  |
| 6  | "THANK YOU SO MUCH"!!!!                                                                                                                                                                                                                                                                                                                                                                                | 5/5/2022 1:54 PM  |
| 7  | Comments being made by Councilor Flores towards staff are unprofessional. I have concerns with other councilors getting more involved with the operations of the City. They should set clear and specific goals for the City to reach and then let the employees go to work and produce results.                                                                                                       | 5/5/2022 11:03 AM |
| 8  | N/A                                                                                                                                                                                                                                                                                                                                                                                                    | 5/5/2022 7:54 AM  |
| 9  | N/a                                                                                                                                                                                                                                                                                                                                                                                                    | 5/4/2022 9:09 PM  |
| 10 | none                                                                                                                                                                                                                                                                                                                                                                                                   | 5/4/2022 2:44 PM  |
| 11 | not sure where this survey is going or what it will change. if nothing will be addressed or this issue brought to the attention of the City Manager than please just read my comments and do not get ahold of me. but if some one is willing to talk to me and actually listen to my concerns then find a way to get a hold of me. i will not put in my personal information. thank you for your time. | 5/4/2022 10:28 AM |
| 12 | n/a                                                                                                                                                                                                                                                                                                                                                                                                    | 5/4/2022 9:15 AM  |
| 13 | none                                                                                                                                                                                                                                                                                                                                                                                                   | 5/3/2022 7:00 PM  |
| 14 | I am very satisfied with my working environment and have no problems with any of my supervisors nor coworkers.                                                                                                                                                                                                                                                                                         | 5/3/2022 4:58 PM  |
| 15 | WHO IS SUPERVISING THE SUPERVISORS?                                                                                                                                                                                                                                                                                                                                                                    | 5/3/2022 12:30 PM |
| 16 | none                                                                                                                                                                                                                                                                                                                                                                                                   | 5/3/2022 11:15 AM |
| 17 | NONE                                                                                                                                                                                                                                                                                                                                                                                                   | 5/3/2022 9:41 AM  |
| 18 | none                                                                                                                                                                                                                                                                                                                                                                                                   | 5/3/2022 9:19 AM  |
| 19 | The City of Las Cruces is a great place to work, and I am proud to be part of the team and community.                                                                                                                                                                                                                                                                                                  | 5/3/2022 9:16 AM  |
| 20 | n/a                                                                                                                                                                                                                                                                                                                                                                                                    | 5/3/2022 8:44 AM  |
| 21 | N/A                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 10:49 PM |
| 22 | I have met the most wonderful group of City Employees within a year of my part time service help through Man Power. I enjoy the friendliness, the way everyone everyone goes out their way to help and make us feel appreciated.                                                                                                                                                                       | 5/2/2022 9:10 PM  |
| 23 | I really enjoy working for the city of Las Cruces.                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 8:39 PM  |
| 24 | None.                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 7:23 PM  |
| 25 | moral is at an all time low at the Police Department, a lot of it has to due with our administration being unmoral and not being held accountable                                                                                                                                                                                                                                                      | 5/2/2022 7:15 PM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                    |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 26 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 7:08 PM   |
| 27 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 6:06 PM   |
| 28 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 4:55 PM   |
| 29 | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 3:52 PM   |
| 30 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 2:12 PM   |
| 31 | Thank you                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5/2/2022 1:39 PM   |
| 32 | There is a toxic, defeatist corporate culture. The building itself is filthy. "Things" don't work. A supervisor manufactures cognitive dissonance. People love the library so they will keep coming. We can be so much happier than we are if we just cleaned up the place.                                                                                                                                                                                                                         | 5/2/2022 1:24 PM   |
| 33 | There is a lot of favoritism in the finance department. if you are liked by the supervisor, you have it made, otherwise you might as well not exist. I have one supervisor but it seems as if I have three due to the seasoned employees who do not do their own jobs because they don't have enough work so meddle in others job tasks.                                                                                                                                                            | 5/2/2022 1:19 PM   |
| 34 | As a public servant, I strive everyday in my capacity as a city employee, to do what is in the best interest of the public. I am proud to be a city employee the majority of time and I have a strong commitment towards the City 100%. I feel that there is political pressures that drives certain actions that do not always align with my values and I do not feel comfortable expressing concern many times for fear of retaliation, being cast out, or it not being taken into consideration. | 5/2/2022 12:10 PM  |
| 35 | I LOVE my Job :)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 11:29 AM  |
| 36 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 11:26 AM  |
| 37 | I don't any thing to say. Overall Great                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5/2/2022 11:20 AM  |
| 38 | Remote work reduces GHG, lessens the need for office expansions, etc.                                                                                                                                                                                                                                                                                                                                                                                                                               | 5/2/2022 11:10 AM  |
| 39 | We could do better. We should do better.                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5/2/2022 11:00 AM  |
| 40 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 10:50 AM  |
| 41 | I have been given a great opportunity here at SCSWA by [REDACTED] and I am very grateful for it.                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 10:45 AM  |
| 42 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5/2/2022 10:38 AM  |
| 43 | Hope to do my part to make CLC a better environment for Citizens and Employees.                                                                                                                                                                                                                                                                                                                                                                                                                     | 5/2/2022 10:23 AM  |
| 44 | None at this time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5/2/2022 9:47 AM   |
| 45 | Cell phone use and internet use for personal gain is against policy. IT should be monitoring the internet use and the abuse of YouTube for non-work related videos, or searches unrelated to their job title.                                                                                                                                                                                                                                                                                       | 5/2/2022 9:39 AM   |
| 46 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 9:37 AM   |
| 47 | I feel very proud to be working in an environment that oversees the development in our community                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 9:17 AM   |
| 48 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 9:14 AM   |
| 49 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 9:10 AM   |
| 50 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 9:05 AM   |
| 51 | No other issues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5/2/2022 9:05 AM   |
| 52 | I feel that there are many "half" truths that are told to the council.                                                                                                                                                                                                                                                                                                                                                                                                                              | 5/2/2022 9:03 AM   |
| 53 | Morale much higher these days than the previous CM.                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5/2/2022 8:54 AM   |
| 54 | I used to loved coming to work. Now i struggle to wanting to come in.                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/29/2022 12:38 PM |
| 55 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/29/2022 11:52 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 56 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/29/2022 11:31 AM |
| 57 | Wage increase was definitely a plus to the organization and bringing back longevity. Strongly feel those that have been with the organization more than 20 years were overlooked. Very few got an increase. Those that have been with the organization for less than 3 years are only a couple of dollars less than those with 20 plus years. Very disappointing.                                                                                                                                                    | 4/29/2022 11:05 AM |
| 58 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/29/2022 5:52 AM  |
| 59 | No comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/28/2022 1:03 PM  |
| 60 | I get paid by the citizens of Las Cruces and do my best to give excellent service. I love doing this and my job is only made difficult by other co-workers and supervisors who don't care about what they do.                                                                                                                                                                                                                                                                                                        | 4/28/2022 12:44 PM |
| 61 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/27/2022 2:44 PM  |
| 62 | Can We Talk??? If we are to ever solidify as a unit we must communicate. Thanks.                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/27/2022 1:51 PM  |
| 63 | It has been my experience that most city employees are good hardworking people who take pride in their work and the community. I often get the impression that city leadership and officials believe city employees are working against the city's interest. Taking the word of people and groups who have a history of complaining without any factual basis, rather than placing some faith and support behind city staff and programs. They complain because they get results and they don't care about the cost. | 4/27/2022 1:33 PM  |
| 64 | The "Buddy System"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/27/2022 12:24 PM |
| 65 | Things rarely change, because the voice of support staff doesn't seem to matter. They control them by providing sweets (goodies) to keep them pacified and that's supposed to reward them for a job well done. Morale is so low, but is either disregarded or ignored. Support staff either comply because they need their jobs or they leave to rewarding jobs elsewhere.                                                                                                                                           | 4/27/2022 11:22 AM |
| 66 | None at this time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/27/2022 11:14 AM |
| 67 | instead of trying to make us employees go thru ethics training the city managers should have all employees review the managers so that he can see how bad our management is.                                                                                                                                                                                                                                                                                                                                         | 4/27/2022 11:07 AM |
| 68 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/27/2022 10:51 AM |
| 69 | no comment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/27/2022 10:40 AM |
| 70 | take the time to survey employees so they'll feel safe disclosing what's going on here                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/27/2022 10:34 AM |
| 71 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/27/2022 10:24 AM |
| 72 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/27/2022 8:21 AM  |
| 73 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/27/2022 4:12 AM  |
| 74 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 5:36 PM  |
| 75 | Train supervisors on what really is an HR issue and not use that as an excuse not to follow up with issues that come up.                                                                                                                                                                                                                                                                                                                                                                                             | 4/26/2022 2:56 PM  |
| 76 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 1:57 PM  |
| 77 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 1:30 PM  |
| 78 | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 12:49 PM |
| 79 | Things need to change!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/26/2022 11:17 AM |
| 80 | "Any society that will give up a little liberty to gain a little security will deserve neither and loose both" - Benjamin Franklin                                                                                                                                                                                                                                                                                                                                                                                   | 4/26/2022 10:41 AM |
| 81 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 10:09 AM |
| 82 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 8:48 AM  |
| 83 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/26/2022 8:38 AM  |
| 84 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/26/2022 8:28 AM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 85  | I would like there to be a space for student workers for the city to have resources to let the city know how some of the full-time city employees are making the space very hostile. I love the new position I have at [REDACTED] and hope to make it a much healthier space for student workers, but the [REDACTED] department has a real gossip issue at the [REDACTED] that needs to be dealt with and if possible the city needs to let the students have a space that they can talk about the mistreatment they receive.                                                                                                                                                                                       | 4/26/2022 8:20 AM  |
| 86  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 7:52 AM  |
| 87  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 7:51 AM  |
| 88  | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/26/2022 12:53 AM |
| 89  | See above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 9:11 PM  |
| 90  | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 7:40 PM  |
| 91  | thankfully I am leaving! so I wont get bitten up again this summer by the mosquitoes from leaving the front door open all summer long!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 6:32 PM  |
| 92  | Elaborate if interviewed for my opinion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 5:48 PM  |
| 93  | I filled this out last year with the same issues and nothing happens. I would be very surprised if anyone even reads this                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 4:46 PM  |
| 94  | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 4:30 PM  |
| 95  | HI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 4:11 PM  |
| 96  | No Further Comments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 3:57 PM  |
| 97  | No thanks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 3:52 PM  |
| 98  | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 3:36 PM  |
| 99  | I've had many employees tell me that they won't answer a survey that comes from the City because they don't feel confident that the information is truly confidential.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 3:17 PM  |
| 100 | Na                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 3:17 PM  |
| 101 | The "vaccine" issue nearly ended my career here because I was not going to tolerate a workplace that forced people to take experimental medical treatments. Please get off this road and don't go down it again.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 2:49 PM  |
| 102 | No comments at this time. Thank You.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 2:42 PM  |
| 103 | If an employee is related to another employee who is in a higher position but in the same department they should not be allowed to use that and tell new employees who they are related to as to try to intimidate the new employee nor should they be able to bend the rules to their liking because they know their supervisor or the other supervisor are not going to do anything really for who they are related to. Cell phones should not be allowed in the work place except for emergencies by employees who are not supervisors. Employees who watch Tik Tok videos, play games, and use Instagram for personal use on their phones during the time they are suppose to be working should be reprimanded. | 4/25/2022 2:31 PM  |
| 104 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4/25/2022 2:29 PM  |
| 105 | The city needs to actually look into their policies and ask the lower staff what can be fixed. Don't just rely on the higher ups to do it. Don't hire outside companies to do it either. Since they don't know the environment in which the issues occur                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 2:28 PM  |
| 106 | Codes aren't being enforced all over town, streets are in a state of disrepair except the area of town the mayor lives in and multiple traffic laws aren't being enforced on a daily basis                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 2:26 PM  |
| 107 | :)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 2:03 PM  |
| 108 | No comments. However, I love working for the City of Las Cruces.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 1:57 PM  |
| 109 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4/25/2022 1:46 PM  |
| 110 | NONE ... NOTHING CHANGES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 1:44 PM  |

### Agenda Item #3.2.

### City of Las Cruces FY22 City Wide Ethics Survey

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 111 | No complaints and happy to be working at CLC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 1:31 PM  |
| 112 | Over the past couple of years it's been hard to enjoy the work I've enjoyed doing and have had pride doing in the years past. It seems as though the reputation we (employees) worked so hard to maintain is lost. Rather than evolving it feels as though this department is slowly dissolving from what it used to be.                                                                                                                                                                                                                                                              | 4/25/2022 1:23 PM  |
| 113 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 1:11 PM  |
| 114 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 1:03 PM  |
| 115 | I think that ethics and EEO investigations take far too long to complete and resolve. We had an employee on paid admin leave for the better part of a year waiting for resolution to the investigation. In the meantime that employee's work was not getting done and we were not able to bring someone in to do the work. Another employee was investigated (although could continue to work) and it has been 1-1/2 years and we still have not learned of the outcome of the investigation. Any disciplinary actions relating to these type of investigations are in no way timely. | 4/25/2022 12:33 PM |
| 116 | I am Very Happy With My Work Working For The Public.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 12:30 PM |
| 117 | What if an administrator has exhibited unethical behavior or violated policy procedures? What if someone who is on the Ethics Policy Review Committee has acted unethically and it is reported? Will others on the committee investigate it earnestly, confidentially? How will they determine if an investigation is warranted? Will that person be held accountable?                                                                                                                                                                                                                | 4/25/2022 12:28 PM |
| 118 | Fairness is the big issue in our department. Treat us as individuals on our performance and attendance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 12:26 PM |
| 119 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 12:21 PM |
| 120 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 12:19 PM |
| 121 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 12:11 PM |
| 122 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 12:10 PM |
| 123 | No comment at this time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 11:56 AM |
| 124 | no one in CLC organization from the top cares as long as work is completed. Top Admin do not care at what price the job is getting done at or the toxicity of their department as long as work is completed. too many workers are over looked. so very sad.                                                                                                                                                                                                                                                                                                                           | 4/25/2022 11:47 AM |
| 125 | N/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 11:46 AM |
| 126 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 11:38 AM |
| 127 | It feels like we are politically San Fransisco's cowardly little sister. Afraid we may eventually have the same outcome as them.                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 11:36 AM |
| 128 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 11:24 AM |
| 129 | no comments                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 11:23 AM |
| 130 | Contractors should be hired by their performance, not low bid. The city is constantly fixing poor work done by [REDACTED].                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 11:23 AM |
| 131 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 11:23 AM |
| 132 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4/25/2022 11:15 AM |
| 133 | Some employees have been with the city for too long and act very complacent about their job. In my opinion, after an employee works for 25 years in the city, they need to move on or be forced to retire.                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 11:03 AM |
| 134 | I believe the City only takes actions for unethical behavior when it rises to a criminal charge. There are no consequences unless it hits the news or there are criminal charges. City management should treat ALL fraud and other ethical violations equally no matter how minor.                                                                                                                                                                                                                                                                                                    | 4/25/2022 10:47 AM |
| 135 | na                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4/25/2022 10:39 AM |
| 136 | none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 10:35 AM |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

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|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 137 | It is often said that the City of Las Cruces, is "good place to work"... that can be translated to be an ethical, fair-handed, opportunity driven, and safe work environment.                                                                                                                                                                                                                                                                                                                                                                                  | 4/25/2022 10:25 AM |
| 138 | na                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 10:22 AM |
| 139 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 10:22 AM |
| 140 | None at this time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 10:21 AM |
| 141 | I am pleased with my overall environment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 10:21 AM |
| 142 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 10:16 AM |
| 143 | treat all disciplinary actions the same, and remind supervisors what course of action was taken with them when they were subordinates.                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 10:13 AM |
| 144 | I believe, Disbursements is a very important Department. It looks like does not exist. I really would like be recognized as one of the most important departments and great people working here.                                                                                                                                                                                                                                                                                                                                                               | 4/25/2022 10:09 AM |
| 145 | The city has made good on its commitment to value and nurture me as an employee. Therefore I intend to stay committed to working for them.                                                                                                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 10:06 AM |
| 146 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 10:02 AM |
| 147 | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 10:02 AM |
| 148 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:59 AM  |
| 149 | I AM VERY DEDICATED 100 % TO MY JOB AND FEEL UNAPRECIATED, AND FEEL DISCRIMINATED AGAINST                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 9:50 AM  |
| 150 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:44 AM  |
| 151 | Please take this information seriously. We have had so many problems for such a long time and I feel like the warnings are not heeded.                                                                                                                                                                                                                                                                                                                                                                                                                         | 4/25/2022 9:43 AM  |
| 152 | The resent pay adjustment for minimum pay increase was poorly implemented and unfairly distributed!                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:43 AM  |
| 153 | I did enjoy the pay increase last year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 9:40 AM  |
| 154 | I think that the last pay raise, although appreciated, does not feel fair for the persons that have been here and dedicated several, several years to the city, when people who have just started , are earning almost as much as somebody who has been here 15-25 years. It is like a slap in the face for all the dedicated years someone with tenure has given to the city!                                                                                                                                                                                 | 4/25/2022 9:40 AM  |
| 155 | Hire employees faster so workers are not as burnt out                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4/25/2022 9:39 AM  |
| 156 | I feel that when an employee and someone in manager position is a problem and the person does not learn or improve employees that are sharing their concerns should not be belittled or shut down.                                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:37 AM  |
| 157 | Dump sites need electricity very un human                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4/25/2022 9:31 AM  |
| 158 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:21 AM  |
| 159 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:19 AM  |
| 160 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:19 AM  |
| 161 | Interviews need to be conducted with employees who work in the departments that have questionable ethics and morals.                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:18 AM  |
| 162 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 9:17 AM  |
| 163 | The City of Las Cruces is a great place to work, but the communication between senior administration and other staff is difficult due to the size of our organization. I would like to feel there was another path to communicate my observations, difficulties and sometimes complaints other than through my department director. Although I believe in my department director, I do not believe he has time to address all of our needs and concerns that way I would if I had another way to communicate them. Maybe a anonymous email to the City Manager | 4/25/2022 9:15 AM  |

## Agenda Item #3.2.

## City of Las Cruces FY22 City Wide Ethics Survey

and Assistant City Managers that could be used to voice these things that never seem to be heard otherwise. I know that would be a lot of time and effort for them to read all of that, but as an employee it would be nice to know I had a voice with those who have the ability to change things.

|     |                                                                                                                                                                                                                                                                                                                                                 |                   |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 164 | None.                                                                                                                                                                                                                                                                                                                                           | 4/25/2022 9:13 AM |
| 165 | NA                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 9:13 AM |
| 166 | na                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 9:05 AM |
| 167 | The City is often an enabler to those that are unethical in other areas.                                                                                                                                                                                                                                                                        | 4/25/2022 9:04 AM |
| 168 | I love my job and the work I do. I have advanced my education to be able to advance my career within the City. However, many times I feel like it is not what you know, but who you know when it comes to advancing.                                                                                                                            | 4/25/2022 9:03 AM |
| 169 | Directors and supervisors need to have better communication with each other so that all the he said she said stops. Everyone should be on the same page!                                                                                                                                                                                        | 4/25/2022 9:01 AM |
| 170 | No Comments                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 9:01 AM |
| 171 | n/a                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:01 AM |
| 172 | Na                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 9:00 AM |
| 173 | N/A                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 9:00 AM |
| 174 | None                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 8:59 AM |
| 175 | Blessed.                                                                                                                                                                                                                                                                                                                                        | 4/25/2022 8:59 AM |
| 176 | Fix the ethics problems and offered those who are Admins and Managers work therapy. Obviously this dept has a recurring issue with who is put in the position of of admin.                                                                                                                                                                      | 4/25/2022 8:56 AM |
| 177 | No comments                                                                                                                                                                                                                                                                                                                                     | 4/25/2022 8:54 AM |
| 178 | None                                                                                                                                                                                                                                                                                                                                            | 4/25/2022 8:54 AM |
| 179 | N/A                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:54 AM |
| 180 | I enjoy the work environment. I like the direction City management is going.                                                                                                                                                                                                                                                                    | 4/25/2022 8:52 AM |
| 181 | I love working for the CLC and am proud to represent. I have witnessed questionable things happen, not in my department, but when I am expected to act ethically, the bosses should also.                                                                                                                                                       | 4/25/2022 8:51 AM |
| 182 | N/a                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:48 AM |
| 183 | NA                                                                                                                                                                                                                                                                                                                                              | 4/25/2022 8:46 AM |
| 184 | The City should have allowed those sections that could work remotely to continue to do so since COVID is still an issue - punishing everyone because a few people took advantage is not good management -- punish the ones that did wrong. The City never punishes anyone for violating rules instead they set up new policies to punish us all | 4/25/2022 8:42 AM |
| 185 | I struggled to answer question # 17, about the improvement in the City's ethical climate in the last twelve months. While providing a positive response for the sake of the survey, I wanted to say "disagree, because the previous ethical climate was already very good."                                                                     | 4/25/2022 8:42 AM |
| 186 | N/A                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:41 AM |
| 187 | N/A                                                                                                                                                                                                                                                                                                                                             | 4/25/2022 8:37 AM |



## Council Work Session Summary

**Meeting: Work Session - Jul 11 2022**

**TITLE: INSPECTION OF PUBLIC RECORDS ACT (IPRA) STATISTICS.**

**PURPOSE(S) OF DISCUSSION:**    ☒ Inform/Update    ☐ Direction/Guidance    ☐ Legislative  
Development/Policy

**BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:**

The Inspection of Public Records Act (IPRA) affords the public access to records for transparency and accountability. The City Clerk serves as the records custodian for the city and has assigned the responsibility of IPRA to the Records Manager and Records Clerk, which has become a full time job, along with several other employees assisting in this process including the Police Department. Due to this, we will be presenting a comparison of 2021 and 2022 statistics, the amount of time spent to date, the actual number of documents provided to date, as well as the average time it takes to review documents and videos.

**PLAN(S):**

None

**COMMITTEE/BOARD REVIEW:**

None



## Council Work Session Summary

**Meeting: Work Session - Jul 11 2022**

**TITLE: LAWYER SUCCESSION PLAN PURSUANT TO RULE 16-119, NMRA.**

**PURPOSE(S) OF DISCUSSION:**    ☒ Inform/Update    ☐ Direction/Guidance    ☐ Legislative Development/Policy

**BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:**

When a lawyer is unexpectedly unable to practice law for an extended period of time, the lawyer's clients, staff, and practice are at risk of significant harm. Hence the New Mexico Supreme Court adopted Rule 16-119, NMRA, which becomes effective on October 1, 2022. According to Rule 16-119(A), "[e]very lawyer practicing law in the state of New Mexico ('the designating lawyer') must have a written succession plan, either alone or as part of a law firm plan, specifying the steps to be taken in the event of the designating lawyer's extended incapacity from practicing law, of the designating lawyer's disability or death." Pursuant to Rule 16-119(A), a lawyer succession plan must include: "(1) the identity of the lawyer or law firm designated to carry out the terms of the succession plan (the 'assisting lawyer'); (2) the location of information necessary to access the designating lawyer's current list of active clients, client files, and other client information including computer and other relevant passwords; and (3) information on the designating lawyer's trust and operating accounts and corresponding records." Rule 16-119(B), NMRA also requires the designating lawyer to "notify the assisting lawyer of, and the assisting lawyer must consent to, the designation as an assisting lawyer in a writing signed by the designating lawyer and the assisting lawyer, or by electronic communication acknowledged by both the designating lawyer and the assisting lawyer." In addition, "[l]awyers must also notify their clients of the existence of the succession plan" pursuant to Rule 16-119(B), NMRA. In addition, Rule 16-119(C), NMRA mandates "[e]very lawyer... annually [to] certify to the State Bar of New Mexico...that the lawyer or the law firm employing the lawyer is in compliance with this rule.

The City of Las Cruces is a home rule jurisdiction pursuant to Article X, Section 6 of the New Mexico Constitution. The Las Cruces City Charter 2019, Article IV, Section 4.03 requires the city manager to appoint a city attorney to "serve as chief legal advisor to the council, the city manager and all the organizational units of the city." As the chief legal advisor, the city attorney needs to create a written succession plan pursuant to Rule 16-119, NMRA.

Therefore, the City Attorney's Office, implemented the following lawyer succession plan. Upon the incapacity, disability or death, of the city attorney, Jennifer Vega, the city attorney's cases will transfer to the deputy city attorney, ("assisting attorney"). The city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King. Upon the incapacity, disability or death, of the deputy city attorney, the deputy city attorney's cases will transfer to the most senior assistant city attorney, Jocelyn Garrison ("assisting attorney"). The deputy city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King. Upon the incapacity, disability or death, of senior assistant city attorney, Jocelyn Garrison, senior assistant city attorney's cases will transfer to the City Attorney, Jennifer Vega ("assisting attorney"). The senior assistant city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King. Upon the incapacity, disability or death, of senior assistant city attorney, Brad Douglas, senior assistant city attorney's cases will transfer to the City Attorney, Jennifer Vega ("assisting attorney"). The senior assistant city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King. The City Attorney's office financial records and operating accounts

### Agenda Item #3.4.

are maintained by Leeann Demouche, Director of the City of Las Cruces Finance Department. The City Attorney, Jennifer Vega, is responsible for the office of the city attorney's succession plan.

This lawyer succession plan fulfils all the requirements of Rule 16-119, NMRA. The plan identifies by name the designating and the assisting lawyers who are responsible for carrying out the succession plan, and it also identifies the location of the client files and client information as required by Rule 16-119(A), NMRA. This plan also fulfils the notice requirements of Rule 16-119, NMRA to inform the client of the succession plan as evidenced by the above presentation to City Council. The plan also contains a copy of the email communications, which documents the acknowledgment and the consent of all the participating attorneys as indicated in Exhibit "A" and required by Rule 16-119(B), NMRA.

#### **SUPPORT INFORMATION:**

[Exhibit A](#)

#### **PLAN(S):**

None

#### **COMMITTEE/BOARD REVIEW:**

None

Robert Cabello

**From:** Brad Douglas  
**Sent:** Thursday, May 26, 2022 4:47 PM  
**To:** Jocelyn Garrison; Jennifer Vega; Robert Cabello; Vanessa King  
**Cc:** Leeann Demouche  
**Subject:** RE: Succession plan rule

I am notified and I consent.

/s/ Brad Douglas

---

**From:** Jocelyn Garrison <jgarrison@las-cruces.org>  
**Sent:** Tuesday, May 24, 2022 1:11 PM  
**To:** Jennifer Vega <jvega-brown@las-cruces.org>; Robert Cabello <rcabello@las-cruces.org>; Brad Douglas <bdouglas@las-cruces.org>; Vanessa King <vking@las-cruces.org>  
**Cc:** Leeann Demouche <ldeMouche@las-cruces.org>  
**Subject:** RE: Succession plan rule

I am notified and I consent.

/s/ Jocelyn A. Garrison

---

**From:** Jennifer Vega <jvega-brown@las-cruces.org>  
**Sent:** Tuesday, May 24, 2022 11:46 AM  
**To:** Robert Cabello <rcabello@las-cruces.org>; Jocelyn Garrison <jgarrison@las-cruces.org>; Brad Douglas <bdouglas@las-cruces.org>; Vanessa King <vking@las-cruces.org>  
**Cc:** Leeann Demouche <ldeMouche@las-cruces.org>  
**Subject:** Succession plan rule

All,

Please read the email below and acknowledge your consent by response to this email. The required succession plan will be placed on the city council's agenda in June or July. Your consent is required and your responsive email will be included in the council's packet. Please let me know if you have any questions.

NMRA Rule 6-119 is below. The pertinent areas are highlighted. The information in the resolution for council approval will state:

1. The City of Las Cruces is a Home Rule jurisdiction pursuant to Article X, Sec. 6 of the New Mexico Constitution;
2. CLC Charter Article IV, Sec. 4.03, requires the appointment of a city attorney who shall serve as the chief legal advisor to the council, city manager, and all organizational units of the city;
3. NMRA Rule 6-119, Lawyer Succession Planning, becomes effective October 1, 2022;
4. The rule requires that every lawyer practicing law in the State of New Mexico must have a written succession plan, either alone or as part of a law firm plan, specifying the steps to be taken in the event of the designating lawyer's extended incapacity from practicing law, or the designating lawyer's disability or death. The Plan must include the following: (see highlighted text below)
5. The city attorney's office will implement the following succession plan for approval by city council:
  - a. Upon the incapacity, disability or death, of the city attorney, Jennifer Vega, the city attorney's cases will transfer to the deputy city attorney, Robert Cabello ("assisting attorney"). The city attorney's records,

### Agenda Item #3.4.

- passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King.
- b. Upon the incapacity, disability or death, of the deputy city attorney, Robert Cabello, the deputy city attorney's cases will transfer to the most senior assistant city attorney, Jocelyn Garrison ("assisting attorney"). The deputy city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King.
  - c. Upon the incapacity, disability or death, of senior assistant city attorney, Jocelyn Garrison, senior assistant city attorney's cases will transfer to the City Attorney, Jennifer Vega ("assisting attorney"). The senior assistant city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King.
  - d. Upon the incapacity, disability or death, of senior assistant city attorney, Brad Douglas, senior assistant city attorney's cases will transfer to the City Attorney, Jennifer Vega ("assisting attorney"). The senior assistant city attorney's records, passwords, and case files, and current case management database will be maintained by the Legal Department Office Manager, Vanessa King.
  - e. The City Attorney's office financial records and operating accounts are maintained by Leeann Demouche, Director of the City of Las Cruces Finance Department.
  - f. The City Attorney, Jennifer Vega, is responsible for the office of the city attorney's succession plan.

#### **6-119. Lawyer succession planning. (Effective October 1, 2022.)**

**A. Succession plan.** Every lawyer practicing law in the state of New Mexico (the "designating lawyer") must have a written succession plan, either alone or as part of a law firm plan, specifying the steps to be taken in the event of the designating lawyer's extended incapacity from practicing law, or the designating lawyer's disability or death. **At a minimum, the plan must include the following:**

- (1) the identity of the lawyer or law firm designated to carry out the terms of the succession plan (the "assisting lawyer");
- (2) the location of information necessary to access the designating lawyer's current list of active clients, client files, and other client information including computer and other relevant passwords; and
- (3) information on the designating lawyer's trust and operating accounts and corresponding records.

**B. Notice of plan.** The designating lawyer must notify the assisting lawyer of, and the assisting lawyer must consent to, the designation as an assisting lawyer in a writing signed by the designating lawyer and the assisting lawyer, or by electronic communication acknowledged by both the designating lawyer and the assisting lawyer. Lawyers must also notify their clients of the existence of the succession plan.

**C. Certificate of compliance.** Every lawyer shall annually certify to the State Bar of New Mexico, as part of the registration statement filed under Rule 24-102.1 NMRA, that the lawyer or the law firm employing the lawyer is in compliance with this rule. In the case of a single lawyer or a law firm employing only a single lawyer, the lawyer shall include on the registration statement the name or names of the assisting lawyer. In the case of lawyers or law firms employing more than one lawyer, each lawyer shall identify on the registration statement the person or persons responsible for the law firm's succession plan. The State Bar shall retain the original of each registration statement and, upon request, shall provide a copy to the disciplinary board.

[Adopted by Supreme Court Order No. 21-8300-029, effective for registration statements submitted under Rule 24-102.1 NMRA on or after October 1, 2022.]

**Committee commentary. —**

#### **General Principles**

[1] When a lawyer is unexpectedly unable to practice for an extended period of time, the lawyer's clients, staff, and practice are at risk of significant harm. By taking proactive steps to plan for an unexpected interruption in practice, including implementation of a succession plan, a designating lawyer can avert or mitigate such harm. The goal of succession planning is to protect the interests of the designating lawyer's current clients by creating and implementing a succession plan to take effect when the designating lawyer is unable to practice law due to extended incapacity, or the lawyer's disability or death. The incapacity of the designating lawyer may be temporary or permanent.

[2] The level of sophistication of a succession plan should be determined by each designating lawyer's or law firm's circumstance. For example, as part of the succession plan the designating lawyer can arrange for the assisting lawyer to

### Agenda Item #3.4.

*take steps to promptly distribute the client matters, including any trust funds due to the clients, directly to the clients or to other lawyers chosen by the clients. Alternatively, the designating lawyer may draft the plan such that, with the clients' consent, the assisting lawyer will assume responsibility for the interests of the designating lawyer's clients, subject to the right of the clients to retain a different lawyer or law firm other than the assisting lawyer. Some designating lawyers may choose to designate more than one lawyer or a pool of lawyers as the assisting lawyer. These examples are not meant to be exhaustive or exclusive, but rather to suggest that there is great flexibility allowed by the rule in the crafting of the succession plan.*

#### **Determining Incapacity**

*[3] Incapacity or disability may be determined in many ways, including the following: (1) by a court with competent jurisdiction; (2) as defined in the succession plan; (3) as certified by a competent medical professional; or (4) as otherwise agreed between the designating lawyer and the assisting lawyer.*

#### **Role of Assisting Lawyer**

*[4] Upon reasonable confirmation of the designating lawyer's extended incapacity, disability, or death, the assisting lawyer should take those steps provided for in the succession plan. If the assisting lawyer forms an attorney-client relationship with the designating lawyer's clients, the assisting lawyer will be subject to the existing rules and duties attendant to the attorney-client relationship. Otherwise, this rule is not intended to create liability between the assisting lawyer and either the clients of the designating lawyer or the designating lawyer, absent intentional, willful, or grossly negligent breach of duties by the assisting lawyer.*

#### **Notice to Clients**

*[5] The designating lawyer must notify his or her clients of the existence of the lawyer's succession plan. Preferably this should be done by including the information in the retainer agreement. The designating lawyer should also inform clients that in the event the client learns of the lawyer's extended incapacity, disability, or death, the client may call the State Bar of New Mexico for further information.*

#### **Fees**

*[6] Attorneys' fees, if any, to be paid to the assisting lawyer shall be in accordance with Rules 16-105, 16-115, and [16-504](#) NMRA.*

#### **Other Resources**

*[7] Numerous resources are available to assist a designating lawyer in engaging in effective succession planning, including those materials available on the State Bar of New Mexico's website under the tab "for Members: Supreme Court Commissions: Succession and Transition Committee." All lawyers are encouraged to avail themselves of these materials.*

*[Adopted by Supreme Court Order No. 21-8300-029, effective for registration statements submitted under Rule [24-102.1](#) NMRA on or after October 1, 2022.]*

#### **Jennifer Vega**

City Attorney

City of Las Cruces Legal Dept.

Main: (575) 541-2128

[jvega-brown@las-cruces.org](mailto:jvega-brown@las-cruces.org)



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