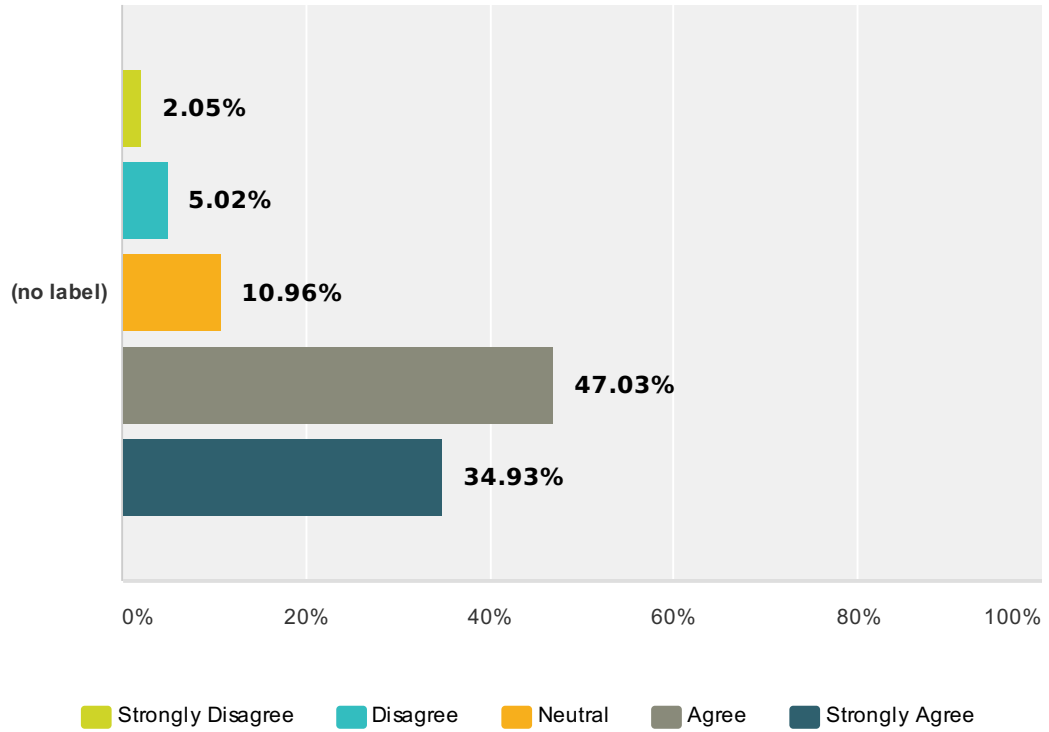


Q1 Managers in my department insist that employees follow the laws and policies

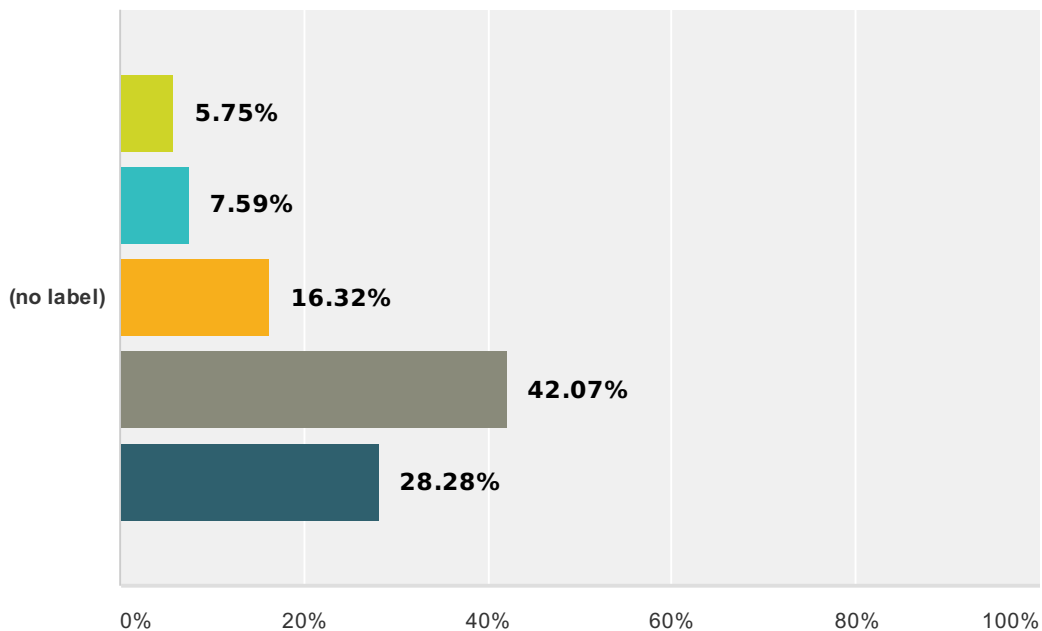
Answered: 438 Skipped: 0



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	2.05% 9	5.02% 22	10.96% 48	47.03% 206	34.93% 153	438	4.08

Q2 Managers in my department set a good example by following the laws and policies that apply to their jobs

Answered: 435 Skipped: 3

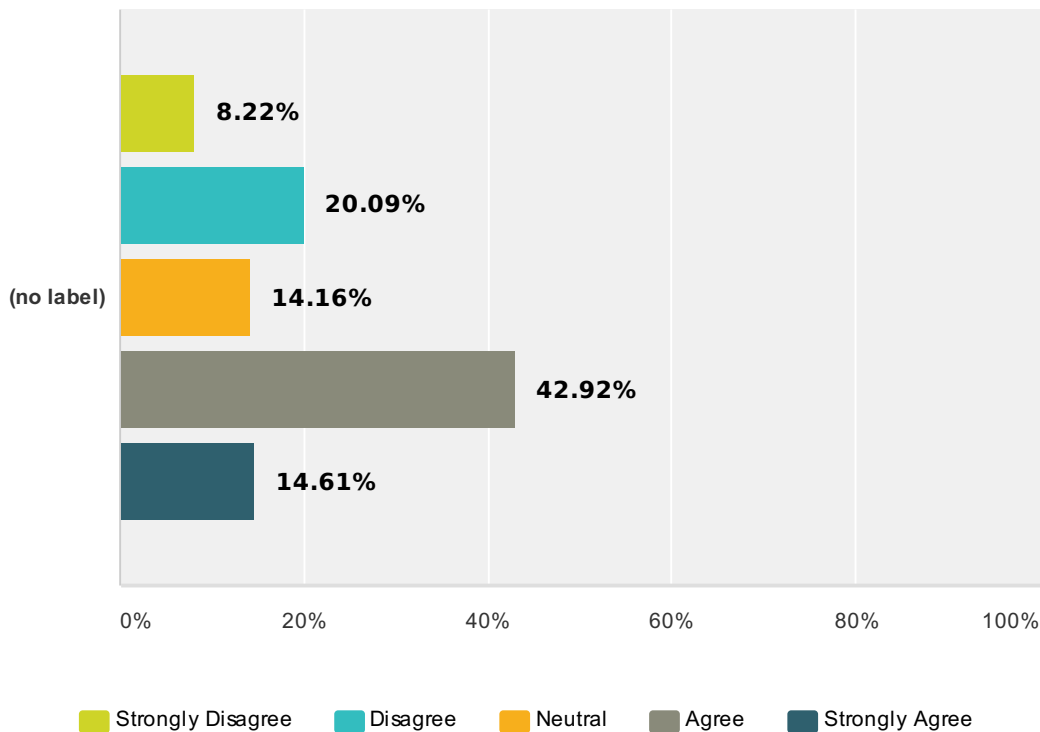


■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	5.75% 25	7.59% 33	16.32% 71	42.07% 183	28.28% 123	435	3.80

Q3 Other than in New Employee Orientation, I have participated in some type of ethics awareness training as a City of Las Cruces employee

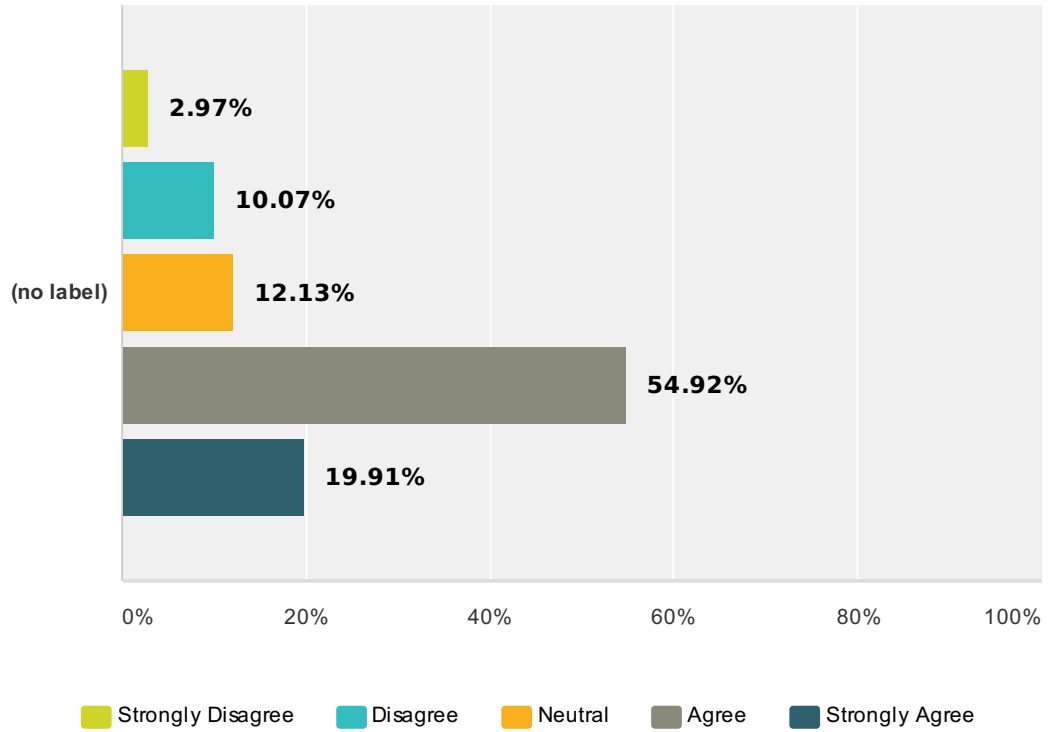
Answered: 438 Skipped: 0



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	8.22% 36	20.09% 88	14.16% 62	42.92% 188	14.61% 64	438	3.36

Q4 If I become aware of unethical behavior, I know how I can report it

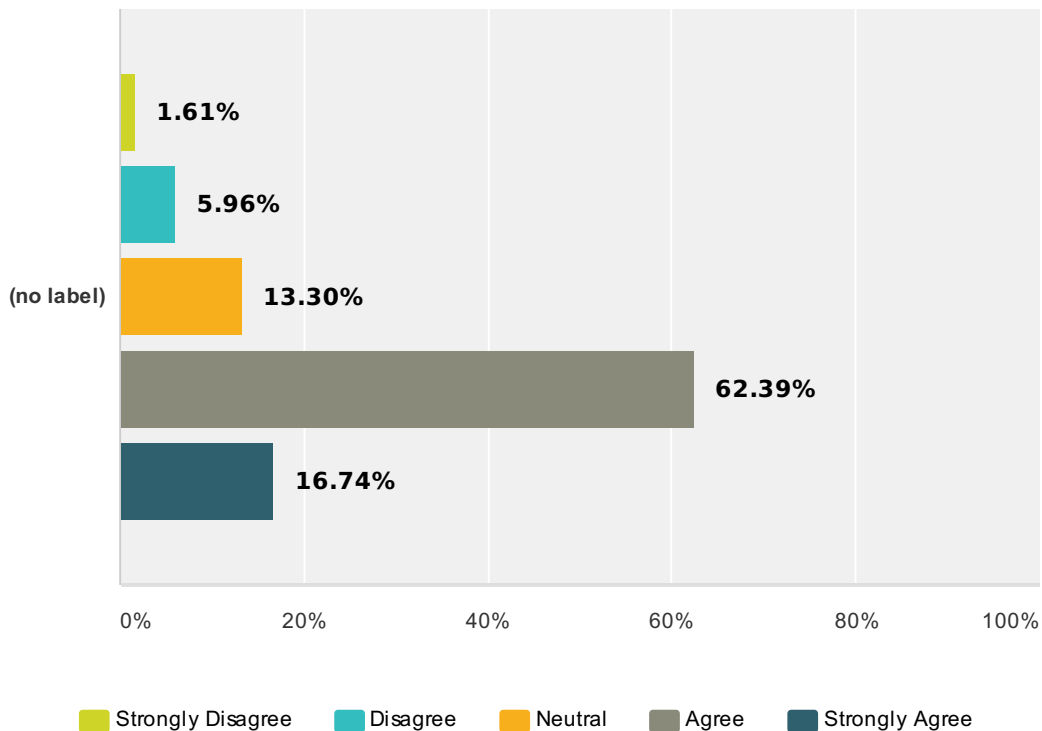
Answered: 437 Skipped: 1



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	2.97% 13	10.07% 44	12.13% 53	54.92% 240	19.91% 87	437	3.79

Q5 I am familiar with the City of Las Cruces Ethics Code

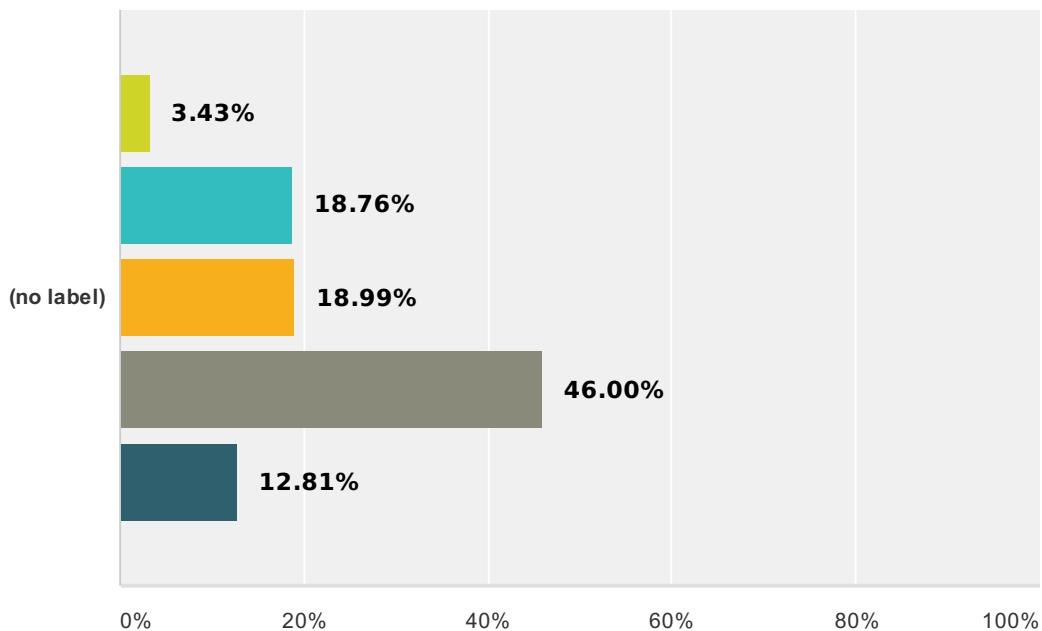
Answered: 436 Skipped: 2



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	1.61% 7	5.96% 26	13.30% 58	62.39% 272	16.74% 73	436	3.87

Q6 I am familiar with the City Managers Policy on 'Fraud, Waste, and Abuse Prevention'

Answered: 437 Skipped: 1

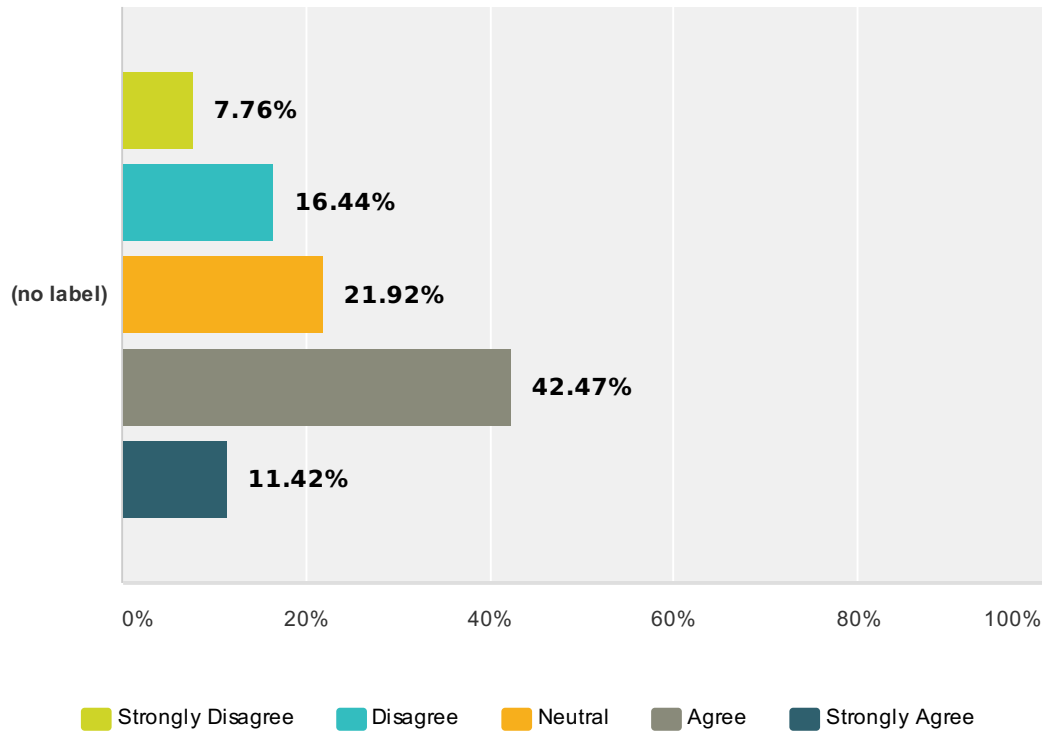


■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	3.43% 15	18.76% 82	18.99% 83	46.00% 201	12.81% 56	437	3.46

Q7 If I have a complaint in my department, it will be handled fairly

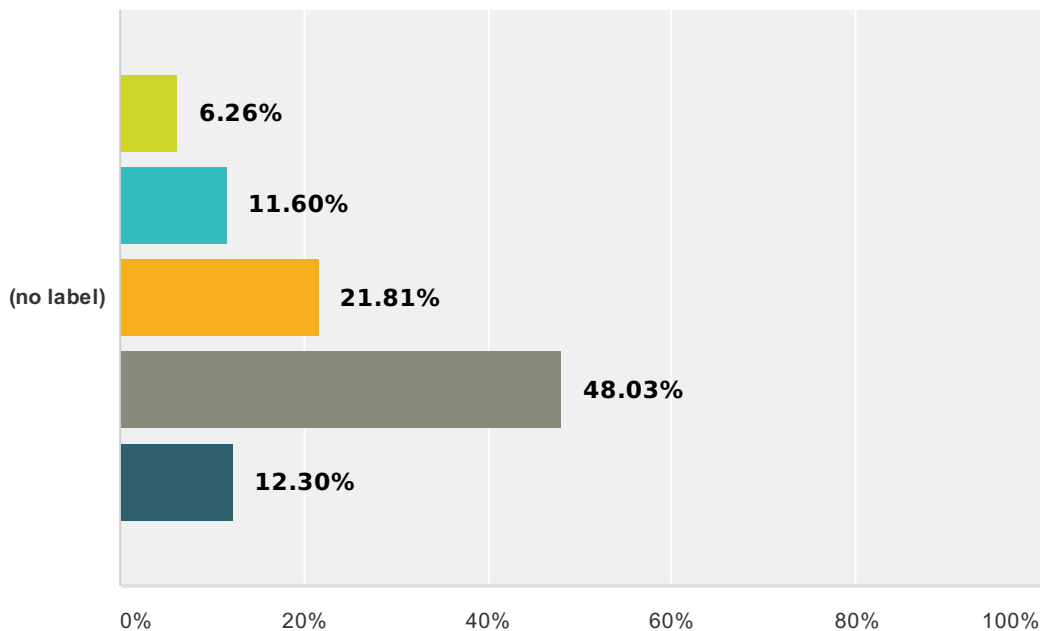
Answered: 438 Skipped: 0



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	7.76% 34	16.44% 72	21.92% 96	42.47% 186	11.42% 50	438	3.33

Q8 The City's personnel policies are interpreted and used fairly by managers in my department

Answered: 431 Skipped: 7

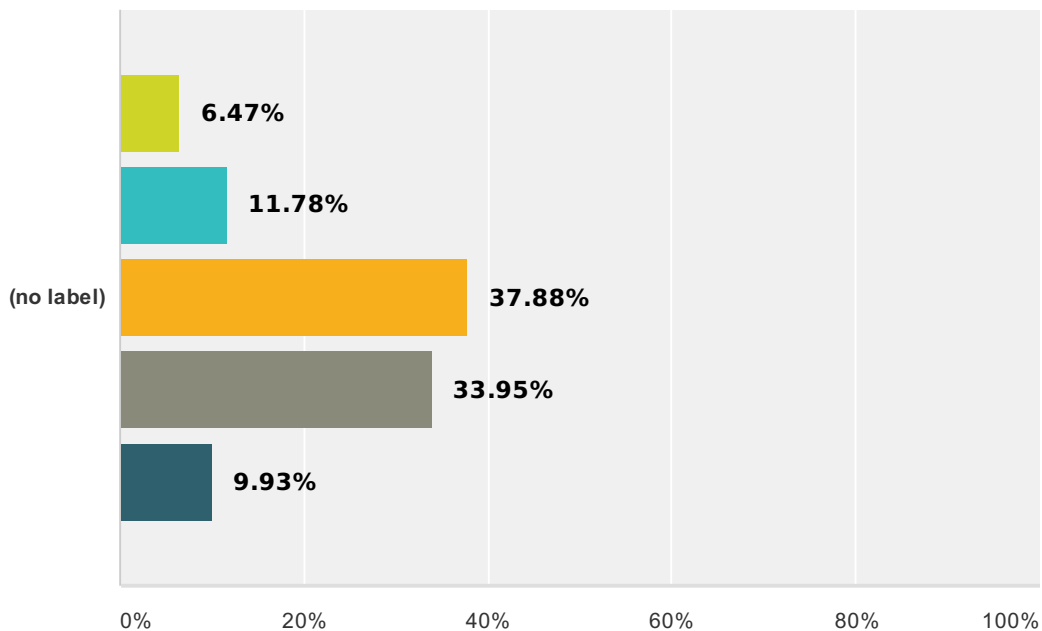


■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	6.26% 27	11.60% 50	21.81% 94	48.03% 207	12.30% 53	431	3.48

Q9 The City's personnel policies are interpreted and used fairly by members of the Executive Staff

Answered: 433 Skipped: 5

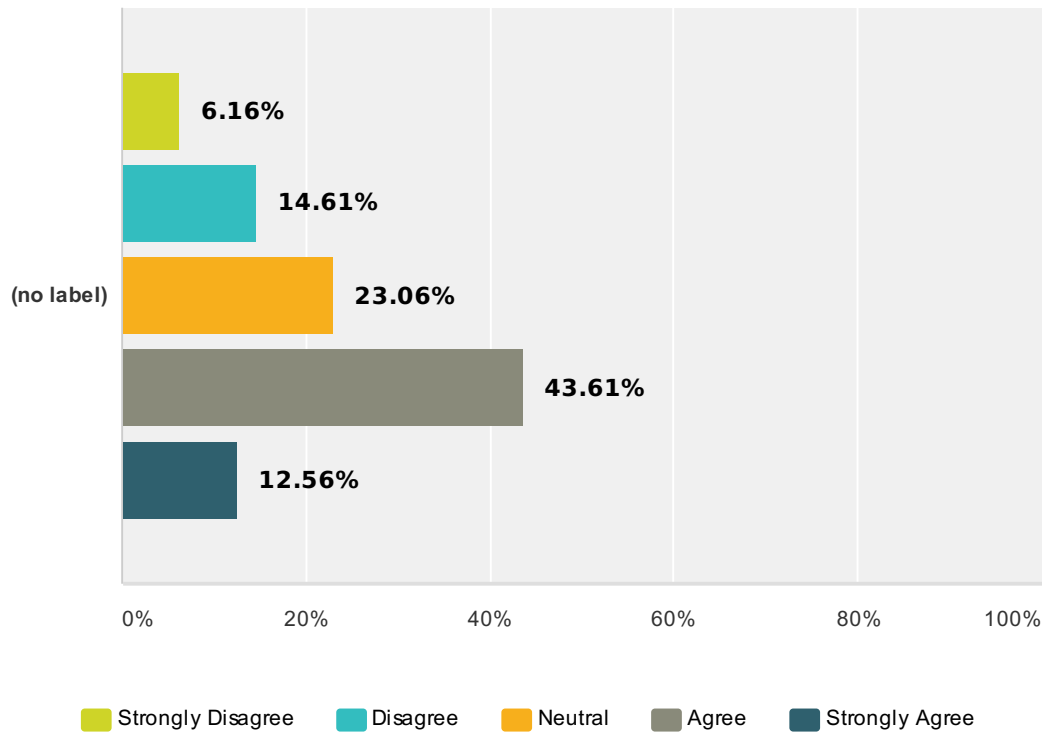


■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	6.47% 28	11.78% 51	37.88% 164	33.95% 147	9.93% 43	433	3.29

Q10 I am confident that quick and decisive action will be taken if wrongdoing is discovered in my work group

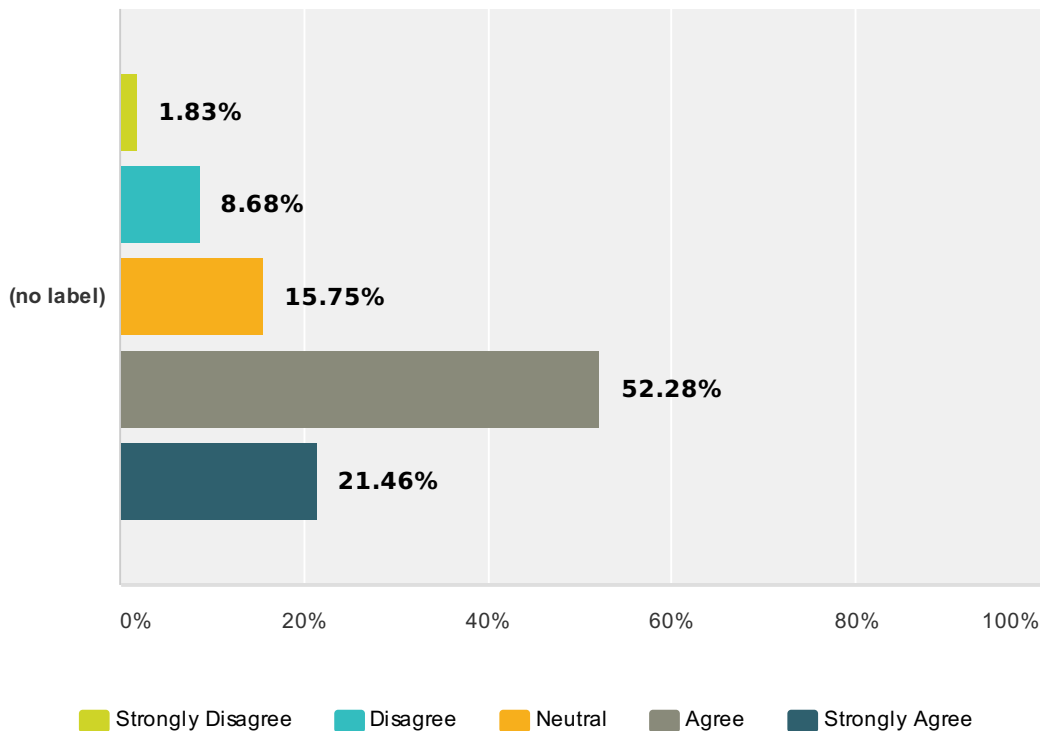
Answered: 438 Skipped: 0



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	6.16% 27	14.61% 64	23.06% 101	43.61% 191	12.56% 55	438	3.42

Q11 Employees in my work group behave ethically in the workplace

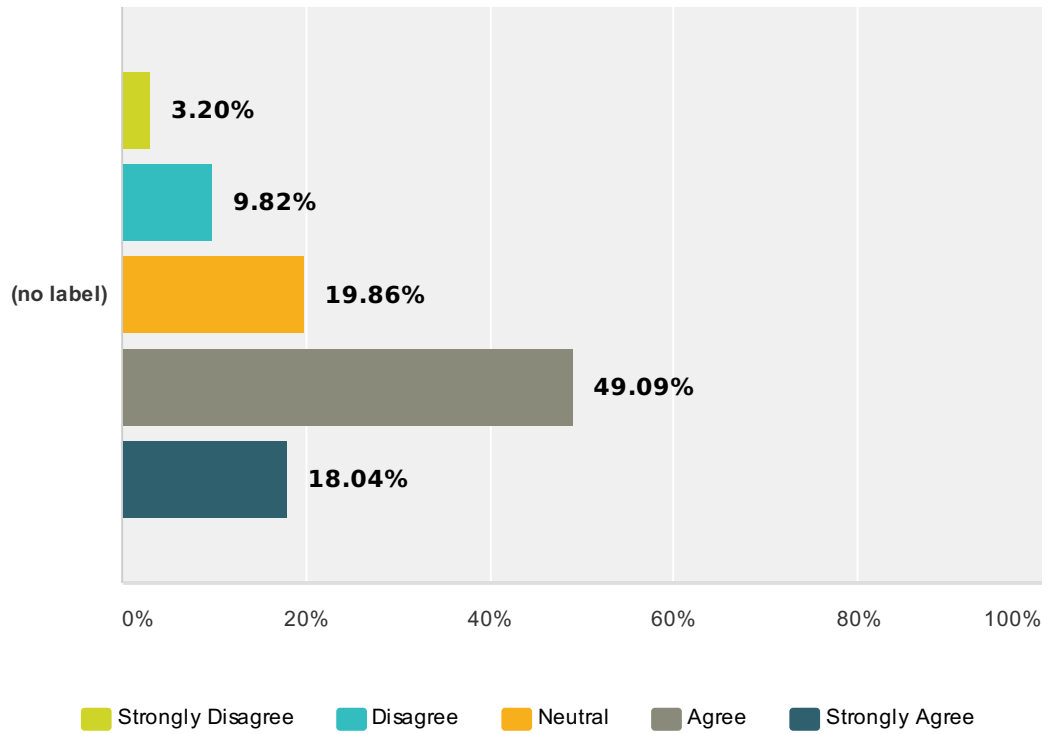
Answered: 438 Skipped: 0



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	1.83% 8	8.68% 38	15.75% 69	52.28% 229	21.46% 94	438	3.83

Q12 My values and the values of my department are similar

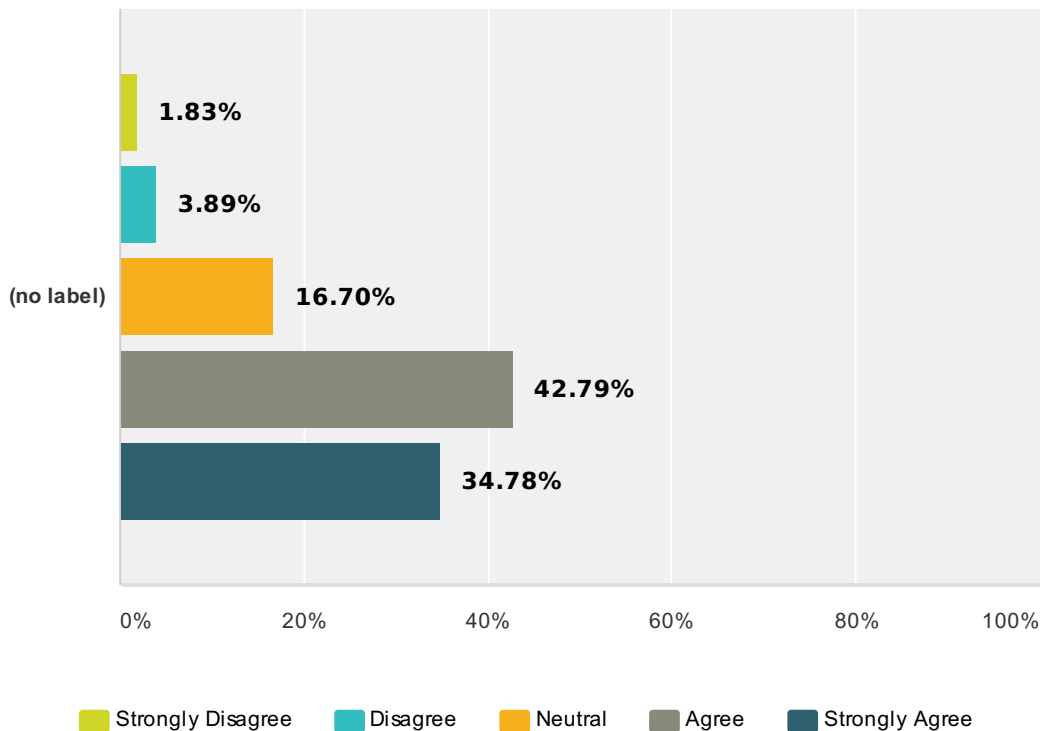
Answered: 438 Skipped: 0



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	3.20% 14	9.82% 43	19.86% 87	49.09% 215	18.04% 79	438	3.69

Q13 I am proud to tell people that I work for the City of Las Cruces

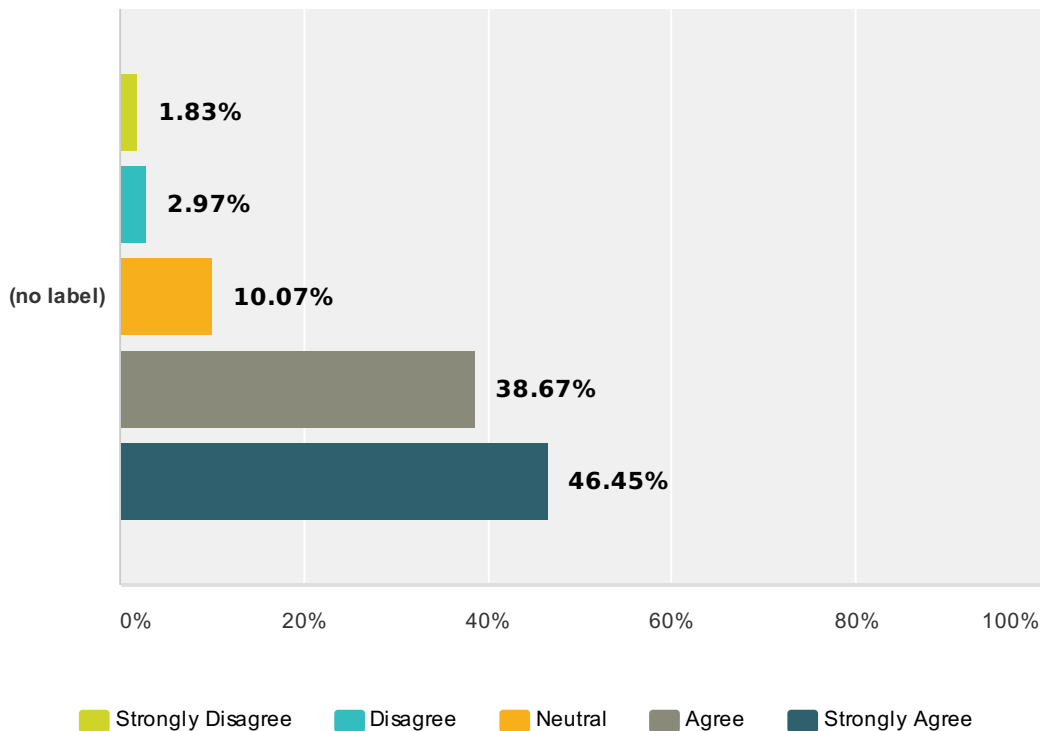
Answered: 437 Skipped: 1



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	1.83% 8	3.89% 17	16.70% 73	42.79% 187	34.78% 152	437	4.05

Q14 I intend to be working for the City of Las Cruces a year from now

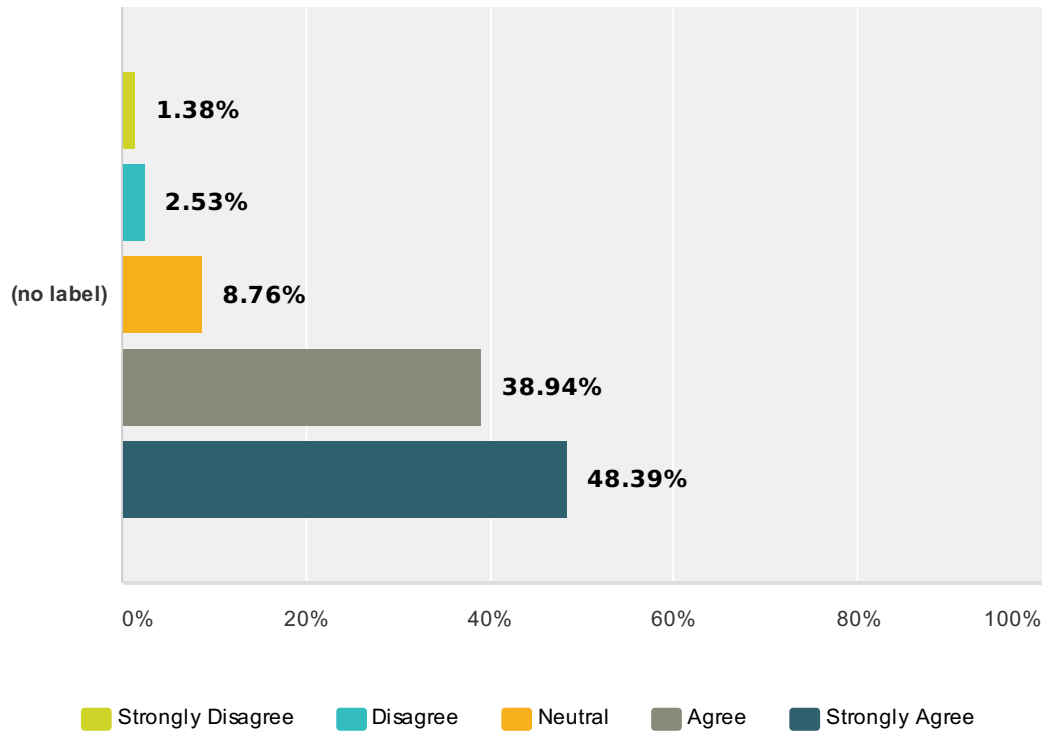
Answered: 437 Skipped: 1



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	1.83% 8	2.97% 13	10.07% 44	38.67% 169	46.45% 203	437	4.25

Q15 I have a strong commitment to the City of Las Cruces as my employer

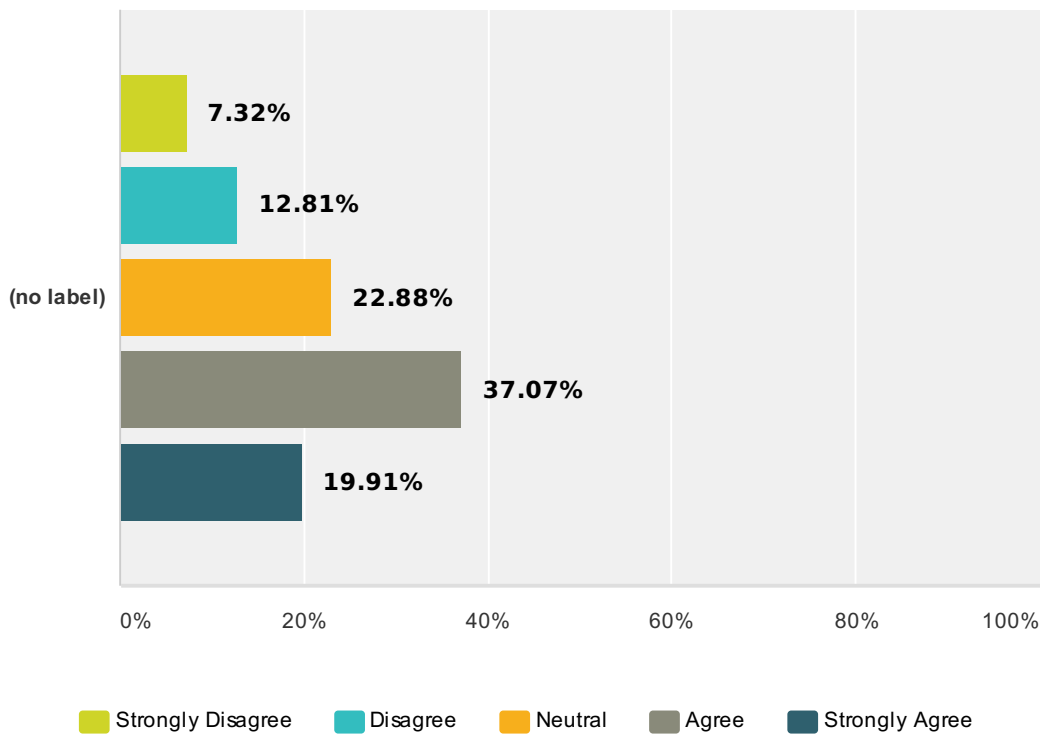
Answered: 434 Skipped: 4



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	1.38% 6	2.53% 11	8.76% 38	38.94% 169	48.39% 210	434	4.30

Q16 Employees in my work group can report any unethical behavior they see without fear of retaliation

Answered: 437 Skipped: 1



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Average Rating
(no label)	7.32% 32	12.81% 56	22.88% 100	37.07% 162	19.91% 87	437	3.49

Q17 Please place any additional comments here.

Answered: 81 Skipped: 357

2014 CLC Ethics Survey Comments

The processes, expectations, and execution of ethical practices need to be encouraged, monitored, and regularly reviewed with all employees in an organization.

as an employee for the last 20 years things have changed in a better way toward city employees, but we still have to work on a lot of other problems that happen within the department, that need to be addressed as soon as they

and management style, favoritism, lack of professionalism etc are the ones who end up punished by management- that there is absolutely retaliation- and that they don't end up being around much longer after that...while the supervisor sits back and gets raises and pats on the back for "being able to handle such a difficult situation." The CLC motto should be changed to reflect that there is no care for the employee, only the management team. The things that are done and said here, in any other arena, would result in disciplinary action- here they are rewarded. I can't wait to leave this place!!

I think there is a need for ethics training in our department.

Employees in my area are held to different standards depending if you are liked.

The City of Las Cruces has worked hard to develop an ethical culture in its administration and operations. In many ways, I think it is a model City government.

N/A

I am unfamiliar with the ethics of Executive Staff.

at times management in my department makes us "blue collar" feel inferior and the communication in our dept are really bad!!!!

Administrators. The people that could actually contribute not only ethically, but also to motivate and encourage the employees to perform to their full potential. There is a valuable untapped resource of money saving ideas from the employees that actually do the work, not the bureaucrats that only complicate matters and often make it more expensive to run. The reason you're seeing all this stealing and corruption is that employees don't feel valued so they in turn don't give a damn. There is no heart and soul working for the City of Las Cruces anymore like there was 15-20 years ago. Now it's: "let's see who we can screw today". Have a great day!

It depends on what level of unethical behavior and who it is being reported to as to how things are handled. Even though the City has policies it seems different people interpret City policies differently. Management interprets policy to fit their needs.

Some rules when followed create friction and negative feelings in the department. People talk behind your back and think what they want without any true facts to support any opinion. Violations are overlooked for people on the good list and immediately punished for people not on the favorable list. The rules say one thing, but enforcing the rules is a major headache that others resent. Rules are made as a reaction to bad behavior which allows the bad behavior to dictate what the rules become and how they are applied. Good people who are trying to do their jobs are constantly harassed and plagued by the reactions to bad behavior. The good people end up dealing with the consequences of the behavior rather than the guilty people. The City government exists to provide services to the citizens. The rules that are developed as a reaction to those who abuse the privileges of government service are continually placing roadblocks in the way of good workers.

For the most part the supervisors are an example to the employees.

injustice still remains the same. Retaliation is rampant in the workplace. The fear of retaliation is excessive so much so that it's criminal. This is why there is no cohesiveness within. Schools have zero tolerance, why doesn't the city, and if the city does have zero tolerance, where is it and why isn't it enforced and enforced fairly? You have people in managerial places committing crimes and people afraid to speak out. It's a crime to bully, to retaliate, to be hostile in a workplace. It's bad to know that illegal stuff exists and unethical behavior goes on in the workplace and be afraid, (for most), to say anything, or won't say anything because nothing will get done about it anyway or that it will back fire on you. What makes that even worse is to try to report it and even the very people you report these unethical behaviors to, do not do their jobs investigating these behaviors. They side with the very people committing these behaviors and crimes, so these behaviors continue. It's almost as if management can't be touched and they rule their departments as such. That's why the departments are divided; this is why there is so much stress on the job... The stress doesn't come from the work you do on your job, it's from the unethical behaviors you have to deal with unnecessarily and unfairly on your jobs. The people in authority that can make a difference and hopefully fix the problems or those you hope will do the RIGHT thing to resolve these issues are in the same bed with the folks committing these unethical behaviors, therefore, why bother to have policies in place that are never followed and why aren't there policies in place for people in managerial positions that will make them abide by the rules or hold them accountable when THEY don't abide by the rules? You have an EEO officer that works for the City that tries to intimidate you or has her personal beliefs, (where by her true job is to be neutral), but she's made it known that if they don't like what she says, guess what, if you go to EEOC, "we're all friends there too" so EEOC won't help you either. Managers do not insist that their people follow the rules until you get a general order and they expect you to read it and they assume you will follow the rules; but how can they? Management isn't following the rules. If I become aware of unethical behavior, yes I may know how to report it or where to report it. It doesn't mean that it will get resolved; it doesn't even mean that it will fairly be looked into. These personnel policies ARE NOT used fairly by managers in the department, and being honest, I feel that even the people at the top are blinded by who they believe is correct... in that "managers are always right, regular personnel are just trouble makers". Managers are NOT always correct and others are not trouble makers. In fact, injustices have gone on so long in this city that it isn't that you can't tell the difference, there's a concern that a difference will ever be made. Quick and fair decisive action is never taken in my workplace. Do employees work ethically in the workplace? No. For instance, 'Profanity'... If I'm correct you have policy 603.28 (I believe)... Some departments have children, young people that come from high schools, colleges, that do their internship with certain departments. The department is held to a standard. You would think that the individuals that avail themselves to teach these young people respect are good examples or they model respect before these young people, they aren't and they don't. There's more cursing going on from

employees are gaming the system. I believe some employees are not following protocol and reporting unethical behavior to their immediate superiors or even to their section administrator or department director if the unethical behavior involves their immediate supervisor. I believe some employees are almost automatically calling the fraud hotline because they know they can do so anonymously. There is no incentive for employees to report to their superiors when they know they can call the hotline and be protected. Additionally, because their reporting is anonymous, they are protected but the person(s) they are reporting are accused and their reputations are ruined. Granted the accused will have their say or day in court but by then the damage is done. I believe some employees are using the fraud hotline as a "weapon" against other employees they feel slighted by or just do not like. Not all, but some. I believe that while the person making the complaint should be protected, their names should be taken and reported so that it can be determined how often and how reliable previous complaints have been made by the individual. If it is determined that someone is making fraudulent complaints purposely or maliciously to get back at someone, then disciplinary action should be taken against those making the fraudulent report. I understand this will violate the spirit of having people come forward for fear of retaliation, but some of the reporting itself is just as damaging as the legitimate report of actual unethical behavior.

In building a better organization, previous behavior and attitudes need to be addressed and changed by management to ensure accountability.

I believe that the people I work with demonstrate highly ethical behavior.

Nicole Williams, Grants Manager, reports to work at 11:30 and is out by 4:00 to 4:30. She also has 3 DWI's and she manages the DWI grant program - that is hysterical. Her work ethics and personal issues reflect on the City

cause problems in workplace. When something is being done wrong in department and you try to speak up about it managers tend to ignore it or label you as the problem. Directors are one sided, always siding with manager/supervisors when problems arise and managers/supervisors are in the wrong. Some blue collar workers are not treated with the respect that they should be or showed any kind of appreciation for going above and beyond their job scopes.

I have enjoyed working for City of Las Cruces and will miss it very much when my employment ends.

already working within the organization and then those same people are hired or promoted almost immediately to another position where if not posted, they open a position to fit them in. Job postings seem to be directed to an individual that is already promised a position and is just going thru the ropes when there are other individuals that are just or better qualified for the job. This makes morale become sour. On the other hand, when there is a problem or issue with an individual, instead of handling the problem with that person, the situation is targeted to all or the problem is transferred to another location. People are afraid to speak up because they are afraid of retaliation. Another thing are raises, the people that are at the bottom of the pole, however are the hard workers that make the organization become successful, yet when it comes to pay raises, the overall are cents for employees vs dollars for the managers, etc. Employees want to be treated equally whether they are custodians or administrators. If a dollar raise is given to administrators, then the custodians should also be paid a dollar. We all want to work as a team to better the organization, yet when things like this surface, it is hard to motivate

I believe it is an ongoing process to change the culture of previously accepted behavior within the department. We strive in leading by example and holding people accountable within the department.

Lately what i have experienced is politics at its best, where all for the top of the food chain is rewarded and the bottom gets throw a bone if that, sad. The moral in my department is at its lowest since ive been here, new bosses tend to create their golden plan thinking its for the best interest of the employee, but in reality its for their best intrest, no input from employee is permitted. Hope real change is coming!

I feel like I have to generate my own personal ethics and leadership, at times it feels like I am drifting, because supervisors are at odds. I do not feel safe bringing up complaints, because people employees/supervisors work together as 'friend' teams. Sometimes I feel like I am being ganged up on by employees and management. Also, our leadership has been proven corrupt, and it feels as if it is up to us to be ethical in our jobs. I do not feel like we get any feedback in being ethical or doing a good job, instead I always feel like I have to be watching my back.

with seemingly no action being taken. This one person takes 2-3 smoke breaks in the morning, 2-3 smoke breaks in the afternoon in addition to taking a longer than lunch leaves 5 minutes early and comes back 5 minutes late like clockwork.

There is no option to report fellow employees "stealing time" when they show up late or take off early with out starting a timesheet war. It is not fair to us who show up consistently 5 minutes early for work, ready for work. Then stay until five or a little after, and will turn in a leave request for 15 minutes of leave. I'm fricking sick of it but there is no way to bring it up with out starting a big pissing contest. Also, I never sit at my desk and put on make-up like Ms. del ferraro does in purchasing several times during the week. What the Hell!

It is my opinion that Ethics Training should take place once a year for everyone. Ethics can be taken for granted. Training once a year will remind us not to take it for granted. Ethics sets the tone of perception for people external to the City. Ethics needs to be an internal sincerity. It starts with every single individual. It is that important.

No problems in my department. Everyone gets along and gets their work done.

My answer to Question No. 9 is because throughout some of the depts.,but not all w/in the city, the supervisors/administrators/dept heads do not report unethical behaviors, they overlook until they may be forced to look into perhaps due to some anonymous tips, etc. All Directors/Admin/Supervisors shall report all unethical situations and not pick and choose!

The city cannot be considered 'ethical' when there are so many issues that have not been addressed. For example, physical theft of supplied, materials, etc; not using Munis properly if at all; not holding people accountable in their jobs; continuing to allow the 'entitlement' mentality.

The City is progressive and forward thinking in its current direction with Staff and management. do not want to create waves and handle reported ethic wrongdoing so as not to make department look bad. Anything not to remidy situation but make verry little of it. Supervisors do not like to do leg work, investigation or confrontation.We are trained one thing but in accuality management does or handles them differently.(So do as i say not as i do.)

It has been my experience that it all depends who is involved in the unethical behavior issues. I have witness co-workers being pushed out of the department either to another department or terminated from employment. If you don't fall into the clique, you tend to be pushed out. The norm seems to conform or get out. Job performance has nothing to do with it, if you don't fall into the group, you might as well give it up and find a better place to be. I love the people I work with, I love my job description, and I love the community; I loathe the administration's lack of support for community and cultural services, I loathe living in constant fear of retaliation/liability, and I loathe how overworked and talented (yet grossly undervalued) employees are treated.

There is much to say but question 16 comes into play.

When there is conflict or some type of unethical behavior reported, managers get upset and avoid each other. He/she will completely stop communicating, quit sharing calendars, etc. This is very childish behavior and it's enabled by the Director. The Director will make snide remarks to the person who reported the incident.

The opinion of ethics within my department differ from my overall impression of the City as a whole.

None

why is there no questions on higher up personal other than supervicers? Like city manager or his assistance and directors that treat us like criminals first. Need a better survey!!

Never had a problem in my department very happy to be in this organization.

It is my belief that widespread unethical conduct among employees partly exists due to a lack of departmental supervision and disregard for policies at "ALL LEVELS".

discipline practices as well as scoping of positions (definition of supervisor or manager, for example). In addition, by not holding people accountable for doing their jobs (and I mean literally being able to do the basic functions of their job and being able to work without sleeping at your desk), we are also cheating the City and other employees who have to step up and do the work. Tolerance of poor performance impacts morale and sends a message that productivity and taking pride in your job are not important. There have been instances when employees should have been fired but weren't and sometimes it is because they are close to retirement (but close could be a couple of years!); again, that leaves hard working employees with the idea that they can mess up multiple times without losing their job. All of these examples erode the ethical standards the City should be striving to achieve.

Having worked here only a short time, I have no direct experience on a number of these questions. So far, I can recall seeing nothing unethical going on in my department.

I am PROUD to say I am a CLC employee :o)

I began employment with the City of Las Cruces on 2/18/2014, thus my views are limited.
on 7 I disagreed because instead of addressing the individual the fix is across the board

I know first hand there is favoritism within the city. what applies to some does not always apply to others. employment under which I was hired are undergoing changes that may lead to seeking employment elsewhere. 15. I am committed only to my family. Employment anywhere is a necessity. An organization cannot commit to a person so why reciprocate?
would appear. For example, when the night custodians were fired it was viewed as unfair by some employees because they were not given progressive discipline. Employee discipline needs to be administered fairly by all City managers.

Policies are not in force in my work group and if it has to be in forced it is only for certain individuals but not all. Further more, any formal disciplinary actions are prolonged.

Executive Team) won't do anything. It seems to be easier to look the other. The City has some weak Directors/Administrators that shouldn't be here, which reflects on upper management. Favortism in hiring occurs which keeps the most qualified from obtaining the job. A certain member of the Executive Staff bends the rules to his pleasure without consequence and whose communications, both verbal and written, are rude. He lack the skills of a true leader which tarnishes the "tone at the top".

Speaking out about problems in my department has been met with retaliation by the director and made me fearful of losing my employment with the city.

LC MUNI COURT SEEMS TO HAVE ITS OWN "RULES"

The City seems to have a very lax policy for dealing with fraud, theft, misdeeds -- unless staff is arrested. There is no fear of "consequences" for breaking the rules. But also no "Reward" for a good job done either.

I would like to see "real time" GPS units put in all of our department's trucks (blg sys & maint.) with The supervisor's ability to view status anytime needed. Thank you

the only two managers in my department that became management was because they both dated our bosses, one is now married to our old boss proving this point and the other won't stick around in the new office because this would put her to far away from our other old boss who was moved to another department, to this day several employees see them together on and off work hours, also we are waiting for a new manager and everyone in this department is taking bets that it will be the one person who is related to our manager in this department now There has always been alot of favortism especially between admin and supervisors....

I am new to the department I am currently in. So far, I believe this department to be fair and ethical.

Some questions relate to observable behavior that I may not have necessarily observed, and have made the assumption that policies are interpreted and used fairly.

or leaving early. What about the acceptance of raises by the city manager, when all other staff get none. We need leaders who are willing to Lead by example. What about purchasing - it takes 5 minutes to seek out best prices online vs wasting money on overpriced items. I'm a tax payer and am sick of seeing/hearing the unethical values of those who hold employment within the city. Give me a raise, or a new porch, want to fix my car on the city dime?

Application of this policy is SUBJECTIVELY applied by management. Our leadership does not communicate well and they do not deal with conflict. Therefore issues often remain UNRESOLVED and behavior is not corrected. There are no consequences for improper actions.

Surveys are a waste of time - no one really looks at the data or does anything about the issues

for services rendered. Examples are fleet invoices & charges on repairs, fueling reports for fleet they are responsible for, items pulled and charged to warehouse inventories & supplies. Excuse has always been that MUNIS cannot do these functions.....maybe its time to find another accounting function that will support the services rendered by City services throughout.

Leadership starts at the top. The city has managers/employees who don't know how to do their job or they are just lazy. Upper Management never visits the sites so they don't know what exactly is going on. Shame on them. If you report something, nothing ever happens, the city is very wasteful when it comes to spending money. Again, top management never visits all their buildings. I'm sure there are many loyal employees who need their jobs, but many who are just here for the ride to get a pay check. Communication is another big issue.

I have not had to deal with this issue here yet so I put "agree" as my answers based on our own integrity. The only reason I would leave the City is because we have not gotten a raise since I have been here other than to cover rising PERA and Health insurance - leaves little incentive.

there is a lack of consistency in the application of discipline across departments

their staff than to discipline or reprimand. It creates an atmosphere of complacency until the issues/problems begin to affect morale. To make matters worse, it sets a precedent that staff will notice and they do notice when nothing is done. I've seen supervisors who have been reprimanded receive the highest rating for following rules/procedure in evaluations. These types of actions are very discouraging and the City lacks the ethical culture and leadership skills from the supervisors/administrators/directors that the CM refers to as the 'Tone at the top'. I have personally encouraged supervisors and administrators to read and be aware of the personnel and CM policies to no success. They constantly refer to administrative staff for guidance. And for this reason, employees do not feel that reporting any unethical behavior will result in any action being taken. The 'Tone at the Top' is a mentality of conflict avoidance and hope the problematic employee goes away or is transferred to another department/section. On the flip side of being too complacent is creating a hostile environment and I have seen that too. Much to my disappointment and after I reported it, I was told that the person responsible was "untouchable". Are you kidding me?! When you hear responses like that from staff in HR and Internal Audit, where are we to turn?! When is it ok for supervisors to stop doing their job and hand it over to Security Guards to watch, document and report employees when 'they think' the employee is doing something wrong? I would also like to see the promotion/title change of employees also be scrutinized. There are far too many employees who do not know what their actual job title entails, usually the result of a pre-selected hiring process which I thought was prohibited. I consider myself dedicated even through my awareness of the environment I work in and am favoritism and being in the right cliché depends on how you are treated. evaluations still are not fair, it all depends on who your supervisor is and how well liked you are on how you are scored.

The means in which my "work group" run and the department as a whole runs, is very different. My immediate supervisor does a great job in handling issues, the director of the department does not.

Attendants, Custodians and Carpentars. I believe it is unethical to milk the clock, be uncooperative and openly state that it is okay to do so. If these employees reported to me, we would be dealing with a lot of disciplinary action.

Every time i have reported something it has been ignored. Policies flexed to suite what people want them to be at

It seems that policies are not interpreted, followed, or enforced uniformly across the organization. Management at ALL levels should have equal training and guidance to have the tools to do their jobs and be held accountable for their actions and/or inactions.

the activities the have occurred in the last year have been going on for years. I know the current administration has been aware or had some knowledge of those activities. there are a lot more measures need to placed to

I believe that the farther up the chain of command you go the less ethical my department gets.

The section is fine it is HR and upper management that need to bring up moral.

There are different levels of trust in my section. I am discovering that my administrator is not so honest and seeks approval for his actions from higher up before making any decision.

Sometimes rules are seen as bureaucratic hindrances to be managed around rather than useful guidance.

Examples: the 6 month temporary personnel issues, documentation required to transfer assets to auction and not talking on cell phones while driving.

BEHAVIOR CAN ALSO BE USED AS A SOURCE OF REVENGE AGAINST THE EMPLOYEES SUCH AS A ANGRY CITIZEN, NEIGHBOR AND EVEN A FELLOW EMPLOYEE. I FEEL THAT MANAGEMENT IS USING THESE ACCUSATIONS AS PROOF OF GUILT WHEN IN FACT IN SOME CASES THE EMPLOYEE BEING ACCUSED IS REALLY INNOCENT!! I FEEL THAT AS EMPLOYEES WE ARE "GUILTY UNTIL PROVEN INNOCENT" BY OUR MANAGEMENT ACCUSING WITHOUT ANY REAL EVIDENCE. EVEN A CRIMINAL IS "INNOCENT UNTIL PROVEN GUILTY" IN OUR JUSTICE SYSTEM.

Throughout my employment with the city of Las Cruces, Job responsibilities and job duties have been blurred. Expectations far above the job description are passed on, when employees show motivation. A good thing, yet then it starts to become part of the job. Little compensation to no compensation is provided. Additionally if what they take on is actually a different job, no mechanism even considered if they are not qualified. This has happened at least 3 times in the past 20 years with the city. Makes you not want to step up and help out.

The ethics portion presented at the NEO was very beneficial.