




City of Las Cruces Ethics Survey Results Summary 2014 - 2018

Survey Questions		Survey Year					Percentage Change Base Year To 2018		
		2014	2015	2016	2017	2018	KEY		
		310 Responses	509 Responses	506 Responses	483 Responses	510 Responses	Increasing 	Steady 	Decreasing 
#	<i>Percentage of responses indicating Strongly Agree and Agree combined</i>								
Q1:	I am familiar with the City of Las Cruces Ethics Code	79%	86%	90%	91%	88%	11%		
	<i>Percent Change Between Years</i>		7%	4%	1%	-3%			
Q2:	I know how to report unethical behavior	75%	88%	89%	91%	90%	20%		
	<i>Percent Change Between Years</i>		13%	1%	2%	-1%			
Q3:	Employees in my work group behave ethically in the workplace	74%	77%	78%	76%	75%	2%		
	<i>Percent Change Between Years</i>		3%	1%	-2%	-1%			
Q4:	Employees in my work group can report any unethical behavior they see without fear of retaliation	57%	68%	66%	65%	65%	14%		
	<i>Percent Change Between Years</i>		11%	-2%	-1%	0%			
Q5:	The City's ethics policies are interpreted and used fairly by managers in my department	-	66%	63%	66%	64%			-3%
	<i>Percent Change Between Years</i>			-3%	3%	-2%			
Q6:	My values and the values of my department are similar	67%	77%	75%	74%	74%	10%		
	<i>Percent Change Between Years</i>		10%	-2%	-1%	0%			
Q7:	Managers in my department insist that employees follow the laws and policies	82%	82%	84%	82%	83%	1%		
	<i>Percent Change Between Years</i>		0%	2%	-2%	1%			
Q8:	Managers in my department set a good example by following the laws and policies that apply to their jobs	70%	74%	71%	75%	71%	1%		
	<i>Percent Change Between Years</i>		4%	-3%	4%	-4%			
Q9:	If I have an ethics complaint in my department, it will be handled fairly	54%	66%	64%	65%	62%	15%		
	<i>Percent Change Between Years</i>		12%	-2%	1%	-3%			
Q10:	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%	5%		
	<i>Percent Change Between Years</i>		11%	-5%	3%	-6%			
Q11:	The City's personnel policies are interpreted and used fairly by managers in my department	60%	73%	69%	71%	71%	18%		
	<i>Percent Change Between Years</i>		13%	-4%	2%	0%			
Q12:	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%	27%		
	<i>Percent Change Between Years</i>		15%	0%	5%	-8%			
Q13:	I am proud to tell people that I work for the City of Las Cruces	78%	83%	83%	86%	80%	3%		
	<i>Percent Change Between Years</i>		5%	0%	3%	-6%			
Q14:	I have strong commitment to the City of Las Cruces as my employer	87%	90%	94%	94%	92%	6%		
	<i>Percent Change Between Years</i>		3%	4%	0%	-2%			
Q15:	I am familiar with the anonymous hotline system for reporting fraud, waste, and misuse of the City resources	-	83%	84%	88%	85%	2%		
	<i>Percent Change Between Years</i>			1%	4%	-3%			
Q16:	I am familiar with the City Managers Policy on Fraud, Waste, and Abuse Prevention	59%	84%	90%	90%	87%	47%		
	<i>Percent Change Between Years</i>		25%	6%	0%	-3%			
Q17:	Overall, the ethical climate has improved in the last 12 months	-	47%	52%	52%	42%			-11%
	<i>Percent Change Between Years</i>			5%	0%	-10%			
Q18:	I believe there may be fraud, waste, and misuse of City resources in my work area	-	-	16%	16%	16%		0%	
	<i>Percent Change Between Years</i>				0%	0%			
	No data indicates question was not surveyed in that year.								