

AUDIT SCOPE STATEMENT – February 21, 2024

Employee Ethics Survey 2024

Why conduct an employee ethics survey?

An ethical work environment helps retain employees, increase productivity, reduce risks associated with misconduct, and sustain public trust and confidence in the government. Resident satisfaction scores for how ethically the city conducts business decreased from 47% in Fiscal Year 2016 to 28% in Fiscal Year 2023. In the current Citywide Business Plan, the City Council has established, as one of their values for city government, a high standard of ethics through transparency, meeting commitments, and treating everyone with respect.

The City Auditor's Office last surveyed employees about the city's ethical environment in 2016. The [2016 survey](#) found employee perceptions of the city's ethical environment had improved since our 2008 survey and most employees agreed that Kansas City government is an ethical place to work. An employee ethics survey will gauge the city's current ethical environment and identify areas for improvement. In this year's survey, we will include additional questions to gauge employees' perceptions of equity practices in Kansas City government.

Audit objective

Our objective is to answer the following question:

- How do city employees perceive the city's ethical environment?

Audit methods

We will survey all active city employees. We will analyze the survey results and compare them to prior survey results.

Anticipated release date

We plan to issue the audit report in April 2024.



**KANSAS CITY
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