

EXHIBIT "1"

From: kps93@aol.com
To: [CommissionComments](#)
Cc: [CityClerk](#)
Subject: Comments for 8/24 commission meeting.
Date: Thursday, August 24, 2023 1:42:49 PM

Please have the below read into the record during the citizen input. The comments are 394 words.
Submitted by:

Steven Hall
6214 NW 45th Terrace
Coconut Creek, FL

After the last Commission meeting and the discussion about employee surveys I was a little shocked to see that it is not an agenda item for the August 24th meeting. I believe the citizens of Coconut Creek need to know how the city staff perceives our city.

I received a copy of the Police Department survey and comments. I note that this report had the totals of the citywide participation. I agree with commissioner Brodie that this study needs a third-party evaluation. I have been involved in several assessments like this in my management career. What the result should be is not fluff but a serious look at how management is operating their department. The first question is what is why did 29% the city staff not answer the survey. My experience is there are two reasons 1. People think their comments are not viewed as important and 2. They fear retaliation. No matter how hard you try it is almost impossible to keep surveys anonymous. Those 29% most likely are negative comments. You need to get the information from those people to have a clear picture of what is going on.

What is most concerning are the comments that were provided on the Police Department management. Simply put there is a lack of leadership being shown, allegations of cronyism and lack of standards. 46% of your officers see no future in their job and 50% do not think their leadership cares. CCPD is going to lose people. My experience is it costs about 40% of annual salary to replace someone and I am guessing it is higher in the police service.

them when the third party is engaged, they need to report and only work through the city Commission no one in management should be involved. This will ensure people will feel protected in order to give you the most honest information. Any reports or other work products should be given directly to the Commission they should not go through management. The Commission need needs to ensure that a written action plan is created to address every item. That plan needs to include oversight so that once these items get addressed, they do not come back.

In the future the city Commission should run all these surveys. This will ensure anonymity in the process and ensure the Commission does not get whitewashed results.