



**CITY OF SOUTH FULTON
HUMAN RESOURCES DEPARTMENT
EXIT INTERVIEW**

Instructions: The Human Resources Department, whenever practical, will conduct an exit interview with each employee upon separation. We appreciate your honest opinions about your employment with the City of South Fulton. Your feedback may help us to improve workplace conditions and make the City a better place to work. Please complete all pages of this questionnaire and return it to the Human Resources Department. Thank you in advance for your valued input.

Name [REDACTED] Hire Date 8 / 9 / 21
 Department [REDACTED] Separation Date 7 / 5 / 22
 Job Title Director Manager [REDACTED]

What prompted you to submit your resignation?

- Type of Work Compensation Lack of Recognition City Culture Work Conditions
 Business/Product Direction Quality of Supervision Family Circumstances
 Career Advancement Opportunity Other: _____

What did you think of your supervision regarding the following?

	Almost Always	Sometimes	Never
Demonstrated fair and equal treatment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provided recognition on the job	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developed cooperation and teamwork	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Encouraged/listened to suggestions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Provided feedback on performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolved complaints and problems	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments:

City Administration needs more positive reinforcement and support from leadership.

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What did you like the **most**, and what did you like the **least**, about your relationship with your supervisor?

Most - The accessibility to communicate when needed. Honest, candid conversations.

Least - The lack of support for ideas, best practices and recommendations. The inability to protect the department from unrealistic expectations and directives from Mayor/City Council. Lack of trust to oversee operations and lead projects related to the Parks, Recreation and Cultural Affairs Department.

What did you think of your salary and employee benefits regarding the following?

	Excellent	Good	Fair	Poor
Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid time off	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work life balance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

N/A

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How would you rate the following in relation to your job?

	Excellent	Good	Fair	Poor
Cooperation with your department/work unit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperation with other department/work unit	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Communication within your department/work unit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within the city as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Morale in your Department/work unit	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job satisfaction	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Training you received	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Growth potential	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Manageability of workload	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Utilization of skills and Experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments:

A majority of the departments within the City tend to work in silos. This has a negative impact on internal operations and an inability to provide adequate services/facilities. Unfortunately, when other departments impact park needs/operations there is no accountability and the trend negatively impacts the Parks department, city as a whole, and most importantly the residents of South Fulton. The Parks department is the recipient of preventable backlash from the community and Mayor/Council when things are not done and does not have the ability to protect itself, make a difference and/or change the issue directly.

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What did you like the **most** about your job?

The relationships with staff internally and the impact made in the community when possible.

What did you like the **least** about your job?

Politics, lack of trust and support from leadership, unethical practices, abuse of authority and unprofessional/inappropriate interactions from Mayor/Council, lack of resources/funding for future growth and development.

If a decision or policy directly affects a department, it should be mandatory to have that department in the conversation before approval/execution.

Would you recommend the City of South Fulton to a friend as a place to work?

Yes, **without** reservations

Yes, **with** reservations

No

If not, why?

Not progressive and forward thinking.

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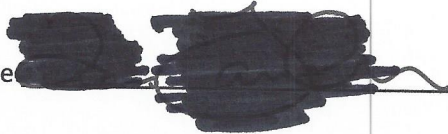
If you are leaving to accept other employment, what does the new organization offer that we do not?

Peace of mind.

Additional comments about your job (add additional sheets, if necessary):

There are several dedicated, committed and hard working employees in the Parks and Recreation department (City as a whole). The toxic environment and negative perception of South Fulton kills the morale, motivation and more importantly discourages external candidates from considering South Fulton as a place of employment. If drastic change(s) does not happen in the near future the residents of South Fulton will never receive the quality services and amenities they deserve. The work force will continue to be a revolving door leaving departments at a deficit and continuously struggling to keep up with the demand. Priorities and needs of all departments should not be influence by personal motives and interest of Mayor/Council. Too often decisions are not made in the best interest of the City collectively.

Employee Signature



Date

6 / 30 / 22

Human Resources Signature: _____

Date

____/____/____