

2024 Employee Survey

INCLUSION DEMOGRAPHIC REPORT

To continue to build a more inclusive organization and ensure everyone in our workplace is valued and respected, we are committed to listening to and sharing staff feedback. As part of this effort, we want to share employee survey data in a variety of ways.

This report contains questions and responses from the employee survey used to measure inclusion. The data sets are from the 2021, 2022, 2023, and 2024 employee surveys. The responses are represented in various demographic groups including ability, age, gender, and ethnicity rather than by averages, which is how other employee survey data is presented and shared.

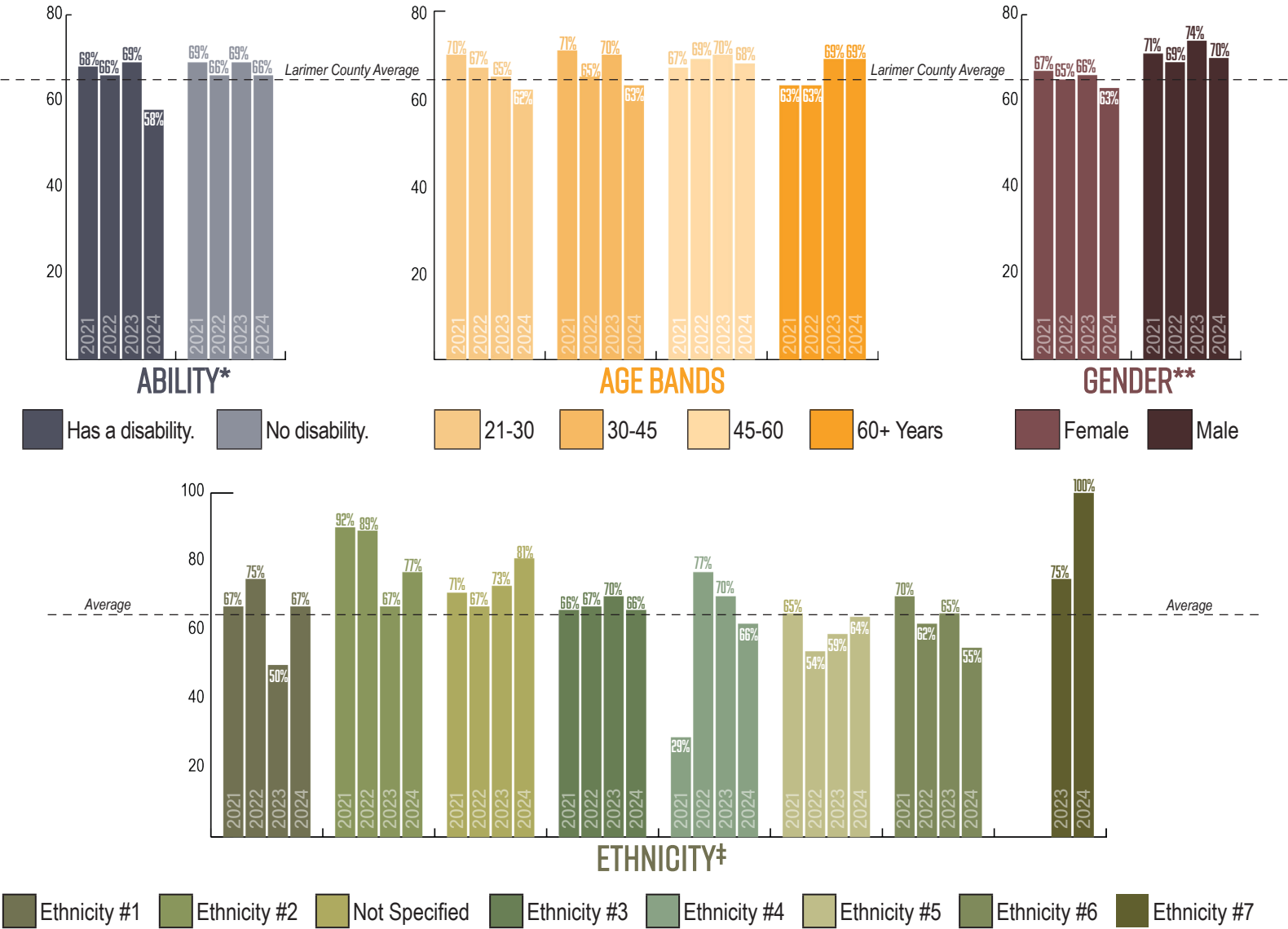
AS YOU REVIEW THE REPORT, PLEASE KEEP THE FOLLOWING IN MIND:

- * Our Ability data is pulled from self-reporting fields listed in UKG.
- ** Our Equal Employment Opportunity reports require gender to be collected in binary terms, male or female.
- ‡ To maintain the integrity of the survey, prevent possible identification, and to encourage future participation the ethnicities that make up a smaller portion of our employee population are being kept confidential. Those ethnicities that are not labeled may include: 2+ Races, American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian/Pacific Islander, or White.

EMPLOYEE SURVEY QUESTION

I am appropriately involved in decisions that affect my work.

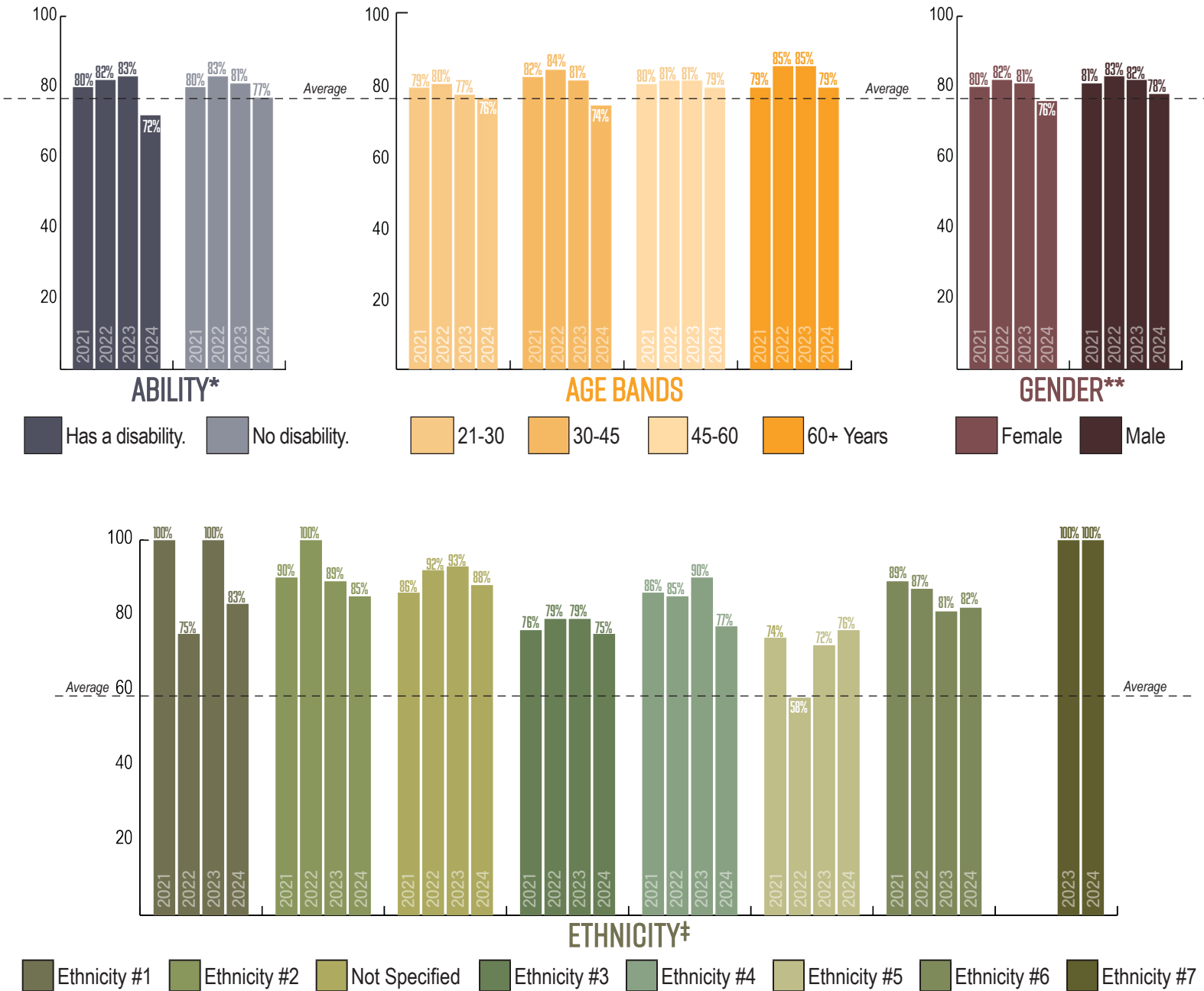
Larimer County = 65% Agreement



EMPLOYEE SURVEY QUESTION

I look forward to coming to work at this company.

Larimer County = 77% Agreement



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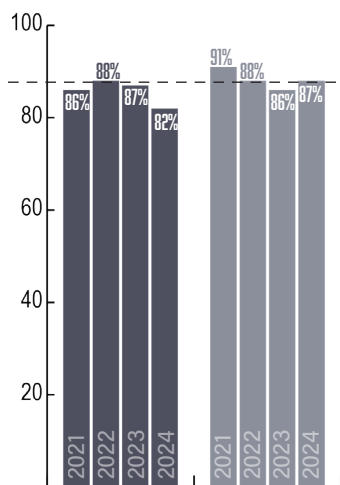
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EMPLOYEE SURVEY QUESTION

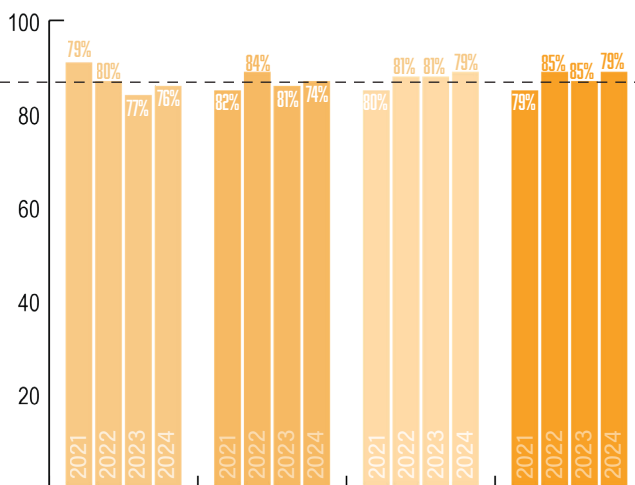
I would recommend Larimer County as a good place to work.

Larimer County = 88% Agreement



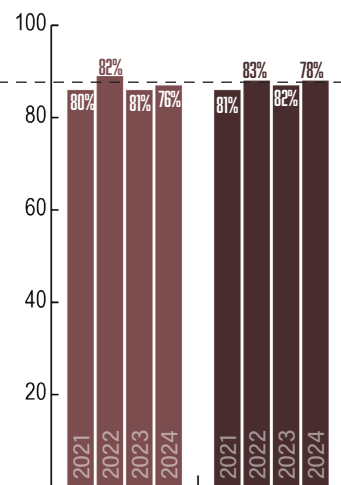
ABILITY*

Has a disability. No disability.



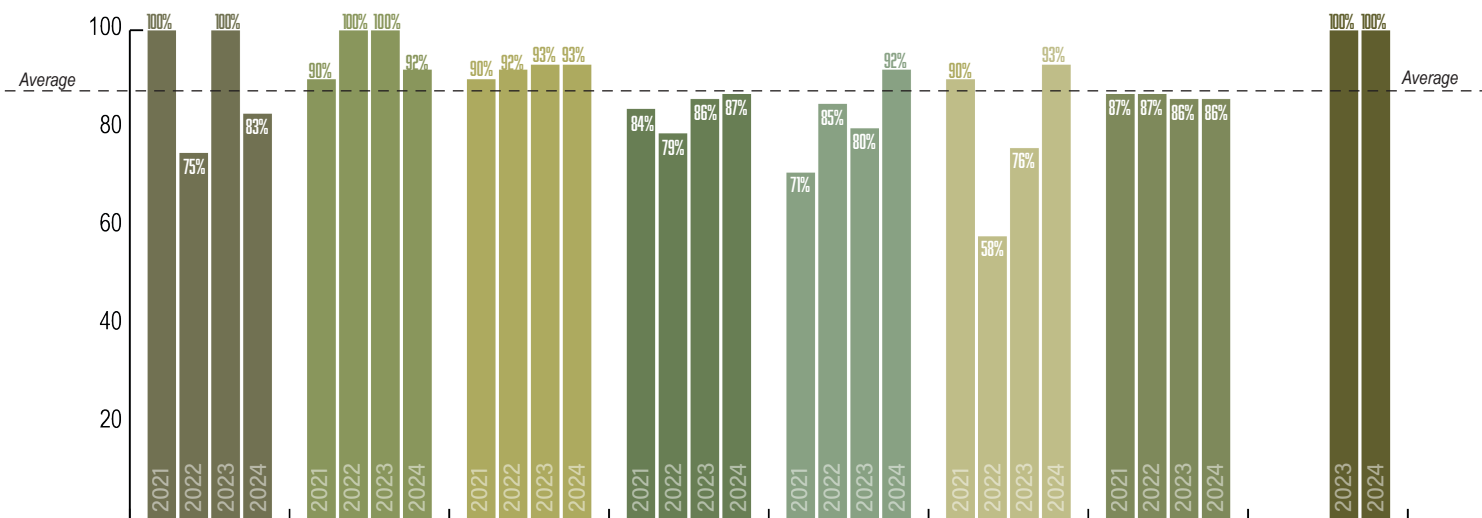
AGE BANDS

21-30 30-45 45-60 60+ Years



GENDER**

Female Male



ETHNICITY‡

Ethnicity #1 Ethnicity #2 Not Specified Ethnicity #3 Ethnicity #4 Ethnicity #5 Ethnicity #6 Ethnicity #7

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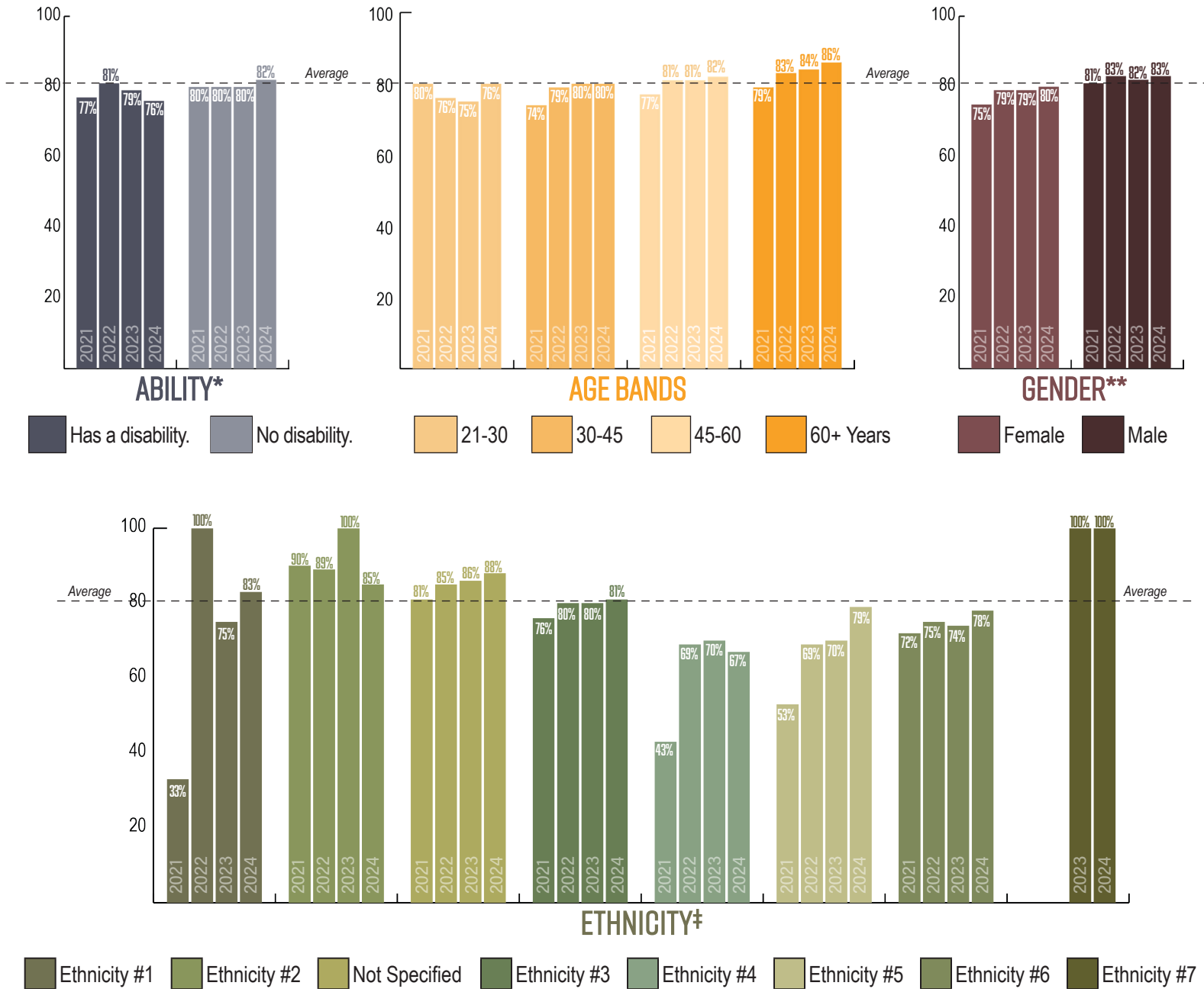
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EMPLOYEE SURVEY QUESTION

Larimer County has created an environment where people of diverse backgrounds can succeed.

Larimer County = 81% Agreement



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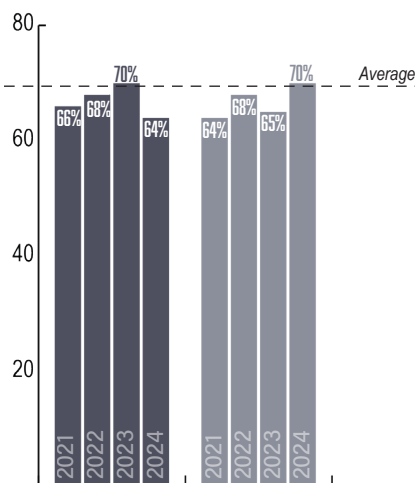
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EMPLOYEE SURVEY QUESTION

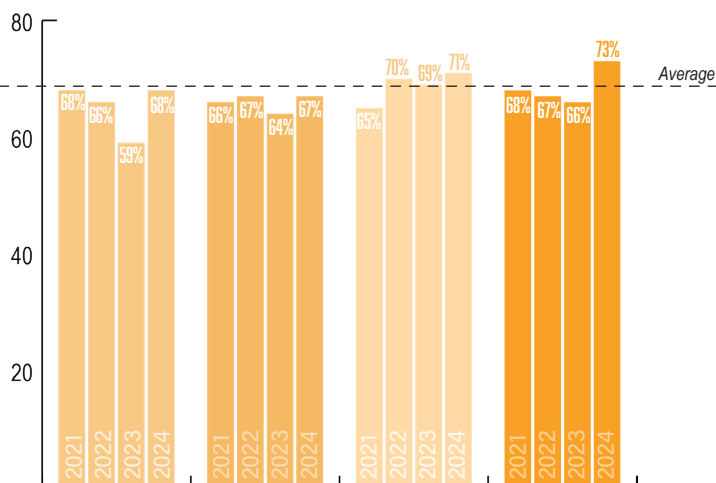
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.

Larimer County = 69% Agreement



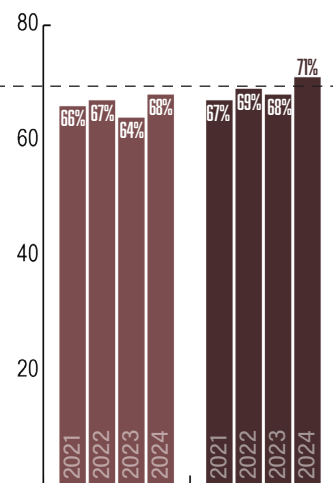
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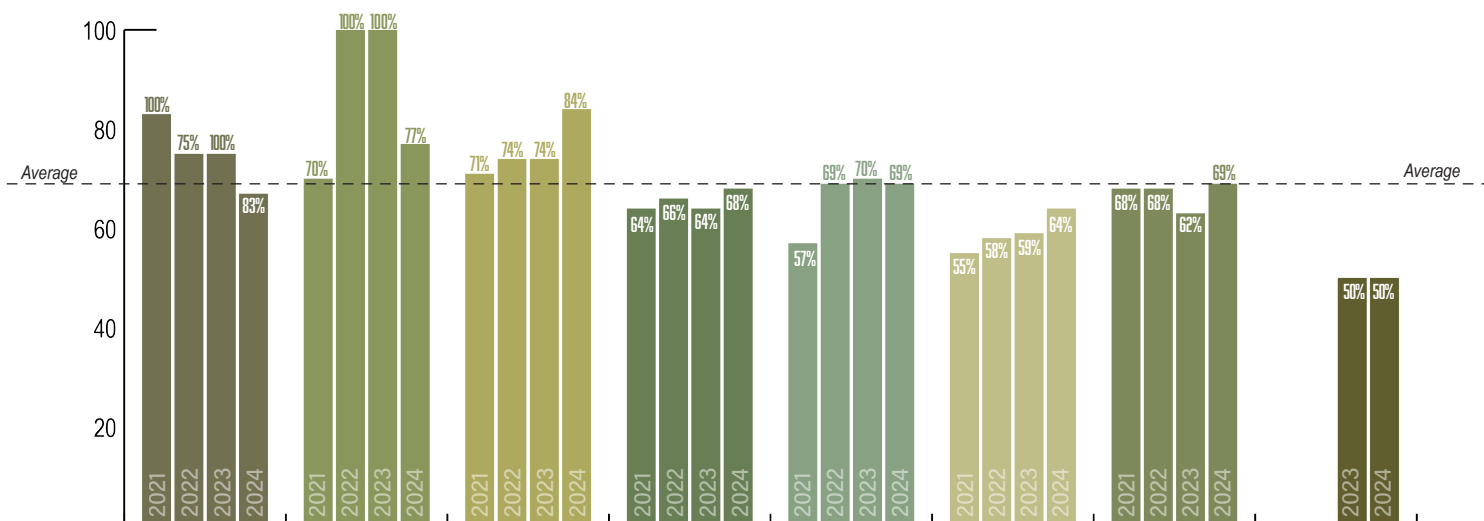
AGE BANDS

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GENDER**

Female Male



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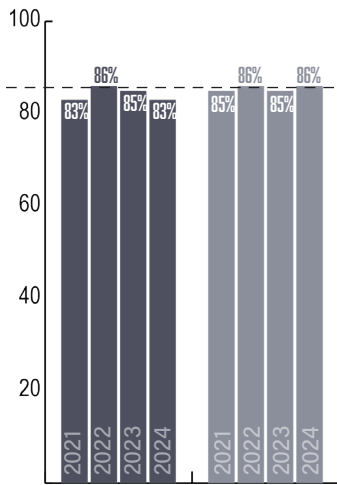
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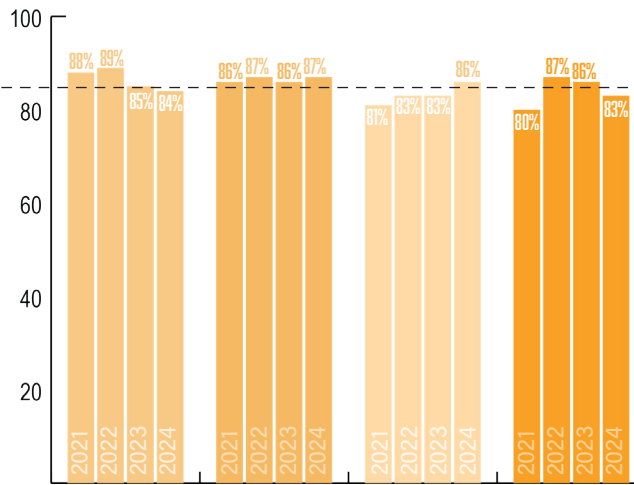
I am treated with respect and dignity.

Larimer County = 86% Agreement



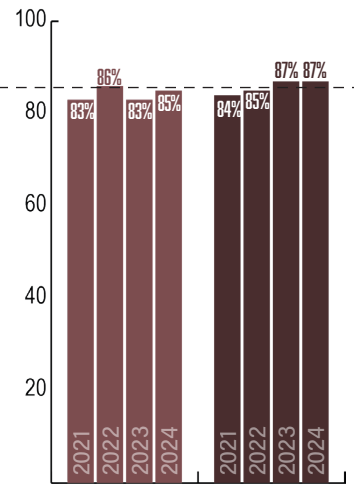
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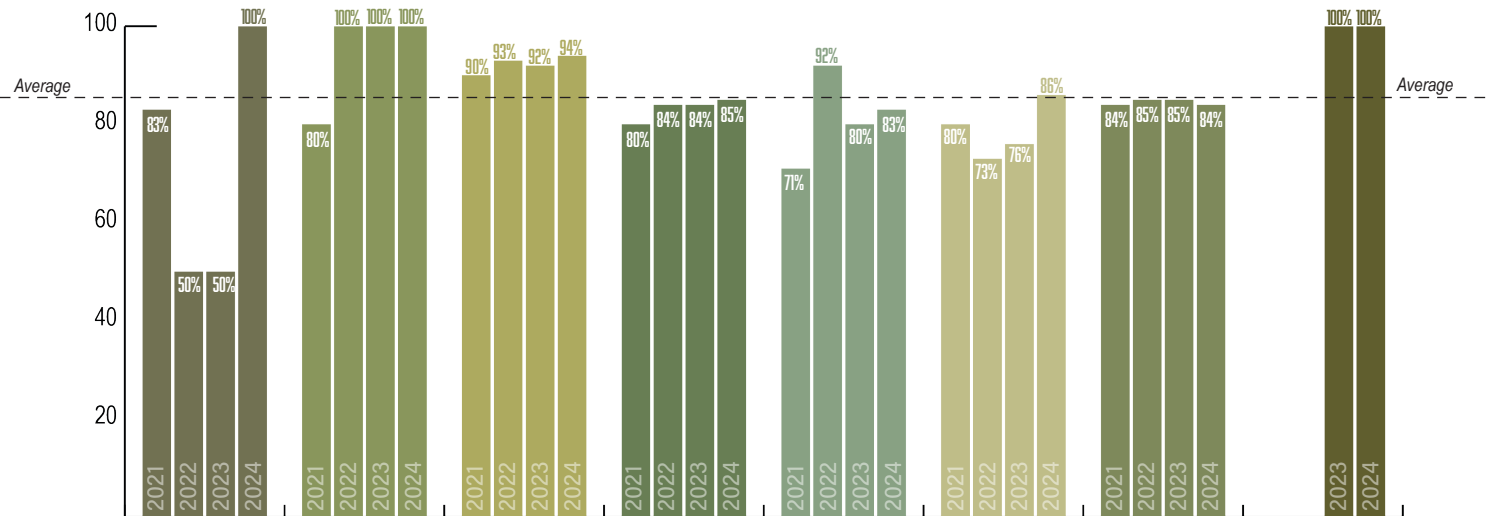
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21-30 30-45 45-60 60+ Years



GENDER**

Female Male



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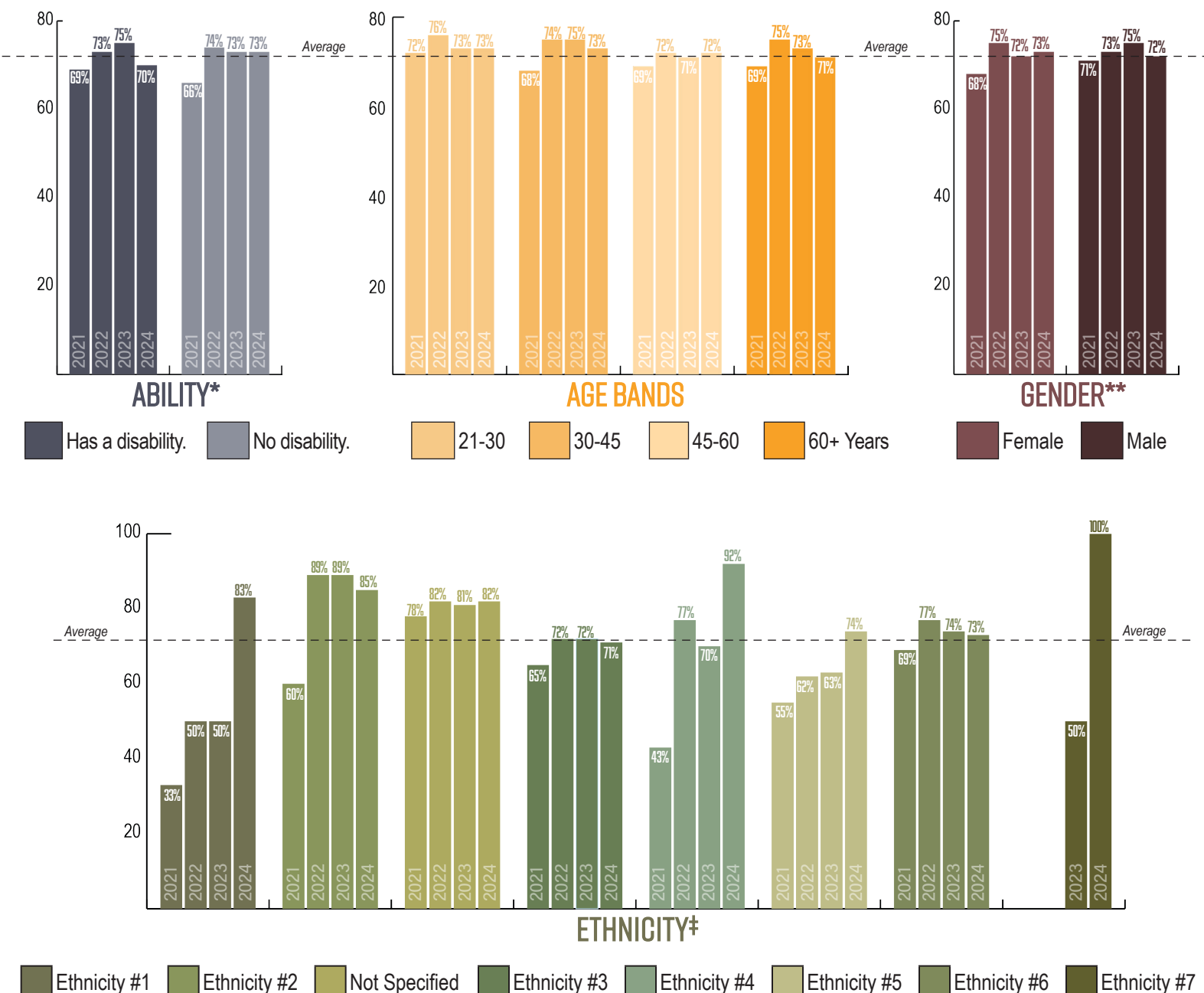
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EMPLOYEE SURVEY QUESTION

I receive recognition from management when I do a good job.

Larimer County = 72% Agreement



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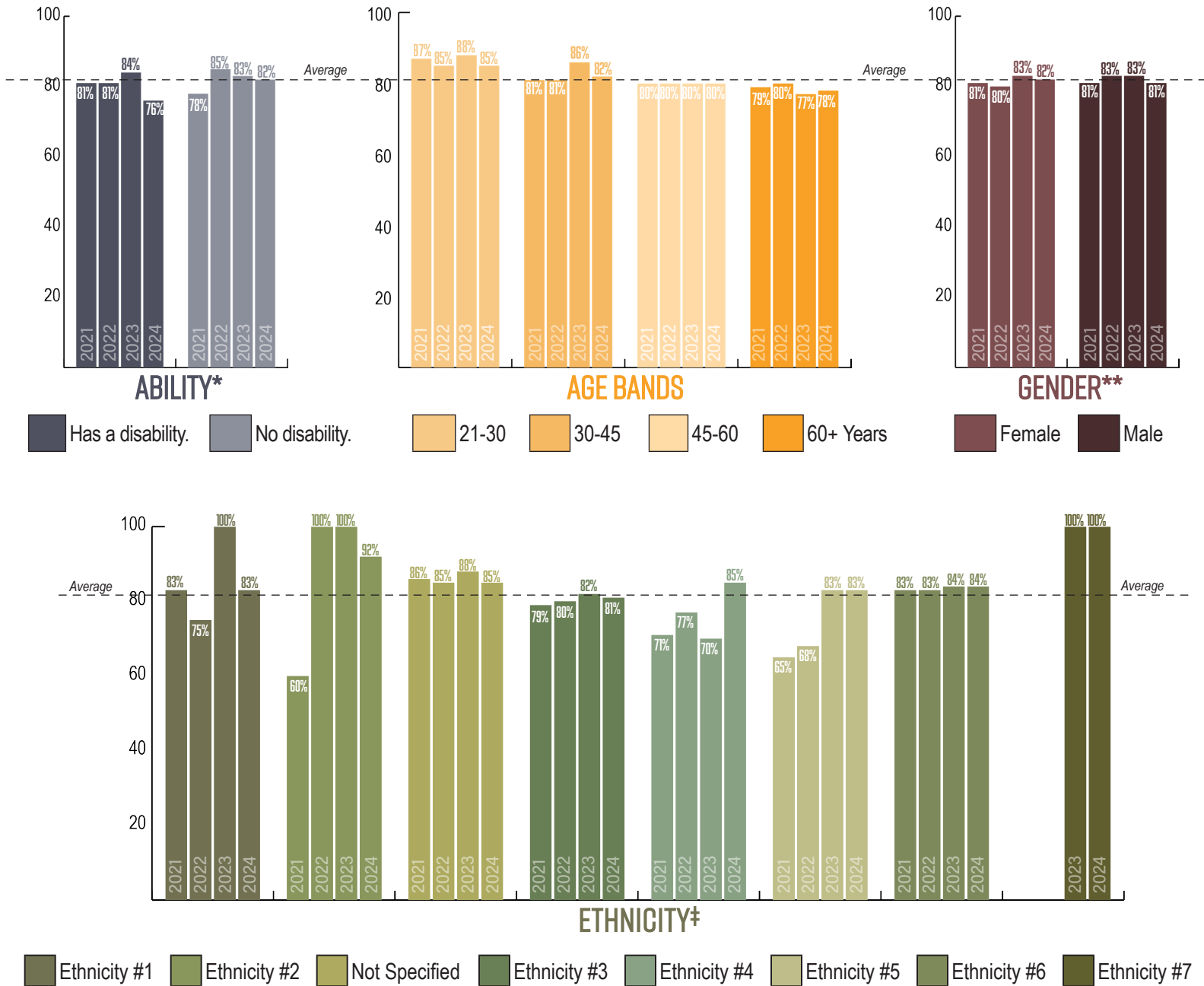
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EMPLOYEE SURVEY QUESTION

My immediate manager/supervisor gives me feedback that helps me improve my performance.

Larimer County = 82% Agreement



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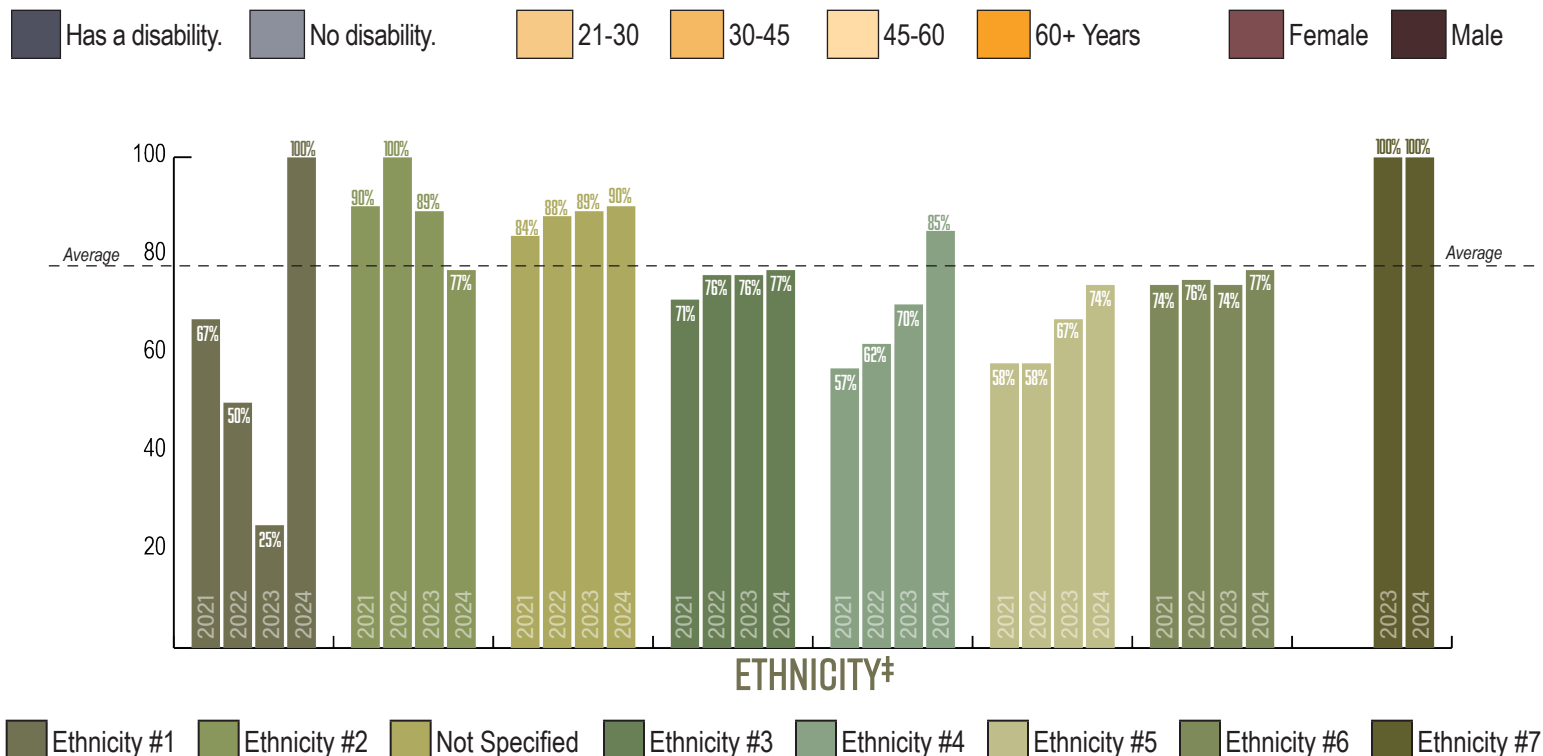
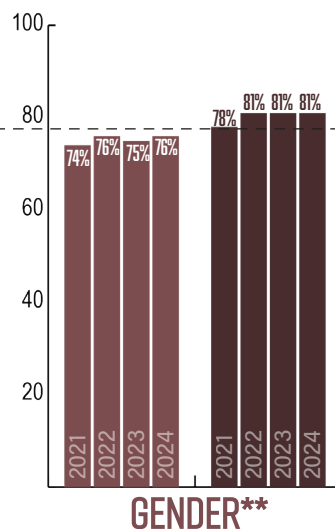
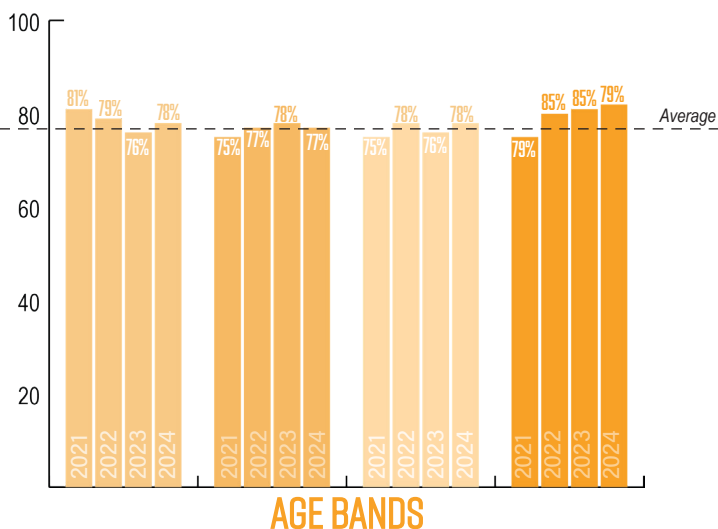
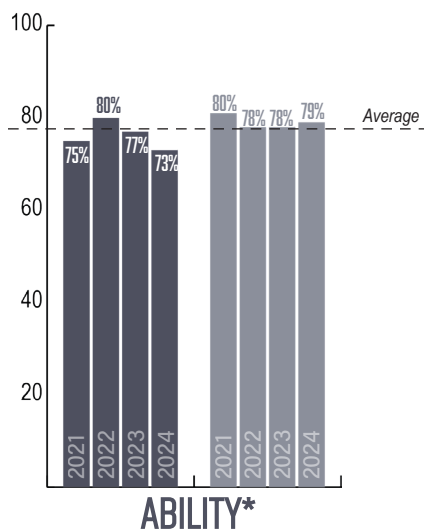
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EMPLOYEE SURVEY QUESTION

My work environment is inclusive.

Larimer County = 78% Agreement



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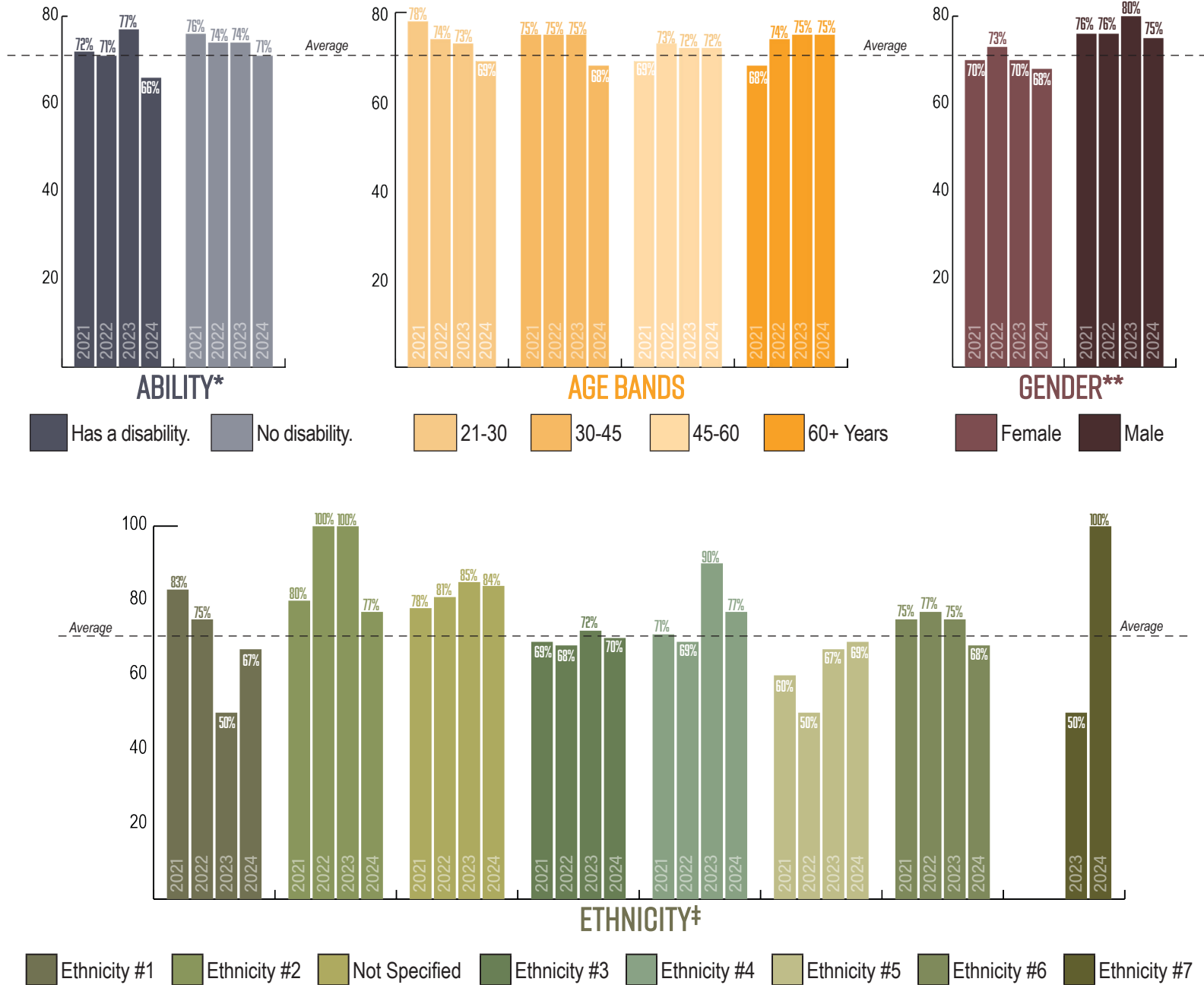
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EMPLOYEE SURVEY QUESTION

I am comfortable sharing a different opinion or concern, and do so without fear.

Larimer County = 71% Agreement



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