

2025 Employee Survey

EMPLOYEE EXPERIENCE DEMOGRAPHIC REPORT

We're committed to being a fulfilling, respectful, and enjoyable place to work, which means we strive to better understand our employees' work experiences. The employee survey is one way we gather insights about the employee experience and identify opportunities for continuous improvement.

This report contains selected questions and responses from the 2025 Employee Survey. The Employee Experience Advisory Council selected questions from the Employee Survey that impact or reflect the employee experience the most. Employee demographic characteristics provide a different lens to help identify patterns and differences in employee work experiences across the organization. Other reports on Employee Survey data are represented either by department or countywide averages. Employee demographic characteristics included in this report are ability, gender, Fair Labor Standards Act (FLSA) status, and tenure.

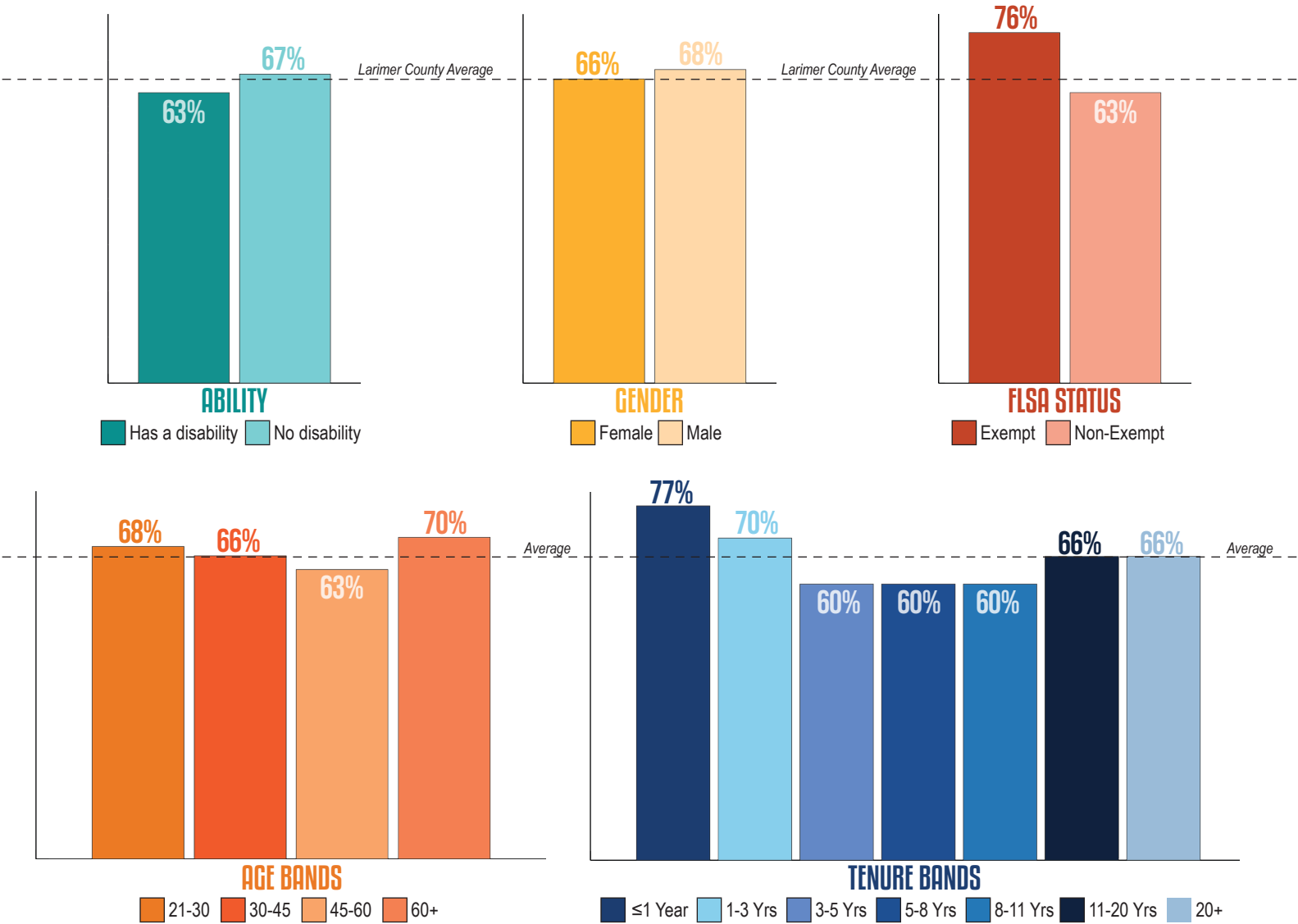
AS YOU REVIEW THE REPORT, PLEASE KEEP THE FOLLOWING IN MIND:

- Ability data is based on employee self-identification information maintained in UKG.
- FLSA status reflects whether a position is classified as exempt or non-exempt under the Fair Labor Standards Act.
- Age bands group employees into age ranges for reporting and analysis purposes.
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66%
Employees Agree

EMPLOYEE SURVEY QUESTION, #1 OF 9

I am appropriately involved in decisions that affect my work.

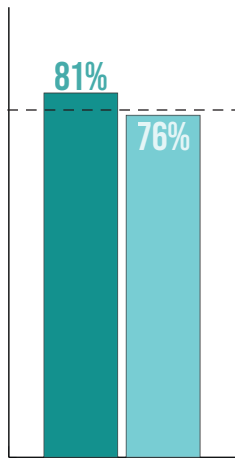


77%

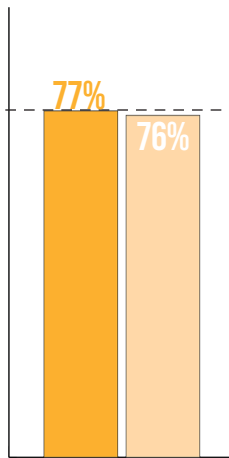
Employees
Agree

EMPLOYEE SURVEY QUESTION, #2 OF 9

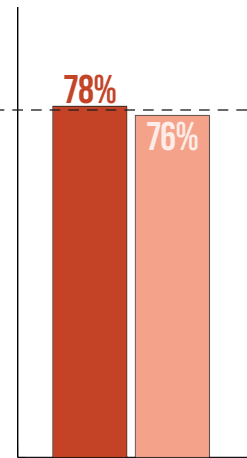
I look forward to coming to work at Larimer County.



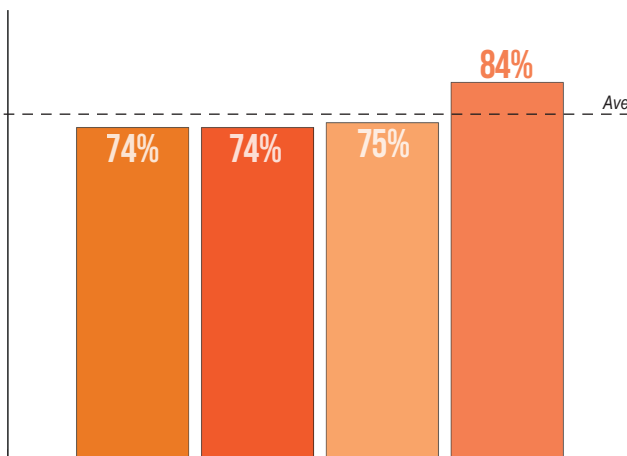
ABILITY
Has a disability No disability



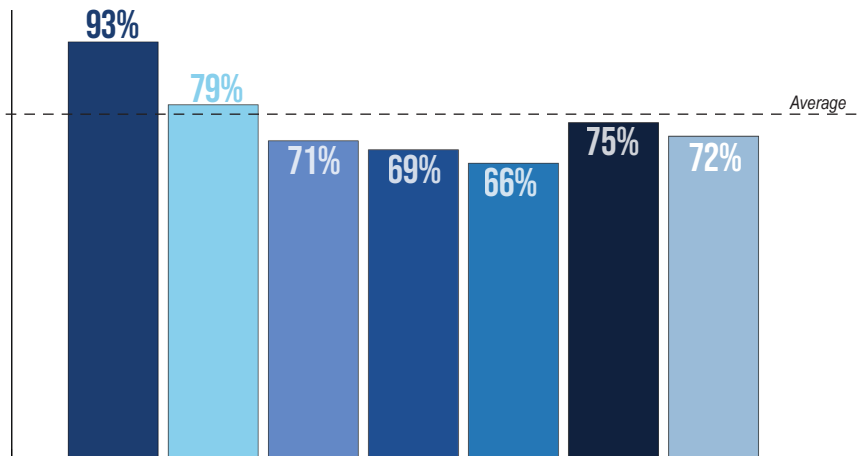
GENDER
Female Male



FLSA STATUS
Exempt Non-Exempt



AGE BANDS
21-30 30-45 45-60 60+



TENURE BANDS
≤1 Year 1-3 Yrs 3-5 Yrs 5-8 Yrs 8-11 Yrs 11-20 Yrs 20+

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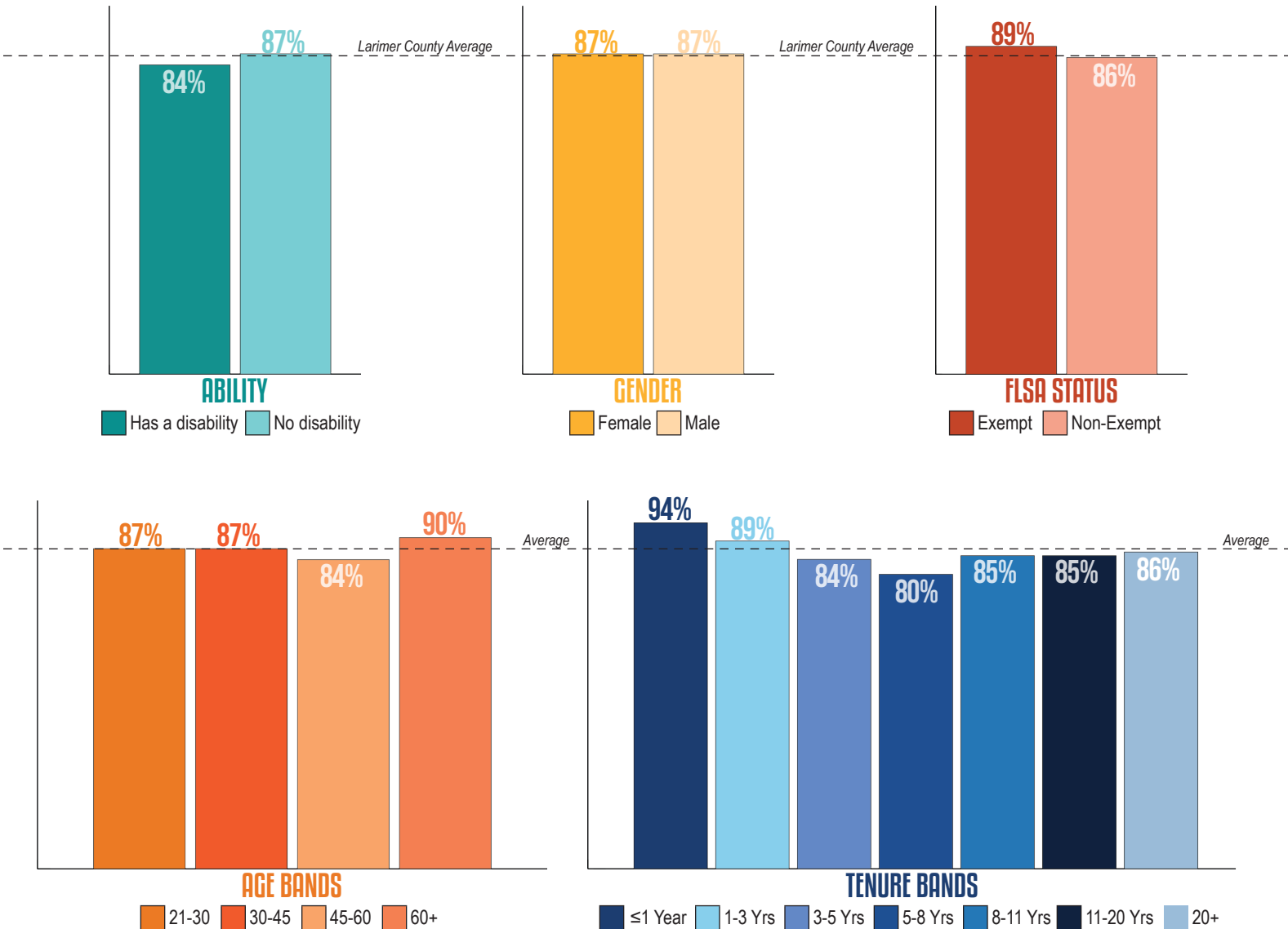
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87%

Employees
Agree

EMPLOYEE SURVEY QUESTION, #3 OF 9

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



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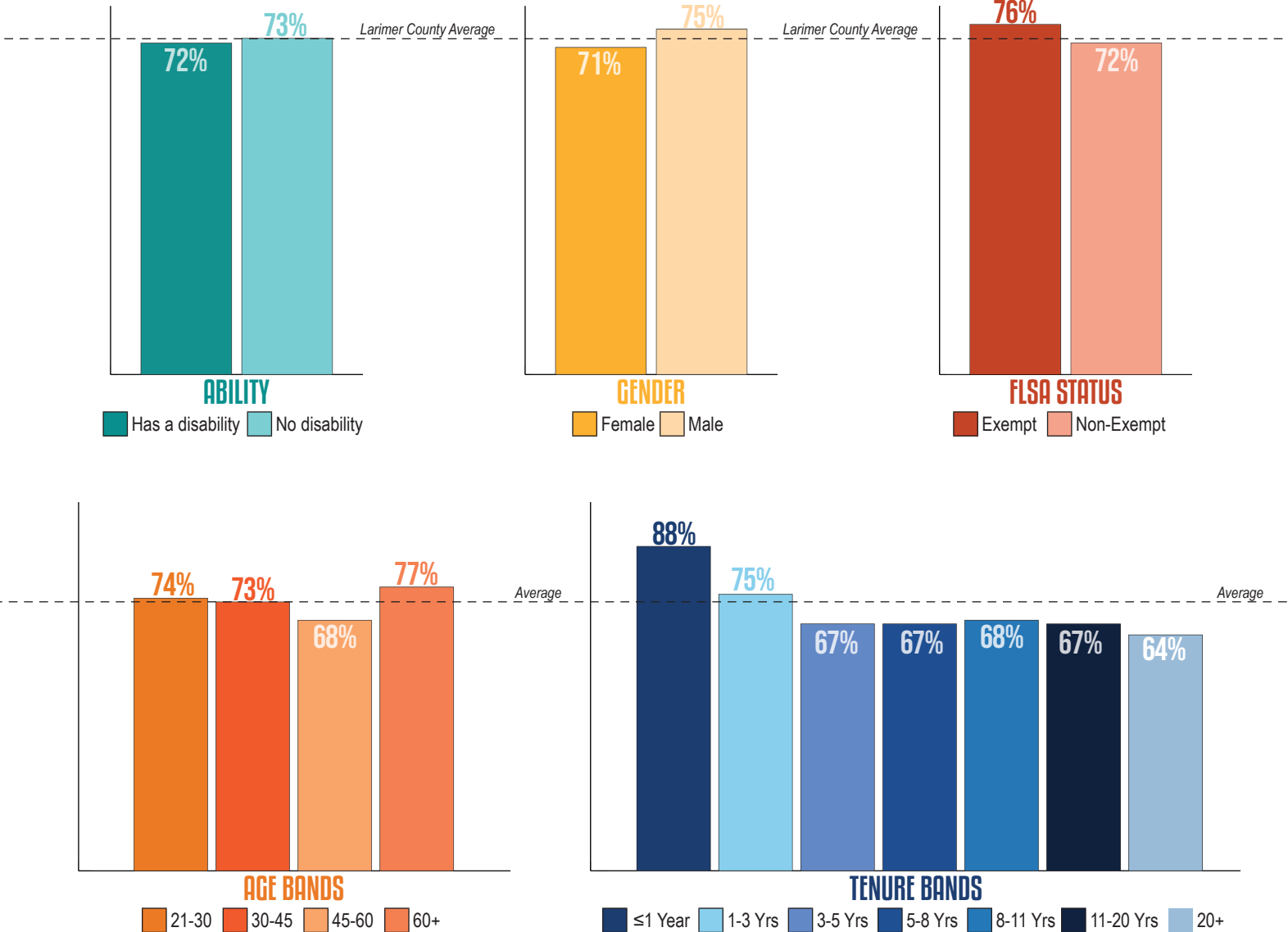
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73%

Employees Agree

EMPLOYEE SURVEY QUESTION, #4 OF 9

Larimer County has created an environment where all employee are supported to succeed.



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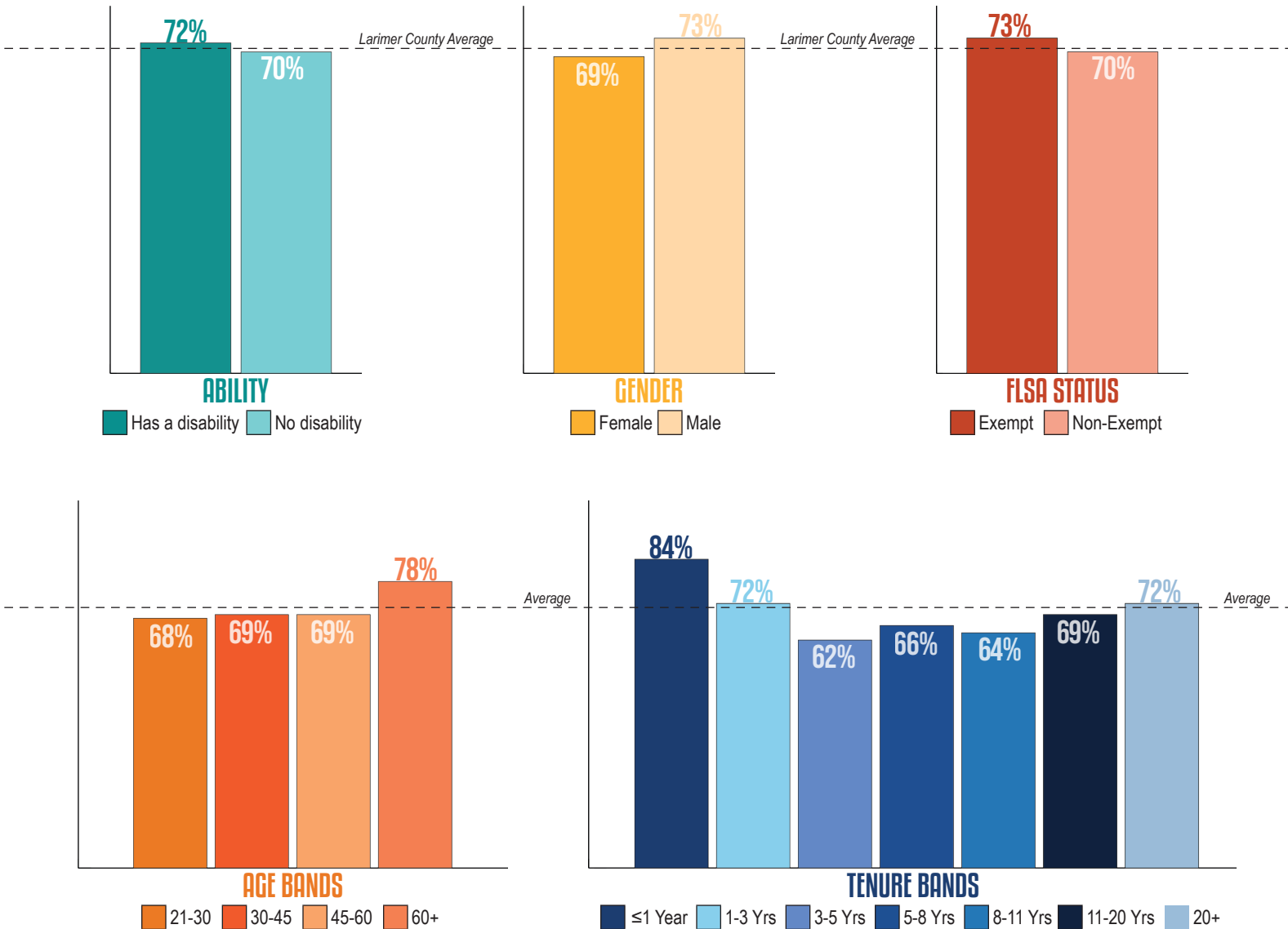
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71%

Employees
Agree

EMPLOYEE SURVEY QUESTION, #5 OF 9

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



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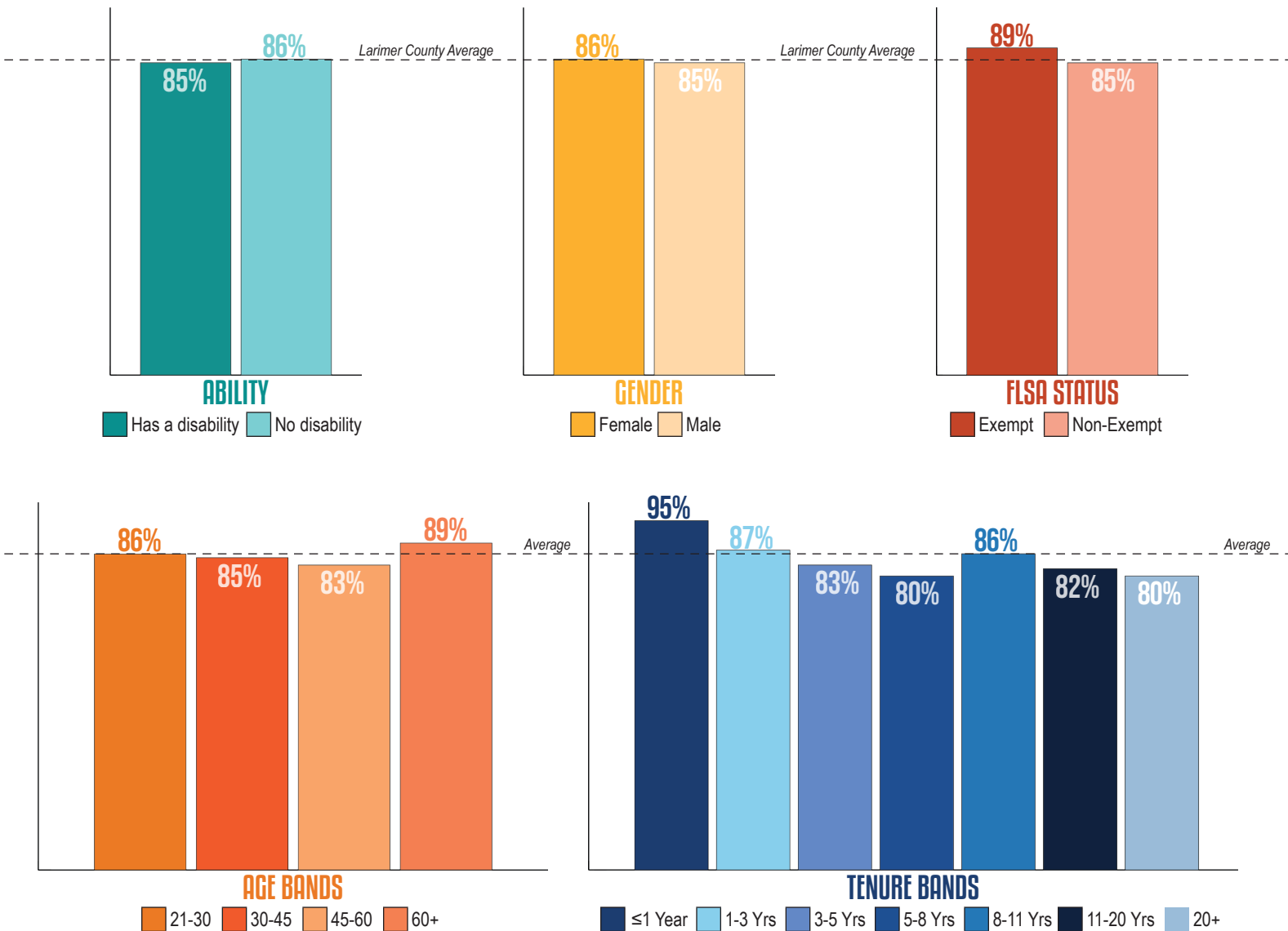
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86%

Employees
Agree

EMPLOYEE SURVEY QUESTION, #6 OF 9

I am treated with dignity and respect.



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74%

Employees
Agree

EMPLOYEE SURVEY QUESTION, #7 OF 9

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

76%

Larimer County Average

73%

ABILITY

Has a disability No disability

75%

Larimer County Average

72%

GENDER

Female Male

76%

73%

FLSA STATUS

Exempt Non-Exempt

74%

76%

68%

79%

Average

AGE BANDS

21-30 30-45 45-60 60+

88%

77%

72%

72%

66%

65%

63%

Average

TENURE BANDS

≤1 Year 1-3 Yrs 3-5 Yrs 5-8 Yrs 8-11 Yrs 11-20 Yrs 20+

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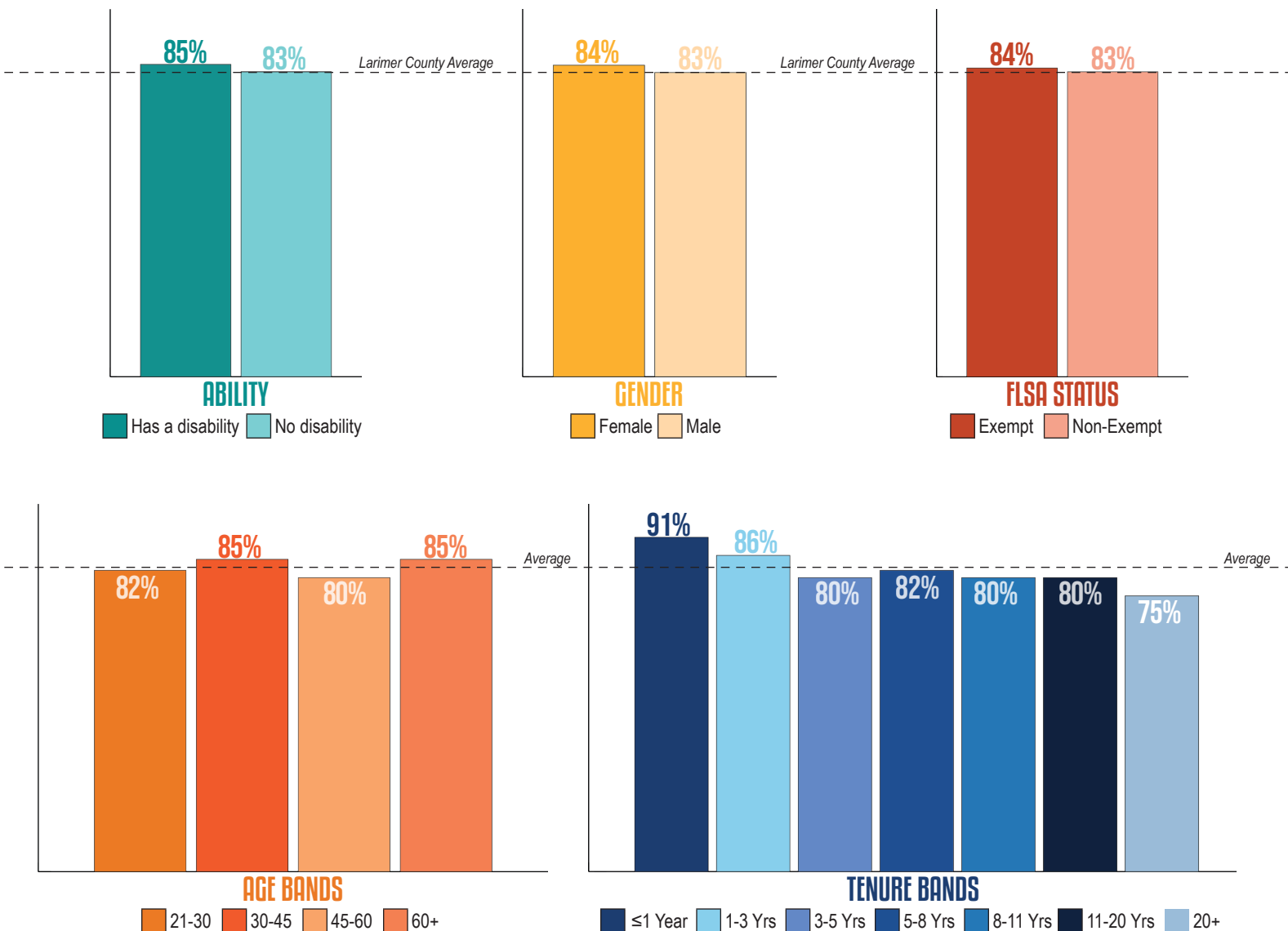
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83%

Employees
Agree

EMPLOYEE SURVEY QUESTION, #8 OF 9

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



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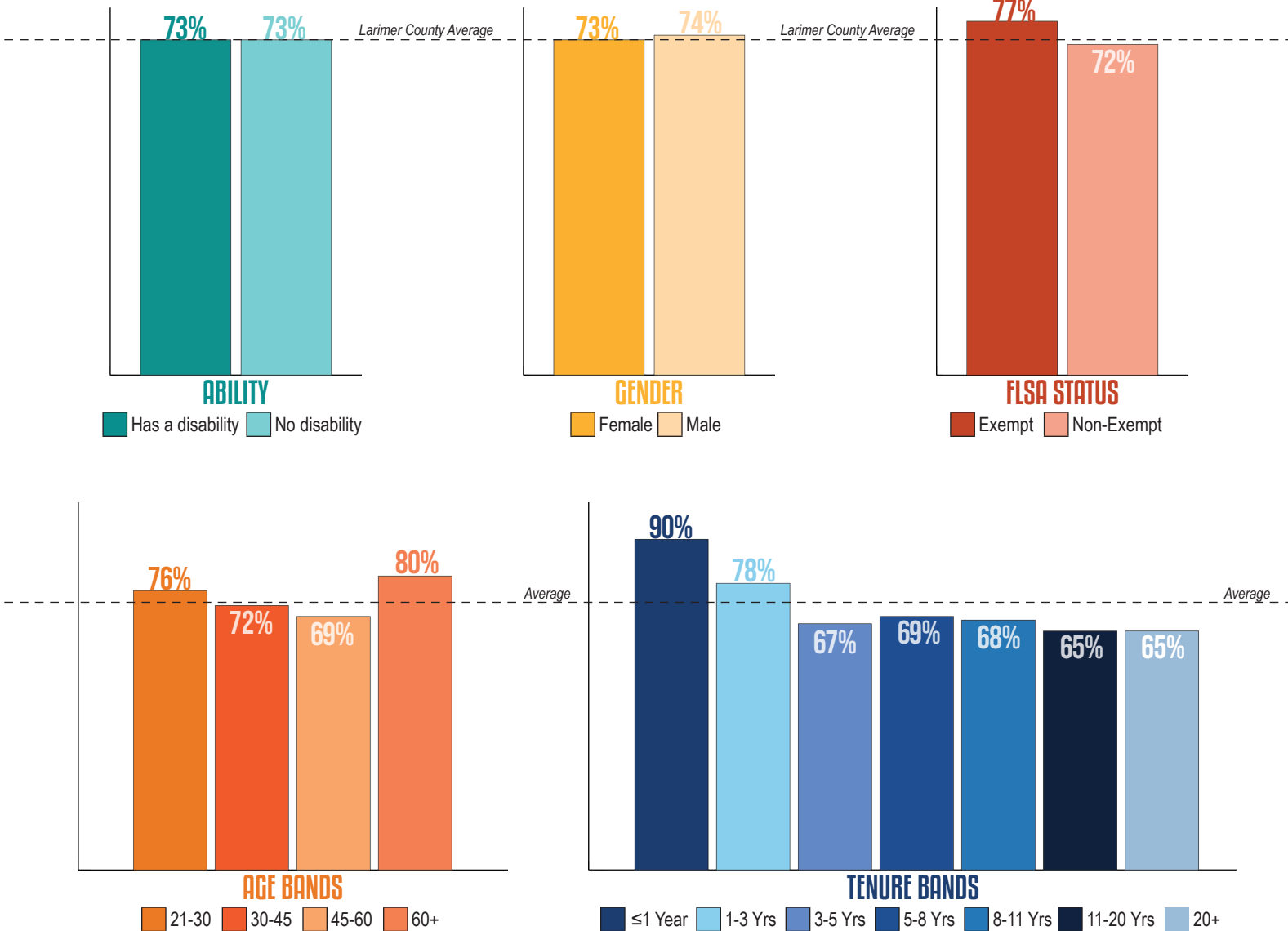
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73%

Employees Agree

EMPLOYEE SURVEY QUESTION, #9 OF 9

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



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