

Overview of Survey Results

2025 Employee Survey - Manager Report with no comments 2025 Employee survey

Survey description	Participation rate
<p>The 2025 Employee Survey has been extended to Monday, December 1, 2025. The annual Employee Survey allows you to share how you feel Larimer County is doing as an employer. However, before you get started, we have a couple things to note about this year's survey: 1. Survey responses are confidential. Managers, supervisors, department and division heads will not have access to individual responses. Before sharing comments with Departments Heads, HR Generalists review each comment in an effort to remove any identifying information. 2. For this survey we were required to select pre-written questions, so their terms are not specific to County government. If you need clarification on any of the survey questions prior to responding, please contact Jennifer Glover or Marcy Hamilton. We greatly appreciate your participation and honest feedback!</p>	59.5% 50 of 84 participants have completed the survey
As of	Dec 04, 2025, 09:57 PM MST Results are grouped based on information in the Employee Directory as of this date
Response group	Benchmarks (6)
Jill Fox's Team	<p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey</p>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	82% favorable
<p>↑ Current score is higher than 2020 Employee Survey score</p> <p>↑ Current score is higher than 2021 Employee Survey score</p> <p>↑ Current score is higher than 2022 Employee Survey score</p> <p>↑ Current score is higher than 2023 Employee Survey score</p> <p>↑ Current score is higher than 2024 Employee Survey score</p>	
GP: Being Good Stewards of Public Resources	75% favorable
<p>↑ Current score is higher than 2020 Employee Survey score</p> <p>↑ Current score is higher than 2021 Employee Survey score</p> <p>↑ Current score is higher than 2022 Employee Survey score</p> <p>↑ Current score is higher than 2024 Employee Survey score</p>	
GP: Cultivating Partnerships	79% favorable
GP: Empowering People to Take Responsibility	70% favorable
<p>↑ Current score is higher than 2024 Employee Survey score</p>	
GP: Promoting Innovation and Continuous Improvement	69% favorable
<p>↑ Current score is higher than 2020 Employee Survey score</p> <p>↑ Current score is higher than 2021 Employee Survey score</p> <p>↑ Current score is higher than 2024 Employee Survey score</p>	
GP: Providing Quality Customer Service	88% favorable
Management	88% favorable
<p>↑ Current score is higher than 2020 Employee Survey score</p> <p>↑ Current score is higher than 2021 Employee Survey score</p> <p>↑ Current score is higher than 2022 Employee Survey score</p> <p>↑ Current score is higher than 2023 Employee Survey score</p> <p>↑ Current score is higher than 2024 Employee Survey score</p> <p>↑ Current score is higher than 2024 Employee Survey score</p>	
Survey Questions	80% favorable
<p>↑ Current score is higher than 2020 Employee Survey score</p> <p>↑ Current score is higher than 2021 Employee Survey score</p> <p>↑ Current score is higher than 2022 Employee Survey score</p> <p>↑ Current score is higher than 2023 Employee Survey score</p> <p>↑ Current score is higher than 2024 Employee Survey score</p>	

Legend

- ↑ Indicates a score statistically higher than available benchmark or filter
- ↓ Indicates a score statistically lower than available benchmark or filter

We only show you differences between a benchmark or filter group when it is meaningful (statistically significant) when compared against the Response group.

Individual Metric Results: 1 of 8 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work

82%
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (8)	Responses	
I look forward to coming to work at this company.* Answered: 48 Skipped: 2 Scale: 1-5		73%
I am treated with respect and dignity.* Answered: 48 Skipped: 2 Scale: 1-5		88%
Larimer County is a safe place to work.* Answered: 48 Skipped: 2 Scale: 1-5		83%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 48 Skipped: 2 Scale: 1-5		65%
I can maintain a reasonable balance between my personal life and work life.* Answered: 48 Skipped: 2 Scale: 1-5		79%
I would recommend Larimer County as a good place to work.* Answered: 48 Skipped: 2 Scale: 1-5		85%
I have received the training I need to do a quality job.* Answered: 48 Skipped: 2 Scale: 1-5		94%
I have the information I need to do my job effectively.* Answered: 48 Skipped: 2 Scale: 1-5		90%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses	
Overall, Larimer County is a great place to work. Answered: 48 Skipped: 2 Scale: 1-5		90%

Employees are treated with dignity and their contributions matter. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar chart consisting of a grey bar divided into two segments by a vertical line. A black dot is positioned on the second segment, indicating 77% of the total length.	77%
Larimer County has created an environment where all employee are supported to succeed. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar chart consisting of a grey bar divided into two segments by a vertical line. A black dot is positioned on the second segment, indicating 77% of the total length.	77%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar chart consisting of a grey bar divided into two segments by a vertical line. A black dot is positioned on the second segment, indicating 96% of the total length.	96%

Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

75%
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define GP: Being Good Stewards of Public Resources (3)	Responses	
We have enough employees where I work to do a quality job.* Answered: 48 Skipped: 2 Scale: 1-5	 73%	
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 48 Skipped: 2 Scale: 1-5	 56%	
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 48 Skipped: 2 Scale: 1-5	 96%	

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 48 Skipped: 2 Scale: 1-5	 83%	
I have the information I need to do my job effectively. Answered: 48 Skipped: 2 Scale: 1-5	 90%	
I am appropriately involved in decisions that affect my work. Answered: 47 Skipped: 3 Scale: 1-5	 55%	
I can maintain a reasonable balance between my personal life and work life. Answered: 48 Skipped: 2 Scale: 1-5	 79%	

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

79%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 48 Skipped: 2 Scale: 1-5		79%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Cultivating Partnerships (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 48 Skipped: 2 Scale: 1-5		56%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 48 Skipped: 2 Scale: 1-5		77%
Where I work, we are knowledgeable about our customers' needs. Answered: 48 Skipped: 2 Scale: 1-5		92%
Employees are treated with dignity and their contributions matter. Answered: 48 Skipped: 2 Scale: 1-5		77%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

70%
favorable

↑ Current score is higher than 2024 Employee Survey score

Questions that define GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 56% response point.	56%
I am appropriately involved in decisions that affect my work.* Answered: 47 Skipped: 3 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 55% response point.	55%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 79% response point.	79%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 88% response point.	88%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 77% response point.	77%
I am treated with respect and dignity. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 88% response point.	88%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 75% response point.	75%
I look forward to coming to work at this company. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating the 73% response point.	73%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

69%
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 48 Skipped: 2 Scale: 1-5		65%
The work environment on my team supports the development of new and innovative ideas.* Answered: 48 Skipped: 2 Scale: 1-5		73%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Promoting Innovation and Continuous Improvement (2)	Responses	
I feel my department listens to my concerns and tries to act on solutions. Answered: 47 Skipped: 3 Scale: 1-5		62%
Larimer County has created an environment where all employee are supported to succeed. Answered: 48 Skipped: 2 Scale: 1-5		77%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

88%
favorable

Questions that define GP: Providing Quality Customer Service (2)	Responses	
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 47 Skipped: 3 Scale: 1-5	 A horizontal bar consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	85%
Where I work, we are knowledgeable about our customers' needs.* Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	92%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	90%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	88%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	77%
Employees in my department do well at maintaining productive partnerships. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	79%

Individual Metric Results: 7 of 8 Metrics

Management

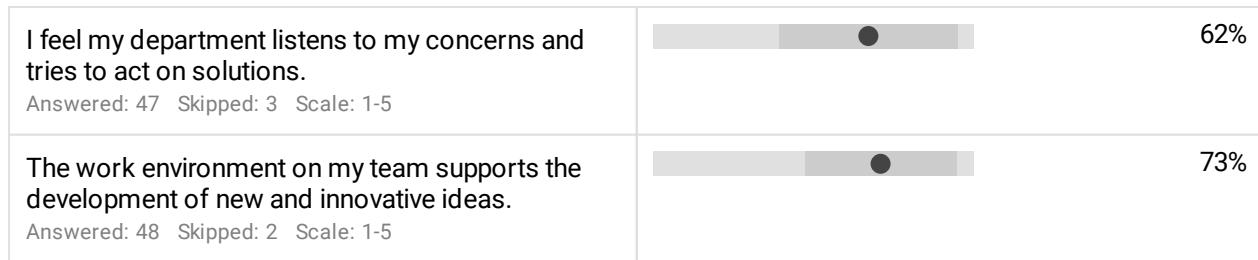
88%
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define Management (6)	Responses
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 94%;"></div></div> 94%
<p>I have a clear idea of what is expected of me in my job.* Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 94%;"></div></div> 94%
<p>The amount of work expected of me is reasonable.* Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 83%;"></div></div> 83%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 92%;"></div></div> 92%
<p>I receive recognition from management when I do a good job.* Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 71%;"></div></div> 71%
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 96%;"></div></div> 96%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Management (4)	Responses
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 73%;"></div></div> 73%
<p>I have the information I need to do my job effectively. Answered: 48 Skipped: 2 Scale: 1-5</p>	<div><div style="width: 90%;"></div></div> 90%



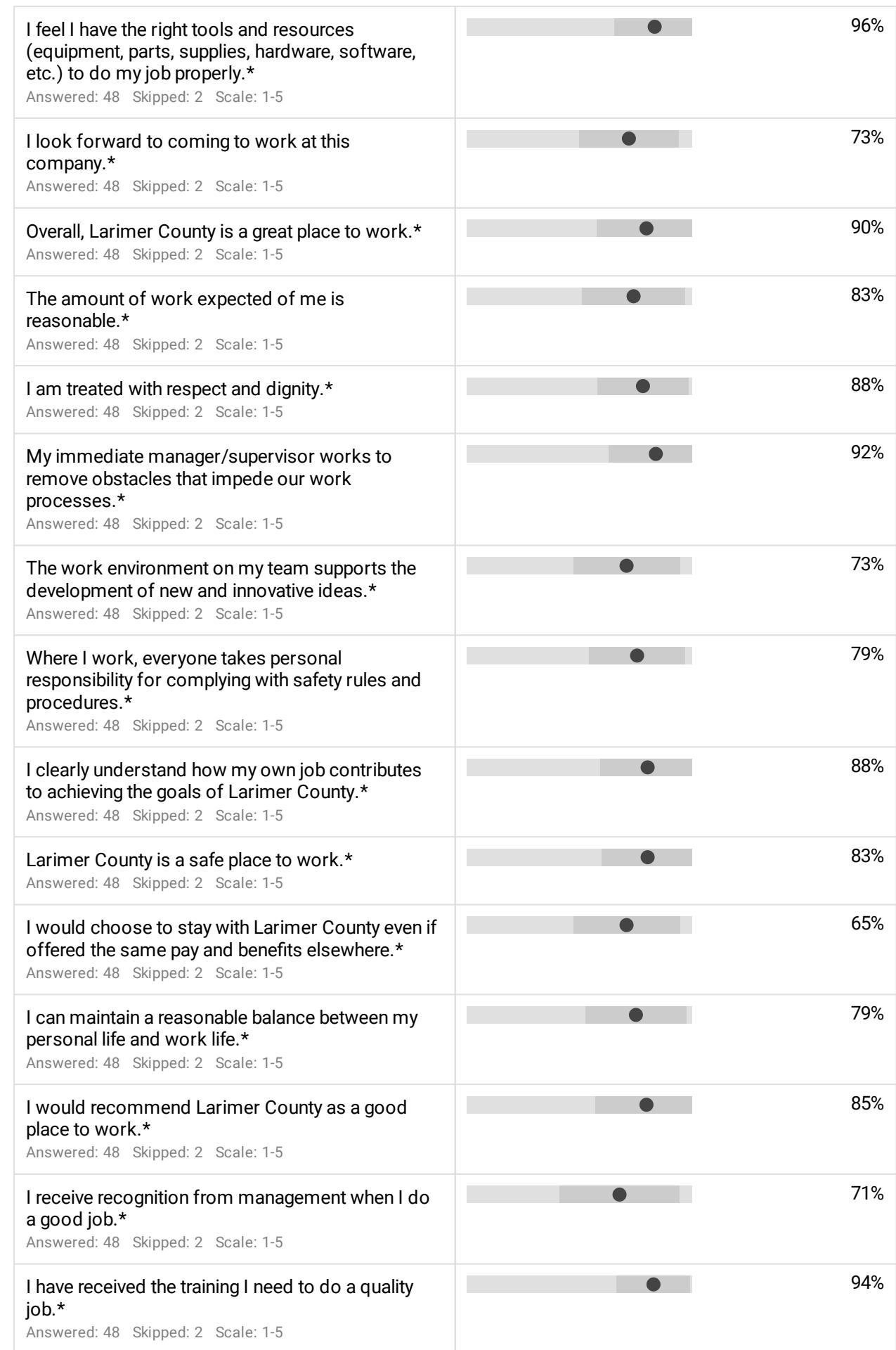
Individual Metric Results: 8 of 8 Metrics

Survey Questions

80%
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 48 Skipped: 2 Scale: 1-5	 65%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 48 Skipped: 2 Scale: 1-5	 56%
We have enough employees where I work to do a quality job.* Answered: 48 Skipped: 2 Scale: 1-5	 73%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 48 Skipped: 2 Scale: 1-5	 94%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 48 Skipped: 2 Scale: 1-5	 56%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 47 Skipped: 3 Scale: 1-5	 85%
I am appropriately involved in decisions that affect my work.* Answered: 47 Skipped: 3 Scale: 1-5	 55%
Where I work, we are knowledgeable about our customers' needs.* Answered: 48 Skipped: 2 Scale: 1-5	 92%
Employees in my department do well at maintaining productive partnerships.* Answered: 48 Skipped: 2 Scale: 1-5	 79%
I have a clear idea of what is expected of me in my job.* Answered: 48 Skipped: 2 Scale: 1-5	 94%



I have the information I need to do my job effectively.* Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot at the 90% mark.	90%
My immediate manager/supervisor encourages two-way communication.* Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot at the 96% mark.	96%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot at the 77% mark.	77%
I feel my department listens to my concerns and tries to act on solutions. Answered: 47 Skipped: 3 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot at the 62% mark.	62%
I am motivated to help Larimer County be successful. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot at the 90% mark.	90%
Employees are treated with dignity and their contributions matter. Answered: 48 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot at the 77% mark.	77%

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 96%;"><div style="width: 100%;"></div></div> 96%
My immediate manager/supervisor encourages two-way communication. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 96%;"><div style="width: 100%;"></div></div> 96%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 94%;"><div style="width: 100%;"></div></div> 94%
I have a clear idea of what is expected of me in my job. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 94%;"><div style="width: 100%;"></div></div> 94%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 94%;"><div style="width: 100%;"></div></div> 94%
I have received the training I need to do a quality job. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 94%;"><div style="width: 100%;"></div></div> 94%
Where I work, we are knowledgeable about our customers' needs. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"></div></div> 92%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"></div></div> 92%
Overall, Larimer County is a great place to work. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"></div></div> 90%
I have the information I need to do my job effectively. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"></div></div> 90%
Larimer County delivers high quality services to its customers. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"></div></div> 90%
I am motivated to help Larimer County be successful. Answered: 48 Skipped: 2 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"></div></div> 90%

<p>I am treated with respect and dignity. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>88%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>88%</p>
<p>I would recommend Larimer County as a good place to work. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>85%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers. Answered: 47 Skipped: 3 Scale: 1-5</p>	<p>85%</p>
<p>The amount of work expected of me is reasonable. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>83%</p>
<p>Larimer County is a safe place to work. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>83%</p>
<p>Employees in my department do well at maintaining productive partnerships. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>79%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>79%</p>
<p>I can maintain a reasonable balance between my personal life and work life. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>79%</p>
<p>Employees are treated with dignity and their contributions matter. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>77%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>77%</p>
<p>Larimer County has created an environment where all employee are supported to succeed. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>77%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>75%</p>
<p>We have enough employees where I work to do a quality job. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>73%</p>
<p>I look forward to coming to work at this company. Answered: 48 Skipped: 2 Scale: 1-5</p>	<p>73%</p>

The work environment on my team supports the development of new and innovative ideas. Answered: 48 Skipped: 2 Scale: 1-5	 73%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 48 Skipped: 2 Scale: 1-5	 73%
I am comfortable speaking up without fear of negative consequences. Answered: 47 Skipped: 3 Scale: 1-5	 72%
I receive recognition from management when I do a good job. Answered: 48 Skipped: 2 Scale: 1-5	 71%
Larimer County adapts to meet the needs of its employees. Answered: 48 Skipped: 2 Scale: 1-5	 69%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 48 Skipped: 2 Scale: 1-5	 67%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 48 Skipped: 2 Scale: 1-5	 65%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 48 Skipped: 2 Scale: 1-5	 65%
I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 48 Skipped: 2 Scale: 1-5	 65%
I feel my department listens to my concerns and tries to act on solutions. Answered: 47 Skipped: 3 Scale: 1-5	 62%
The different departments and elected offices within Larimer County collaborate effectively. Answered: 46 Skipped: 4 Scale: 1-5	 59%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 48 Skipped: 2 Scale: 1-5	 56%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone). Answered: 48 Skipped: 2 Scale: 1-5	 56%
I am appropriately involved in decisions that affect my work. Answered: 47 Skipped: 3 Scale: 1-5	 55%

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 22 Skipped: 28	47 EPS Promoters (64%) Detractors (23%)
What do you think your department could improve on? Answered: 25 Skipped: 25	-85 EPS Promoters (4%) Detractors (48%) are talking about Communication (4)
What do you think your department is doing well? Answered: 27 Skipped: 23	91 EPS Promoters (78%) are talking about Communication (5) Training and Learning Opportunities (4) Management (3) Teamwork (3) Transparency (3) Detractors (4%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 20 Skipped: 30	29 EPS Promoters (55%) are talking about Compensation and Benefits (3) Detractors (30%) are talking about Compensation and Benefits (4)